



Governing Body

353rd Session, Geneva, 10–20 March 2025

Institutional Section

INS

Date: 19 March 2025

Original: English

Eighteenth item on the agenda

Composition, agenda and programme of standing bodies and meetings

► Part I. Composition and agenda of standing bodies and meetings

A. Special arrangements and rules of procedure applicable to the Fifth Meeting of the Special Tripartite Committee of the Maritime Labour Convention, 2006, as amended (MLC, 2006) (Geneva, 7–11 April 2025)

1. Further to the decision taken by the Governing Body at its 346th (October–November 2022) and 347th Sessions (March 2023), the fifth meeting of the Special Tripartite Committee (STC) shall be held from 7–11 April 2025.¹
2. As the meeting will follow a hybrid format, it is necessary to put in place special arrangements and rules of procedure to ensure that participants attending remotely will be able to fully exercise the same rights as those attending in person. The proposed arrangements are included in Appendix I for consideration and approval.
3. *The Officers of the Governing Body recommend that the Governing Body approve the special arrangements and rules of procedure.*

¹ GB.346/PV, para. 885(e).

B. Arrangements for the Tripartite Meeting on the Review of the Functioning of the Governing Body (Geneva, 5–8 May 2025)

4. The Governing Body decided at its 352nd Session (October–November 2024) to undertake a review of certain areas of its functioning, and to convene, to that end, two tripartite meetings to which the Standing Orders for technical meetings would apply, with the suspension of article 3, paragraph 2, and article 9, paragraphs 2, 3 and 8.²
5. In consultation with the Officers of the Governing Body and the Screening Group, it was decided to hold the meeting from 5 to 8 May 2025. Arrangements will be made to enable remote participation. The letters of invitations were sent to tripartite constituents in the first week of February 2025.

Composition

6. The meeting will bring together governments of ILO Member States interested in participating, eight Employer representatives and eight Worker representatives nominated by the Employers' and Workers' groups of the Governing Body, as well as advisers.
7. In accordance with the Standing Orders for technical meetings, each government interested in attending the meeting may appoint one representative, who may be accompanied by one adviser.

Programme of work

8. Tripartite consultations will be undertaken in early April 2025 to finalize the programme of work of the meeting.
9. *The Officers took note of the update provided on the arrangements for the Tripartite Meeting on the Review of the Functioning of the Governing Body.*

C. Arrangements for the Meeting of experts on paternity and parental protection, and other care leave (Geneva, 4–8 May 2026)

Background

10. Further to the approval by the Governing Body of the recommendations of the eighth meeting of the Standards Review Mechanism Tripartite Working Group (SRM TWG),³ and the conclusions concerning decent work and the care economy, adopted by the Conference at its 112th Session (2024), the Office has been requested to "prepare research to be discussed by a tripartite meeting, to be determined by the Governing Body at the earliest date possible, so as to enable the Organization to assess whether there are gaps in the ILO's body of international labour standards related to paternity and parental protection, and other care leave (for sick or critically-ill family members, older persons or persons with disabilities) and, if so, what normative and/or non-normative actions could be appropriate".⁴
11. To give effect to those decisions and considering the knowledge developed by the Office over the years on care policies, the Plan of action to follow-up to the resolution concerning decent

² GB.352/PV, para. 436.

³ GB.349/PV(Rev.1), para. 991(d) and (e) and GB.349/LILS/1.

⁴ ILC.112/Resolution V, para. 31(b) of the Conclusions.

work and the care economy for the period 2024–30 proposed to hold a five-day meeting of experts, with the objective of discussing the above research to be conducted by the Office so as to enable the Organization to assess whether there are gaps in the ILO's body of international labour standards related to paternity and parental protection, and other care leave and, if so, what normative and/or non-normative actions could be appropriate. The Governing Body approved the proposal at its 352nd Session during the discussion on the follow-up to the resolution, with the date and arrangements to be determined at its 353rd Session (March 2025).⁵

12. It is proposed that the meeting take place on 4–8 May 2026.

Composition

13. It is proposed that the meeting be composed of eight experts nominated by Governments, eight experts nominated by the Employers' group, and eight experts nominated after consultation with the Workers' group of the Governing Body.
14. The Director-General will select as Chairperson an independent person with expertise on the matters covered by the agenda.
15. Interested governments may attend the meeting as observers without speaking rights (one per government) upon prior notification.
16. It is also proposed to invite as observers the intergovernmental and international non-governmental organizations listed in Appendix II.

Agenda

17. The Director-General proposes the following agenda for the meeting:
 - (a) Review:
 - (i) the concepts, national legal and policy trends and outcomes across countries/regions in respect of paternity and parental protection, and other care leave (for sick or critically-ill family members, older persons or persons with disabilities);
 - (ii) the body of international labour standards related to the topic.
 - (b) Assess whether there are gaps in international labour standards in respect of paternity and parental protection and other care leave.
 - (c) Adopt conclusions to provide guidance to the Governing Body on what normative and/or non-normative actions could be appropriate, if gaps in respect of paternity and parental protection and other care leave were to be identified.

⁵ GB.352/PV, para. 132(b).

Financial implications

18. The estimated costs for such a meeting would include travel expenses of the experts and the independent chairperson, interpretation and document preparation, which are detailed in the table below.

Item	Costs (US\$)
Experts' and chairperson's travel and subsistence expenses	145 000
Conference services (including interpretation and meeting operators)	179 000
Report production and translation	30 000
Miscellaneous	35 000
Total	389 000

19. The Governing Body decided at its 352nd Session that the cost of the meeting would be financed in the first instance from existing resources attributed under the regular budget to the Conditions of Work and Equality Department, with an estimated amount of US\$300,000 financed from savings that may arise under Part I of the budget for 2026–27 or, failing that, through the use of the provision for unforeseen expenditure, in Part II. Should this not prove possible, the Director-General would propose alternative methods of financing at a later stage in the biennium.
20. *The Officers of the Governing Body recommend that Governing Body approve the dates, composition, agenda and arrangements for a meeting of experts on paternity and parental protection, including care leave and authorize the Director-General to invite as observers the intergovernmental and international non-governmental organizations listed in Appendix II.*

D. Cost estimates for tripartite meetings to be organized to give effect to the recommendations of the Standards Review Mechanism Tripartite Working Group

21. As part of the decisions adopted by the Governing Body in November 2024 to follow-up on the recommendations formulated by the SRM TWG at its ninth meeting, it requested the Office to take the necessary steps to conduct surveys and undertake research as set out in the SRM TWG's recommendations to be discussed by tripartite meetings on fishers, dock work, hotels and restaurants, older workers and indigenous and tribal peoples, to be determined by the Governing Body at the earliest date possible and to provide the Governing Body, at its March 2025 session, with full estimates for the costs of those meetings.⁶
22. The Office has made arrangements to hold four tripartite meetings in the biennium 2026–27. The meeting on indigenous and tribal peoples, with an approximate cost of US\$300,000, and the meeting on older workers, with an approximate cost of US\$220,000, will be scheduled in 2027 and their cost will be covered from savings in Part I of the budget. The meetings concerning ports and docks and hotels and restaurants that have been included in the programme of global sectoral meetings for 2026–27, as recommended by the sectoral advisory bodies, will address the issues identified by the SRM/TWG. Their costs are covered in the

⁶ GB.352/PV, para. 1135(f) and (g); GB.352/LILS/3, table 1.

budget for sectoral activities.⁷ The meeting on fishers will take place at a later stage, subject to discussions of the sectoral advisory bodies and the Governing Body.

23. *The Officers took note of the cost estimates provided by the Office for tripartite meetings to be organized to give effect to the recommendations of the Standards Review Mechanism Tripartite Working Group, as requested by the Governing Body at its 352nd Session.*

E. Invitations to observers from intergovernmental organizations and international non-governmental organizations to ILO official meetings

Request from the Labour Centre of the Organisation of Islamic Cooperation

24. A cooperation agreement was signed in September 2024 between the International Labour Organization and the Labour Centre of the Organisation of Islamic Cooperation (OIC). Article III of that agreement states that the OIC Labour Centre may be invited to participate in meetings of the International Labour Conference with the status of an official international organization, and that it may also be invited to participate in meetings, events and initiatives organized by the ILO in which the OIC Labour Centre has expressed an interest.
25. The Labour Centre of the OIC has expressed interest in attending forthcoming sessions of the Governing Body and of the International Labour Conference.
26. *The Officers authorize the Director-General to invite the Labour Centre of the Organisation of Islamic Cooperation to attend forthcoming sessions of the Governing Body and of the International Labour Conference, as observers.*

113th Session of the International Labour Conference (Geneva, 2–13 June 2025)

Intergovernmental and international non-governmental organizations

27. In addition to the above-mentioned organization and intergovernmental organizations for which standing arrangements approved by the Governing Body provide for their automatic invitation to the sessions of the Conference, the Officers of the Governing Body have authorized the Director-General to invite other intergovernmental organizations listed in Appendix II as observers.
28. Under the Constitution of the Organization and the Standing Orders of the Conference, international non-governmental organizations other than those with which consultative relationships have been established may be invited by the Governing Body to be represented at the Conference insofar as attendance at the plenary sittings is concerned, while the invitation of such organizations to be represented on committees appointed by the Conference remains a matter for the Conference itself to decide.
29. At its 256th Session (May 1993), the Governing Body delegated to its Officers the authority to invite international non-governmental organizations wishing to be represented at sessions of the Conference, it being understood that requests for invitations presenting a particular problem would continue to be submitted to the Governing Body through its Officers.
30. The Director-General has received requests to be represented at the 113th Session (2025) from the organizations listed in Appendix II, which have expressed interest in certain items on the agenda. The list includes three organizations that have requested to attend the Conference for

⁷ GB.353/POL/3, para. 30 and Appendix II.

the first time, namely the Confederation of Municipal Workers for the Public Services International of the Americas (CONTRAM), Solidarity Center, and C40 Cities (C40).

31. All other organizations listed have already been invited to one or more sessions of the Conference after their requests to be invited had been approved by the Officers of the Governing Body. In making their requests, these organizations supplied proof of their interest in following the proceedings of the Conference.
32. *The Officers authorize the Director-General to issue an invitation to the organizations listed in the appendix to document GB.353/INS/18, it being understood that it will be for the Conference to consider their requests to participate in the work of the committees dealing with the agenda items in which they have stated a special interest, and to inform the organizations concerned that they may nominate one person only for each of the agenda items in respect of which their interest has been recognized.*

Invitation of observers to other official meetings

33. Invitation of observers to official meetings other than the International Labour Conference is determined according to the following criteria:
 - (a) intergovernmental organizations that the Director-General intends to invite on the basis of a standing arrangement with the ILO. These organizations are presented for information only;
 - (b) intergovernmental organizations that the Director-General intends to invite, as authorized by the Officers of the Governing Body;
 - (c) international non-governmental organizations that the Director-General intends to invite, subject to authorization by the Governing Body.
34. *The Officers authorize the Director-General to issue an invitation to the organizations listed in the appendix to document GB.353/INS/18 to participate in the meeting listed therein.*

► Part II. Programme of ILO official meetings for the remainder of 2025 and advance information for 2026 (subject to further decision by the Governing Body)

Date	Title of meeting	Place
2025		
6–8 March	Committee on Freedom of Association	Geneva
10–20 March	353rd Session of the Governing Body	Geneva
7–11 April	Fifth meeting of the Special Tripartite Committee established under the Maritime Labour Convention, 2006, as amended (MLC, 2006)	Geneva
14–15 April	Subcommittee on Wages of Seafarers of the Joint Maritime Commission	Geneva
5–8 May ¹	Tripartite Meeting on the review of the functioning of the Governing Body	Geneva

Date	Title of meeting	Place
5–9 May ²	Meeting of experts to discuss and adopt policy guidelines for the promotion of decent work in recycling	Geneva
29–30 May	Committee on Freedom of Association	Geneva
2–13 June	113th Session of the International Labour Conference	Geneva
14 June	354th Session of the Governing Body	Geneva
1–5 September	Technical meeting on the promotion of decent work in the railways sector	Geneva
15–19 September ³	Tenth Meeting of the Standards Review Mechanism Tripartite Working Group (SRM TWG)	Geneva
1–3 October ⁴	20th American Regional Meeting	Punta Cana, Dominican Republic
27–31 October ⁵	Meeting of experts to adopt guidelines for fair labour market services for migrant fishers in the fishing sector (including data and statistics)	Geneva
12–13 November	Board of the International Training Centre of the ILO	Turin
13–15 November	Committee on Freedom of Association	Geneva
17–27(28) November ⁶	355th Session of the Governing Body	Geneva
1–13 December	Committee of Experts on the Application of Conventions and Recommendations	Geneva
8–12 December ⁵	Meeting of experts to adopt a code of practice on occupational safety and health in aquaculture	Geneva
2026		
2–6 February	Meeting of Experts on occupational safety and health in extreme weather events and changing weather patterns	Geneva
16–20 February ⁵	Meeting of experts on the application of the fundamental principles and rights at work in the professional sports sector, as well as on violence and harassment in the world of sport	Geneva
5–6 March	Committee on Freedom of Association	Geneva
9–19(20) March ⁶	356th Session of the Governing Body	Geneva
21–23 April ⁷	Meeting of experts on challenges to the implementation and ratification of the Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185)	Geneva
4–8 May ⁸	Meeting of experts on paternity and parental protection and other care leave	Geneva
June (to be confirmed)	114th Session of the International Labour Conference	Geneva
June (to be confirmed)	357th Session of the Governing Body	Geneva
5–6 November	Board of the International Training Centre of the ILO	Turin
5–7 November	Committee on Freedom of Association	Geneva

Date	Title of meeting	Place
9–19(20) November	358th Session of the Governing Body	Geneva
Second half	Fifteenth African Regional Meeting	To be confirmed

¹ Further to the decision adopted by the Governing Body at its 352nd Session (GB.352/INS/8(Rev.1)/Decision). ² Further to the decision adopted by the Governing Body at its 350th Session (GB.350/POL/3(Rev.1)/Decision). The purpose and title of the meeting were modified at the 352nd Session (GB.352/POL/2/Decision). ³ Further to the decision adopted by the Governing Body at its 352nd Session (GB.352/LILS/3/Decision). ⁴ Subject to the decision to be taken by the Governing Body at its 353rd Session (GB.353/INS/16/1). ⁵ Date subject to the approval of the Governing Body at its 353rd Session (GB.353/POL/3). ⁶ The end date will be decided at a later stage. ⁷ Further to the decision adopted by the Governing Body at its 352nd Session (GB.352/INS/22/Decision). ⁸ Further to the decision adopted by the Governing Body at its 352nd Session (GB.352/INS/3/2/Decision).

- 35.** *The Officers of the Governing Body approved the programme of meetings for the remainder of 2025 and for 2026, subject to further decision-making of the Governing Body.*

► Draft decision

36. The Governing Body, upon the recommendation of its Officers:

- (a) approved the special arrangements and rules of procedure applicable to the fifth meeting of the Special Tripartite Committee of the Maritime Labour Convention, 2006, as amended (MLC, 2006) contained in Appendix I to document GB.353/INS/18;
- (b) took note of the arrangements for the Tripartite Meeting on the Review of the Functioning of the Governing Body;
- (c) approved the date, composition and agenda of the Meeting of experts on paternity and parental protection and other care leave;
- (d) took note of the cost estimates provided by the Office for tripartite meetings to be organized to give effect to the recommendations of the Standards Review Mechanism Tripartite Working Group;
- (e) authorized the Director-General to invite the Labour Centre of the Organization of Islamic Cooperation to future sessions of the Governing Body and to the 113th Session of the International Labour Conference;
- (f) authorized the Director-General to invite the other organizations listed in Appendix II to document GB.353/INS/18, it being understood that it would be for the Conference to consider their requests to participate in the work of the committees dealing with the agenda items in which they have stated a special interest, and to inform the organizations concerned that they may nominate one person only for each of the agenda items in respect of which their interest has been recognized;
- (g) endorsed the proposals made in relation to the invitation of intergovernmental and international non-governmental organizations as observers to the other official meetings listed in Appendix II to document GB.353/INS/18;
- (h) took note of the programme of meetings contained in Part II of document GB.353/INS/18, subject to further decision-making by the Governing Body.

► Appendix I

Special arrangements and rules of procedure applicable to the Fifth Meeting of the Special Tripartite Committee of the Maritime Labour Convention, 2006, as amended (MLC, 2006) (Geneva, 7–11 April 2025)

Further to the decisions taken by the Governing Body at its 346th (October–November 2022) and 347th Sessions (March 2023), the fifth meeting of the Special Tripartite Committee (STC) shall be held from 7–11 April 2025.¹ The meeting will follow a hybrid format.

At its 353rd Session (March 2025), the Governing Body approved special arrangements for the fifth meeting of the STC to facilitate the meeting's conduct by virtual means. In so doing, the Governing Body decided that the Standing Orders applicable to the meeting concerned continue to apply in full except to the extent that they are inconsistent with the special arrangements. The Governing Body also authorized the meeting, on the recommendation of its Officers and in consultation with the Government group regional coordinators, to further specify the special arrangements and modify them within the limits set by the applicable Standing Orders.

In this context, the Officers of the STC have decided to recommend to the STC the approval of the special arrangements and rules of procedure set out below and, subject to this approval, that the special arrangements will apply provisionally to the steps to be taken before the first day of the meeting. Given the hybrid format, all necessary measures will be taken to ensure participants attending remotely will be able to fully exercise any active participating rights.

Pre-session

A. Accreditation

1. Representatives of Governments, Shipowners and Seafarers shall communicate the list of their representatives and advisers to the Secretariat of the STC through the online accreditation system, which were made available as of 20 February 2025. The necessary access codes will be sent to each Government through their Permanent Missions in Geneva (or as otherwise agreed) and to the secretariats of the Shipowners' and Seafarers' groups.
2. Credentials of representatives and advisers should be submitted **from 20 February to 24 March 2025**. On this basis, the Secretariat will send the relevant access links to each accredited participant who will participate remotely, as well as individual pin codes to those who will participate in the online submission of amendments and in the vote on the amendments to the Code.
3. To enable secured access to join the sessions remotely through the relevant virtual platform, the provision of a personal email will be required upon submission of the credentials of representatives, advisers, and observers. The same email will be used to transmit documents and enable participants to communicate with each other throughout the meeting, including the plenary sittings and group meetings.

¹ GB.346/PV, para. 885(e), GB.347/INS/20 and GB.347/PV(Rev.), para. 803.

B. Submission of amendments to the proposals for amendments to the Code of the MLC, 2006

4. The 16 proposals for amendments to the Code of the MLC, 2006, will be subject to amendments, through an online system that will be open on **Monday, 31 March, from 10 a.m. to 4.30 p.m.** The representatives who submit the amendments must be available on 31 March and 1 April to be contacted by the Secretariat, if necessary, to provide clarifications and validate the amendments.
5. The online system may be accessed by accredited Government representatives (or advisers acting as substitutes), acting either in a national capacity or on behalf of a regional group, or other group of countries, by entering the representative's email address that was provided for accreditation, and the PIN code received in the preceding days.
6. Under article 10, paragraph 2 of the Standing Orders, amendments must be seconded by at least one other member of the STC, at the latest at the time it is moved at a sitting, to be considered by the STC. As for Seafarers' and Shipowners' representatives, the submission of amendments is centralized through the groups' secretariats, which will be provided with access codes.

In-session

A. Attendance

7. As no printed documents will be made available during the meeting, and in order to exercise the right to vote, participants physically attending the meeting must be able to access internet via a laptop or a phone.

Remote attendance

8. All participants will be able to join the plenary sittings remotely through a closed virtual platform. Interpretation will be available in Arabic, Chinese, English, French, Russian and Spanish (participants will also be able to speak in German). Remote participants will be able to communicate in writing with the Secretariat through the chat function in the platform.
9. Group meetings are private, and therefore, should only be accessed by those participants authorized by each group. Authorized participants will be able to take the floor and listen to other participants and to interact through the chat function.
10. To attend the plenary sittings of the meeting, individual access codes or links will be communicated separately to each participant according to their attendance rights and will be valid for the entire duration of the meeting. It is the responsibility of each registered participant to keep their access code secret and to abstain from sharing it with any other person, even within the same delegation.

B. Programme

Drafting committee/drafting groups

11. In accordance with article 15 of its Standing Orders, the STC may set up working groups or other subsidiary bodies, which shall consist of equal numbers of representatives appointed by each of the groups. In this framework, it is proposed that a drafting committee be set up, if possible, as of the first day of the meeting, Monday, 7 April.

12. The STC Officers will decide on the composition of the drafting committee, considering the need to limit the attendance to a small number of members in the interest of smooth and expeditious working. For the same reason, it is also highly desirable that the members of the drafting committee are nominated among representatives present in Geneva. Drafting committee members should be identified during the group meetings on 7 April so that the committee can start its work as soon as possible. These participants will receive individual invitations for the meetings of the drafting committee. The same arrangements will be followed for any drafting group(s) that may be set up by the STC subsequently to examine any draft resolutions.

C. Conduct of debates

Time management

13. In view of the limited number of hours for plenary deliberations per day and the heavy agenda, it is imperative to introduce certain limitations to, and make the best use of, the time available. To this effect, and based on the experience of previous hybrid meetings organized so far, the following principles will apply:
 - To the extent possible, the position of the representatives on each item of the agenda should be expressed through group statements made by the spokesperson for the group. Governments may also make statements on behalf of regional groups of governments.
 - Individual statements should, to the extent possible, be limited to situations where they differ from the group to which the member belongs, or where they add a perspective not covered by the group statement that is relevant in the decision-making process.
 - In accordance with article 9, paragraph 6 of the Standing Orders, strict time limits for speeches will be enforced. Except with the special consent of the Officers of the STC, no group statement shall exceed 5 minutes and no individual statement shall exceed 3 minutes. The STC Officers may further reduce these time limits as necessary.
 - Representatives and advisers are encouraged to make requests for the floor at least one hour before the opening of the sitting at which the item is scheduled for discussion. Such requests shall be made in writing to mlcstc@ilo.org. This will allow the display of the list of registered speakers and a better assessment of the time needed for each discussion. Additional requests for the floor may also be made during the meeting by raising the hand in the meeting room or via the virtual platform.
 - Requests for the floor from invited international intergovernmental and non-governmental organizations shall be made at least 2 hours before the start of the sitting at which the agenda item is scheduled. Such requests shall be made in writing to mlcstc@ilo.org. Statements from international non-governmental organizations shall be authorized by the Officers of the STC depending on time availability. Statements shall be limited to 3 minutes.

Duties of the chairing officer

14. The Chairperson of the STC will preside over the sittings of the STC, unless he assigns the chairing functions for a given agenda item to a Vice-Chairperson, in accordance with article 7, paragraph 2 of the Standing Orders.
15. In conducting the debates in accordance with article 7, paragraphs 3 and 4, the chairing officer shall have discretion in granting or withdrawing the right to address the sitting and

administering any motion as to procedure or requests for the right to reply, which he/she may postpone to another sitting in the interest of strict time management.

Submission of draft resolutions

16. Any representative, including representatives of non-ratifying Member States, or group wishing to submit a draft resolution, must do so in one of the three official languages (English, French and Spanish) as soon as possible but not later than 1 p.m. Geneva time on Tuesday, 8 April 2025. Any draft resolution shall be sent to mlcamend@ilo.org.
17. To enable effective decision-making while preserving consensus building, draft resolutions, scheduled for consideration on Thursday, 10 April 2025, will be dealt with as follows:
 - Any representative or group wishing to submit an amendment to any draft resolution must do so in one of the three official languages by 6 p.m. Geneva time on Wednesday, 9 April at the latest. Any amendment shall appear in track changes and be sent to mlcamend@ilo.org.
 - If considered necessary in view of the number of amendments received, the Officers of the STC may decide to set up a drafting group to examine any draft resolutions.
 - On each draft resolution, the chairing officer shall invite the representatives to intervene and address the text under consideration.
 - The text of any draft resolution, any amendment and any draft text agreed by a drafting group will be made available on the dedicated website of the meeting in three official languages.

Vote on the amendments to the Code and adoption of draft resolutions

18. Final decisions on draft amendments to the Code of the MLC as well as on any draft resolution will be taken on Friday, 11 April 2025 in the morning.
19. Under article 13(1) of the Standing Orders, decisions on any draft resolution shall normally be taken by consensus. In the absence of such consensus duly ascertained and announced by the Chairperson, decisions shall be taken by a simple majority of the votes cast by the representatives who are present at the sitting and entitled to vote.
20. A record vote is required for the adoption of amendments to the Code in accordance with Article XV of the Convention and article 13(5) of the Standing Orders. This record vote will be taken using an electronic voting system similar to that used at the International Labour Conference and the Governing Body. All the necessary explanations will be provided to the Members of the STC by the Secretariat.
21. To access the voting system, representatives will use the PIN code already sent to them for the purpose of submitting amendments (see paragraph 2 above). If a government or group has appointed substitutes, both representatives and substitutes will be able to cast a vote, but only the first votes cast will be counted, up to the number of registered representatives. Governments and groups may therefore wish to decide in advance who will cast their votes.
22. If for any reasons, the record vote by electronic means on one or several of the draft amendments cannot be conducted on the last day of the meeting, upon recommendation of its Officers, the STC may decide either to hold a vote by correspondence or defer consideration of the amendment(s) in question to a future meeting. Any vote by correspondence will be held from Monday, 14 to Monday, 21 April and the results of the vote will be announced by the Chairperson 21 April 2025.

► Appendix II

Proposed invitations of observers to the 113th Session of the International Labour Conference and to other ILO official meetings

Title of the meeting	Intergovernmental organizations (by standing arrangement)	Intergovernmental organizations (authorized by the Officers of the Governing Body)	International non-governmental organizations (authorized by the Governing Body)
113th Session of the International Labour Conference	United Nations entities, specialized agencies and related organizations: • Food and Agriculture Organization of the United Nations (FAO) • International Atomic Energy Agency (IAEA) • International Civil Aviation Organization (ICAO) • International Fund for Agricultural Development (IFAD) • International Maritime Organization (IMO) • International Monetary Fund (IMF) • International Organization for Migration (IOM) • International Telecommunication Union (ITU) • Joint United Nations Programme on HIV/AIDS (UNAIDS) • Office of the Special Representative of the Secretary-General for International Migration • Office of the United Nations High Commissioner for Human Rights (OHCHR) • United Nations • United Nations Children's Fund (UNICEF)	• Asia-Pacific Economic Cooperation (APEC) • African Regional Labour Administration Centre (ARLAC) • Arab Centre for Labour Administration and Employment (ACLAE) • Central African Economic and Monetary Community (CAEMC) • African Regional Centre for Labour Administration (CRADAT) • Commonwealth Secretariat • European Public Law Organization (EPLO) • Inter-American Development Bank (IDB) • International Committee of the Red Cross (ICRC) • Labour Centre of the Organization of Islamic Cooperation • Latin American and Caribbean Economic System (SELA) • Nordic Council (NC) • Nordic Council of Ministers (NMR) • Organisation of Islamic Cooperation (OIC)	• International Social Security Association (ISSA) (by standing arrangement) Organizations having general consultative status with the ILO: • International Trade Union Confederation (ITUC) • International Organisation of Employers (IOE) • International Cooperative Alliance (ICA) • Organization of African Trade Union Unity (OATUU) • Business Africa • World Federation of Trade Unions (WFTU) Employers' organizations: • International Christian Union of Business Executives • World Employment Confederation • Union of Mediterranean Confederations of Enterprises (BusinessMed) Workers' organizations: • African Organization of Mines, Metal, Energy, Chemical and Allied Trade Unions • Alternativa Democrática Sindical de las Américas • Arab Federation of Petroleum, Mines and Chemical Workers • Asia Floor Wage Alliance

Title of the meeting	Intergovernmental organizations (by standing arrangement)	Intergovernmental organizations (authorized by the Officers of the Governing Body)	International non-governmental organizations (authorized by the Governing Body)
	• United Nations Conference on Trade and Development (UNCTAD) • Department of Economic and Social Affairs (DESA) • United Nations Development Programme (UNDP) • United Nations Educational, Scientific and Cultural Organization (UNESCO) • United Nations Environment Programme (UNEP) • United Nations High Commissioner for Refugees (UNHCR) • United Nations Human Settlements Programme (UN-Habitat) • United Nations Industrial Development Organization (UNIDO) • United Nations Institute for Training and Research (UNITAR) • United Nations Office for Disaster Risk Reduction (UNDRR) • United Nations Office for the Coordination of Humanitarian Affairs (OCHA) • United Nations Office on Drugs and Crime (UNODC) • United Nations Population Fund (UNFPA) • United Nations Regional Commissions: ◦ Economic Commission for Africa (ECA) ◦ Economic Commission for Europe (ECE) ◦ Economic Commission for Latin America and the Caribbean (ECLAC) ◦ Economic and Social Commission for Asia and the Pacific (ESCAP)	• Organization for Security and Co-operation in Europe (OSCE) • Ibero-American Social Security Organization • Ibero-American General Secretariat (SEGIB) • Pacific Community (SPC) • West African Economic and Monetary Union (WAEMU)	• Asociación Latinoamericana de Abogados Laboralistas • Building and Wood Workers' International • Confederación de Trabajadores y Trabajadoras de las Universidades de las Américas • Confederación Latinoamericana y del Caribe de Trabajadores Estatales • Confederation of Municipal Workers for the Public Services International for the Americas (CONTRAM) • Education International • European Centre for Workers' Questions • European Trade Union Confederation • General Confederation of Trade Unions • IndustriALL Global Union • International Confederation of Arab Trade Unions • International Domestic Workers Federation • International Transport Workers' Federation • International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations • Latin American Union of Municipal Workers • Public Services International • Solidarity Center • Southern African Trade Union Coordination Council • Trade Union Advisory Committee to the Organisation for Economic Co-operation and Development (OECD) • Trade Union International of Pensioners and Retired Persons

Title of the meeting	Intergovernmental organizations (by standing arrangement)	Intergovernmental organizations (authorized by the Officers of the Governing Body)	International non-governmental organizations (authorized by the Governing Body)
	○ Economic and Social Commission for Western Asia (ESCWA) ● United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) ● United Nations Special Rapporteur on the Human Rights of Migrants ● United Nations University (UNU) ● United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) ● World Bank Group ● World Food Programme (WFP) ● World Health Organization (WHO) ● World Intellectual Property Organization (WIPO) ● World Tourism Organization (UNWTO) ● World Trade Organization (WTO) Regional organizations: ● African Development Bank (AfDB) ● African Union (AU) ● Andean Community (CAN) ● Arab Labour Organization (ALO) ● Asian Development Bank (ADB) ● Asian Productivity Organization (APO) ● Association of Southeast Asian Nations (ASEAN) ● Caribbean Community (CARICOM) ● Caribbean Development Bank (CDB) ● Common Market for Eastern and Southern Africa (COMESA)		● Trade Unions International of Workers in Agriculture, Food, Commerce, Textiles and Allied Industries ● Trade Unions International of Workers in the Building, Wood, Building Materials and Allied Industries ● UNI Global Union ● Union Latinoamericana de Trabajadores de Organismos de Control ● World Organization of Workers Other organizations: ● African Commission of Health and Human Rights Promoters ● Anti-Slavery International ● Association of Volunteers for International Service ● Asia Pacific Forum on Women, Law and Development ● CARE International ● Caritas Internationalis ● C40 Cities (C40) ● Defence for Children International ● Exchange and Cooperation Centre for Latin America ● Global March Against Child Labour ● HomeNet International ● Institution of Occupational Safety and Health ● Intercontinental Network for the Promotion of the Social Solidarity Economy ● International Association for Educational and Vocational Guidance ● International Association of Free Thought

Title of the meeting	Intergovernmental organizations (by standing arrangement)	Intergovernmental organizations (authorized by the Officers of the Governing Body)	International non-governmental organizations (authorized by the Governing Body)
	• Inter-African Conference on Social Security (CIPRES) • Council of Europe • East African Community (EAC) • Economic Community of Central African States (ECCAS) • Economic Community of West African States (ECOWAS) • Eurasian Economic Union (EAEU) • European Bank for Reconstruction and Development (EBRD) • European Union (EU) • Cooperation Council for the Arab States of the Gulf (GCC) • Intergovernmental Authority on Development (IGAD) • Latin American Integration Association (LAIA) • League of Arab States • South Asian Association for Regional Cooperation (SAARC) • Southern African Development Community (SADC) • Southern Common Market (MERCOSUR) • Organization of American States (OAS) Other organizations: • Community of Portuguese-speaking Countries (CPLP) • G7++Friends of the Gulf of Guinea • International Association of Economic and Social Councils and Similar Institutions (AICESIS) • Inter-Parliamentary Union (IPU)		• International Association of Labour Inspection • International Catholic Migration Commission • International Commission on Occupational Health • International Confederation of Executive Staff • International Coordination of Young Christian Workers • International Council on Social Welfare • International Ergonomics Association • International Federation of Journalists • International Kolping Society • International Lesbian, Gay, Bisexual, Trans and Intersex Association • International Movement ATD Fourth World • International Occupational Hygiene Association • International Secretariat for Catholic Engineers, Agronomists and Industry Officials • International Young Christian Workers • Make Mothers Matter • Migrant Forum in Asia • Organización de Entidades Mutuales de las Américas • Scalabrini International Migration Network • Social and Solidarity Economy International Forum • SOLIDAR • StreetNet International • Union of International Associations • United Cities and Local Governments • Women in Informal Employment: Globalizing and Organizing • World Council of Churches

Title of the meeting	Intergovernmental organizations (by standing arrangement)	Intergovernmental organizations (authorized by the Officers of the Governing Body)	International non-governmental organizations (authorized by the Governing Body)
Technical meeting on Decent Work in the Railways Sector (Geneva, 1–5 September 2025)	• Organisation for Economic Co-operation and Development (OECD) • Organisation Internationale de la Francophonie (OIF)		• World Medical Association • World Movement of Christian Workers • World Union of Professions
	United Nations entities, specialized agencies and related organizations: • United Nations Economic Commission for Africa (ECA) • United Nations Economic Commission for Europe (ECE) • United Nations Economic Commission for Latin America and the Caribbean (ECLAC) • United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) • United Nations Economic and Social Commission for Western Asia (ESCWA) Regional organizations: • African Union Commission (AUC): ◦ Union of African Railways (UAR) • European Union: ◦ DG Move ◦ European Union Agency for Railways (ERA)	Other organizations: • International Bank for Reconstruction and Development (IBRD) • International Transport Forum (OECD-ITF) • International Railway Safety Council (IRSC) • Intergovernmental Organisation for International Carriage by Rail (OTIF) • Organisation for Cooperation between Railways (OSJD)	Organizations having general consultative status with the ILO: • International Trade Union Confederation (ITUC) • International Organisation of Employers (IOE) • International Co-operative Alliance (ICA) • Organization of African Trade Union Unity (OATUU) • Business Africa • World Federation of Trade Unions (WFTU) Other organizations: • International Transport Workers' Federation (ITF) • International Union of Railways (UIC) • Public Services International (PSI) • International Association of Public Transport (UITP) • International Rail Transport Committee (CIT) • Community of European Railway and Infrastructure Companies (CER) • Latin American Railways Association (ALAF)

Title of the meeting	Intergovernmental organizations (by standing arrangement)	Intergovernmental organizations (authorized by the Officers of the Governing Body)	International non-governmental organizations (authorized by the Governing Body)
Meeting of experts on guidelines for fair labour market services for migrant fishers (Geneva, 27–31 October 2025)	United Nations entities, specialized agencies and related organizations: • Food and Agriculture Organization of the United Nations (FAO) • International Maritime Organization (IMO) • International Organization for Migration (IOM) • United Nations Office on Drugs and Crime (UNODC) Regional organizations: • African Union • European Union Other organizations: • INTERPOL		Organizations having general consultative status with the ILO: • International Trade Union Confederation (ITUC) • International Organisation of Employers (IOE) • International Co-operative Alliance (ICA) • Organization of African Trade Union Unity (OATUU) • Business Africa • World Federation of Trade Unions (WFTU) Other organizations: • International Transport Workers' Federation (ITF) • International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUFA) • European Transport Workers' Federation (ETF) • Association des organisations nationales d'entreprises de pêche de l'U.E. (Europêche) • Fishing Industry Safety and Health (FISH) Platform • Stella Maris (International Christian Maritime Association)
Meeting of experts on a code of practice on occupational safety and health in aquaculture (Geneva, 8–12 December 2025)	United Nations entities, specialized agencies and related organizations: • Food and Agriculture Organization of the United Nations (FAO)		Organizations having general consultative status with the ILO: • International Trade Union Confederation (ITUC) • International Organisation of Employers (IOE) • International Co-operative Alliance (ICA) • Organization of African Trade Union Unity (OATUU) • Business Africa • World Federation of Trade Unions (WFTU)

Title of the meeting	Intergovernmental organizations (by standing arrangement)	Intergovernmental organizations (authorized by the Officers of the Governing Body)	International non-governmental organizations (authorized by the Governing Body)
Meeting of experts on paternity and parental protection, and other care leave (Geneva, 4–8 May 2026)	United Nations entities, specialized agencies and related organizations: • Economic Commission for Africa (ECA) • Economic Commission for Europe (ECE) • Economic Commission for Latin America and the Caribbean (ECLAC) • Economic and Social Commission for Asia and the Pacific (ESCAP) • Economic and Social Commission for Western Asia (ESCWA) • Office of the United Nations High Commissioner for Human Rights (OHCHR) • United Nations Children's Fund (UNICEF) • United Nations Entity for Gender Equality and the Empowerment of Women (UN- Women) • World Health Organization (WHO) Regional organizations: • European Union (EU) Other organizations: • Organisation for Economic Co-operation and Development (OECD)		Other organizations: • International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)