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THE NATIONAL ASSEMBLY  
THIRTEENTH PARLIAMENT – FOURTH SESSION – 2025

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DIRECTORATE OF DEPARTMENTAL COMMITTEES

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REPORT OF THE DELEGATION TO THE 113<sup>TH</sup> SESSION OF THE  
INTERNATIONAL LABOUR CONFERENCE HELD IN GENEVA,  
SWITZERLAND FROM 2<sup>ND</sup> TO 13<sup>TH</sup> JUNE 2025

THE NATIONAL ASSEMBLY PARLIAMENT	
DATE: 07 AUG 2025	DAY:
TABLED BY:	<i>Amr Kenchanga, M.P.</i>
FILED BY:	<i>Ranala Awe</i>

CLERKS CHAMBERS  
DIRECTORATE OF DEPARTMENTAL COMMITTEES  
PARLIAMENT BUILDINGS  
NAIROBI

AUGUST 2025

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TABLE OF CONTENTS

NATIONAL ASSEMBLY  
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List of Abbreviations and Acronyms.....	3
Chairperson's Foreword.....	4
Part One .....	7
1.0 Preface .....	7
1.1 Convocation of the 113 <sup>th</sup> Session of the International Labour Conference....	7
Part Two .....	9
2 Establishment and Operations of the International Labour Organization.....	9
Part Three .....	14
3 Proceedings, Deliberations and Observations of the 113 <sup>th</sup> ILC.....	14
Part 4 .....	15
4 Resolutions of the 113 <sup>th</sup> Session of the international Labour Conference.....	15
Part 5 .....	22
5 Recommendations of the Delegation .....	22

## **LIST OF ABBREVIATIONS AND ACRONYMS**

ILC	-	International Labour Conference
ILO	-	International Labour Organization
IMF	-	International Monetary Fund
SSE	-	Social and Solidarity Economy

## **LIST OF ANNEXURES**

1. Convocation of the 113<sup>th</sup> International Labour Conference
2. Invitation Letter from the Ministry of Labour and Social Protection
3. Report Adoption Schedule

## CHAIRPERSON'S FOREWORD

**Honourable Speaker**, the **113th Session of the International Labour Conference (ILC)** took place in Geneva, Switzerland from 2<sup>nd</sup> to 13<sup>th</sup> June 2025.

The Conference brought together over 5,400 delegates representing governments, workers, and employers from 187 Member States of the International Labour Organization (ILO).

The Conference focused on several key areas, including biological hazards in the workplace, the future of work in the platform economy, and strategies for transitioning from the informal to the formal economy.

This report contains proceedings, deliberations, as well as resolutions of the Conference, which took place in Geneva, Switzerland, from 2<sup>nd</sup> to 13<sup>th</sup> June 2025, which are summarized as follows:

- 1) Biological hazards in the workplace:** The Conference adopted the ILO's first dedicated standard on the prevention and protection against biological hazards at work (Convention No. 192), drawing on lessons learned from the COVID-19 pandemic. The new instrument establishes guidance on risk assessment, preventive measures, health surveillance and workers' rights in environments where biological agents are present.
- 2) Work on digital platforms:** Technical discussions were held on working conditions in the platform economy, paving the way for a possible future international labour standard. The discussions covered social protection, collective representation, and the governance of algorithmic management. Spain presented its pioneering regulatory experience, including the tripartite Rider Law, which was widely recognised as a global reference.
- 3) Innovative approaches to informality:** Strategies were explored to support transitions to the formal economy, including integrated policies combining fiscal incentives, social protection and institutional strengthening.
- 4) Review of the Maritime Labour Convention (MLC, 2006):** Amendments were adopted aimed at enhancing the mental health protection of seafarers, ensuring their right to medical care ashore and improving repatriation conditions.
- 5) Contribution to the Second World Summit for Social Development (Doha, 2025):** Delegates discussed the ILO's tripartite contribution to the Summit, with emphasis on decent employment, universal social protection and social dialogue as key pillars in addressing inequality.
- 6) World Day Against Child Labour:** A special session was held on 12<sup>th</sup> June 2025 to highlight the global rise in child labour following the pandemic. The session called on governments to step up labour inspections and invest in inclusive education systems.
- 7) Social justice for fair globalization:** The Conference discussed efforts to strengthen the ILO's mandate through the Global Coalition for Social Justice. Spain expressed its full support for the initiative, in line with its commitment to social multilateralism.

**8) Application of international labour standards:** The Committee on the Application of Standards examined the implementation of ratified Conventions by Member States, highlighting cases relating to freedom of association, non-discrimination, and employment protection.

The Delegation that represented the National Assembly at the 113<sup>th</sup> Session of the Conference is grateful to the Offices of the Speaker and the Clerk of the National Assembly for the logistical and technical support accorded to it during the Session.

The Delegation further wishes to thank the various stakeholders involved in making the Conference fruitful, including the National Executive through the Ministry of Labour and Social Protection, the Embassy of Switzerland in Kenya, the Permanent Mission of the Republic of Kenya to the United Nations Office and other international organizations in Geneva, as well as other key stakeholders and development partners.

On behalf of the Delegation, it is my pleasant privilege and honour to present to this House the Report of the 113<sup>th</sup> Session of the International Labour Conference for consideration and adoption.

Sign.......... Date.....<sup>th</sup> 6 August 2025.....

**The Hon. Ken Kiti Chonga, M.P.**

**Chairperson, Departmental Committee on Labour and Leader of Delegation to the 113<sup>th</sup> International Labour Conference**

## PART ONE

### I PREFACE

#### 1.1 CONVOCATION OF THE 113<sup>TH</sup> INTERNATIONAL LABOUR CONFERENCE

1. On 25<sup>th</sup> February 2025, the International Labour Organization (ILO), through Mr. Gilbert Fossoun Hougbo, the Organization's Director-General, released a Convocation to all Member's States of the ILO.
2. Through the Convocation, the Director-General informed Member States that the 113<sup>th</sup> Session of the International Labour Conference would be held at the *Palais des Nations* as well as at the ILO Offices in Geneva, Switzerland from 2<sup>nd</sup> to 13<sup>th</sup> June 2025, and subsequently invited delegations from the Member States to participate at the Conference.
3. The Director-General further stated that in addition to the standing items, the 113<sup>th</sup> Session would also include:
  - a) standard-setting discussion on protection against biological hazards;
  - b) a standard-setting discussion on decent work in the platform economy;
  - c) a general discussion on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work;
  - d) the ILO's tripartite input to the Second World Summit for Social Development in 2025;
  - e) measures under Article 33 of the Constitution to secure compliance by Myanmar with the recommendation of the Commission of Inquiry;
  - f) the approval of amendments to the Code of Maritime Labour Convention, 2006, and
  - g) the draft resolution on the status of Palestine in the ILO and the participation rights of Palestine in ILO meetings as per the decision taken by the Governing Body at its 352<sup>nd</sup> Session.
4. Following the release of the Convocation, the State Department for Labour and Skills Development under the Ministry of Labour and Social Protection, forwarded the same to the Clerk of the National Assembly on 30<sup>th</sup> April 2025, seeking the participation of Members of the National Assembly at the Conference.
5. Through various correspondences, the following Honourable Members were nominated to represent the National Assembly at the 113<sup>th</sup> Session of the International Labour Conference:
  - a) The Hon. Omboko Milemba, MP -Member, Departmental Committee on Labour
  - b) The Hon. Ken Kiti Chonga, MP -Chairperson, Departmental Committee on Labour
  - c) The Hon. Alice Wambui Ngángá, CBS. MP -Chairperson, Departmental Committee on Social Protection
  - d) The Hon. Hilary Kiplangát Kosgei, MP -Vice Chairperson, Departmental Committee on Social Protection

*Report of the 113<sup>th</sup> Session of the International Labour Conference, Geneva, Switzerland, June 2025*

A handwritten signature in black ink, appearing to be 'M. Milemba', written over a horizontal line.

- e) The Hon. Lilian Siyoi, MP -Member, Departmental Committee on Labour
  - f) The Hon. Anthony Kenga Mupei, MP -Member, Departmental Committee on Lands
6. The Delegation was accompanied by Mr. Finlay Muriuki, Lead Clerk of the Departmental Committee on Social Protection, who served as the Delegation Secretary.
  7. The Delegation attended the Conference as scheduled, and following its participation in the various sessions and committees of the 113<sup>th</sup> Session of the ILC, drafted and adopted this Report.

## PART TWO

### 2 ESTABLISHMENT AND OPERATIONS OF THE INTERNATIONAL LABOUR ORGANIZATION

8. The International Labour Organization is the United Nations agency that handles work-related matters. ILO was founded on the conviction that universal and lasting peace can be established only if it is based on social justice.
9. The ILO was established in 1919 by the Treaty of Versailles that ended the First World War on the belief that social justice is the condition for universal and lasting peace.
10. The ILO brings together governments, employers and workers from its 187 member states in a human-centred approach to the future of work based on decent employment creation, rights at work, social protection and social dialogue.
11. The ILO's tripartite membership drafts, adopts and monitors the implementation of international labour standards on key world of work issues.
12. The ILO is the global body responsible for drawing up and overseeing international labour standards.
13. Working with its 181 member States, the ILO seeks to ensure that labour standards are respected in practice as well as principle.
14. The ILO in 1946 became the first specialized agency associated with the newly formed United Nations.
15. On its 50th anniversary in 1969, the ILO was awarded the Nobel Peace Prize.
16. The vast expansion in the number of countries belonging to the ILO in the decades after World War II brought much change. The organization launched technical assistance programmes to provide expertise and assistance to governments, workers and employers worldwide, especially in developing nations.
17. In countries such as Poland, Chile and South Africa, the ILO's strong support for trade union rights helped in the fight for democracy and freedom.
18. In 1998, delegates to the International Labour Conference adopted the Declaration on Fundamental Principles and Rights at Work. These principles and rights are the right to freedom of association and collective bargaining and the elimination of child labour, forced labour and discrimination linked to employment.
19. The guarantee of these fundamental principles and rights at work, according to the Declaration, is important because it enables people to claim freely and on the basis of equality of opportunity, their fair share of the wealth which they have helped to generate and to achieve fully their human potential.
20. In 2004, the role of the ILO in promoting strategies for a fair globalization was backed by the report of the World Commission on the Social Dimension of Globalization. The drive to foster decent work spans the ILO, integrating what the organization does at international, regional, national and local levels.

21. In bringing together governments, employers and workers to set labour standards, supervise their implementation, raise awareness, develop policies and devise programmes, the ILO aims to ensure that its efforts are rooted in the needs of working women and men.
22. The ILO works actively with the UN and other multilateral agencies to develop policies and programmes that support the creation of decent work opportunities as a central plank of efforts to reduce and eradicate poverty.
23. The ILO helps governments and employers' and workers' organizations establish sound labour relations, adapt labour laws to changing economic and social circumstances and improve labour administration. In supporting and reinforcing employers' and workers' organizations, the ILO helps to create the conditions for effective dialogue with governments and with each other.
24. The ILO has adopted more than 180 ILO Conventions and 190 recommendations covering all aspects of the world of work. This body of international labour law was recently reviewed by the Governing Body which determined that more than 70 of the Conventions adopted before 1985 remained fully up to date and the remainder required revision or withdrawal.
25. In addition, dozens of Codes of Practice have been developed. In areas as varied as maternity leave and protection of migrants, these standards play an important role in the drawing up of national legislation. A supervisory process helps to ensure that standards ratified by individual member States are applied and the ILO provides advice in the drafting of national labour laws.
26. With the adoption of the Declaration on Fundamental Principles and Rights at Work in 1998, ILO member States decided to uphold a set of core labour standards regardless of whether they had ratified the relevant conventions. These are basic human rights and a central plank of decent work.
27. The ILO's Committee on Freedom of Association was set up in 1951 to examine violations of workers' and employers' organizing rights. The committee has examined more than 2,000 cases, including allegations of murders, disappearances, physical attacks, arrests and forced exile of trade union officials. The committee is tripartite and handles complaints in ILO member States whether or not they have ratified freedom of association conventions.
28. Through the Committee on Freedom of Association and other supervisory mechanisms, the ILO has frequently defended rights of trade unions and employers' organizations. In many cases, these organizations have played a significant role in their countries' democratic transformation.
29. The ILO has worked since its inception to tackle forced labour and the conditions that give rise to it and has established a Special Action Programme on Forced Labour to intensify this effort.
30. In partnership with workers, employers, civil society and other international organizations, the ILO seeks to address all aspects of forced labour. These range from preventive measures including livelihood improvement projects in communities where

trafficking victims originate, to support for freed workers. Programmes can include microfinance, training opportunities and facilitating access to education.

31. The ILO is also pressing for effective national laws and stronger enforcement mechanisms, such as legal sanctions and vigorous prosecution against those who exploit forced labourers. By raising public awareness, the ILO seeks to shine a spotlight on such human and labour rights violations.
32. The ILO also provides technical assistance in social policy and administration and in workforce training; fosters cooperative organizations and rural industries; compiles labour statistics and conducts research on the social problems of international competition, unemployment and underemployment, labour and industrial relations, and technological change including automation and helps to protect the rights of international migrants and organized labour.
33. In its first decade the ILO was primarily concerned with legislative and research efforts, with defining and promoting proper minimum standards of labour legislation for adoption by member states, and with arranging for collaboration among workers, employers, government delegates, and ILO professional staff.
34. During the worldwide economic depression of the 1930s the ILO sought ways to combat widespread unemployment. With the postwar breakup of the European colonial empires and the expansion of ILO membership to include poorer and less developed countries, the ILO addressed itself to new issues, including the social problems created by the liberalization of international trade, the problem of child labour, and the relationship between working conditions and the environment.
35. The ILO's executive authority is vested in a 56-member Governing Body, which is elected by the Conference.
36. The ILO undertakes research and data collection across the range of world of work topics. It publishes flagship reports and a wide range of publications and working papers. Its globally renowned set of statistical databases are maintained and updated with nationally sourced labour market data.
37. The ILO manages a wide range of development cooperation projects in all regions of the world. Realized in partnership with donor countries and organizations, these projects aim to create the conditions for delivery of the ILO decent work agenda.
38. The ILO has its headquarters in Geneva, Switzerland, and field offices in more than 40 countries. The International Labour Conference meets once a year to discuss pressing world of work issues, adopt new international labour standards and approve the ILO's work plan and budget. The Governing Body, the Organization's executive council, meets three times a year in Geneva.
39. The ILO advocates investment in decent and green job opportunities, skills development, and economies that promote sustainable livelihoods.
40. The ILO also advocates for social dialogue, bearing in mind that strong and independent workers' and employers' organizations are central to increasing productivity, resolving world of work disputes and helping build cohesive societies.

41. The ILO promotes universal social protection to ensure access for all people, including families with children, to healthcare and income security, particularly in cases of unemployment, sickness, disability, work injury, maternity, old age, or loss of a main income earner.
42. The ILO prioritizes recognition and respect for the rights of all workers, including representation for the most vulnerable. It works to ensure that the international labour legal framework is relevant to a changing world of work.
43. The ILO has a long-standing history of working in the area of the Social and Solidarity Economy, dating back to the establishment of the Cooperatives Unit (COOP) in 1920. Article 12 of the ILO Constitution stipulates that the ILO “*may make suitable arrangements for consultation as it may think desirable with recognized non-governmental international organizations, including international organizations of employers, workers, agriculturists and cooperators.*”
44. The ILO *Declaration on Social Justice for a Fair Globalization (2008)* recognizes a strong social economy as critical to sustainable economic development and employment opportunities.
45. The ILO *Centenary Declaration for the Future of Work (2019)* acknowledges the role of the SSE in generating decent work, productive employment and improved living standards for all.
46. The ILO’s global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (2021) recognizes the role of the SSE for a broad-based, job-rich recovery with decent work opportunities for all.
47. The *Promotion of Cooperatives Recommendation, 2002 (No. 193)*, emphasizes that a balanced society necessitates the existence of strong public and private sectors, as well as strong cooperative, mutual and other social and non-governmental sectors.
48. The *Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)*, acknowledges cooperatives and Social and Solidarity Economy (SSE) units as a means to facilitate the transition to the formal economy, while recognizing that they may operate in the informal economy.
49. The *Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205)*, recognizes the role of cooperatives and other social economy initiatives in enabling recovery and building resilience.
50. In June 2022, the International Labour Conference (ILC) adopted the Resolution and conclusions concerning decent work and the social and solidarity economy, affirming the SSE’s continued relevance to decent work and sustainable development.
51. In follow up, the ILO developed a seven-year, office-wide, strategy and action plan (SAP) on decent work and the social and solidarity economy endorsed by the 346th session of the ILO Governing Body in November 2022. The strategy and action plan are structured around three objectives:
  - a) The first objective on improved understanding of realities and needs related to decent work and the SSE focuses on three output areas of research, statistics and knowledge management.

- b) The second objective on increased capacity to promote decent work and the SSE has three outputs at the societal, organizational and individual levels.
- c) The third objective on enhanced coherence on decent work and the SSE includes three outputs on policy, programmatic and budgetary coherence.

52. The ILO has spearheaded the promotion of the SSE within the United Nations (UN) system. In 1971, the ILO co-founded the Committee for the Promotion and Advancement of Cooperatives (COPAC), a multi-stakeholder partnership of UN agencies and cooperative organizations that support the promotion and development of activities on cooperatives. In 2013, it co-founded the United Nations Inter-Agency Task Force on SSE (UNTFSSSE), where it currently holds the Vice Chair and Secretariat.

53. The ILO has worked with UNTFSSSE partners since its founding in 2013, culminating in the recently adopted United Nations General Assembly resolution, “*Promoting the Social and Solidarity Economy for Sustainable Development*.” The UNGA resolution expands the scope of the ILC resolution by not only referring to it but also including the tripartite definition of the SSE. Moreover, it underlines social dialogue, social justice, labour rights and fundamental principles and rights at work which are at the core of ILO’s mandate.

## PART THREE

### 3. PROCEEDINGS, DELIBERATIONS AND OBSERVATIONS OF THE 113<sup>TH</sup> INTERNATIONAL LABOUR CONFERENCE

54. The 113<sup>th</sup> Session of the International Labour Conference held from 2<sup>nd</sup> to 13<sup>th</sup> June 2025 in Geneva, Switzerland, undertook numerous deliberations highlighted as follows-

- a) **Biological hazards in the workplace:** The Conference adopted the ILO's first dedicated standard on the prevention and protection against biological hazards at work (Convention No. 192), drawing on lessons learned from the COVID-19 pandemic. The new instrument establishes guidance on risk assessment, preventive measures, health surveillance and workers' rights in environments where biological agents are present.
- b) **Work on digital platforms:** Technical discussions were held on working conditions in the platform economy, paving the way for a possible future international labour standard. The discussions covered social protection, collective representation, and the governance of algorithmic management.
- c) **Innovative approaches to informality:** Strategies were explored to support transitions to the formal economy, including integrated policies combining fiscal incentives, social protection and institutional strengthening.
- d) **Review of the Maritime Labour Convention (MLC, 2006):** Amendments were adopted aimed at enhancing the mental health protection of seafarers, ensuring their right to medical care ashore and improving repatriation conditions.
- e) **Contribution to the Second World Summit for Social Development (Doha, 2025):** Delegates discussed the ILO's tripartite contribution to the Summit, with emphasis on decent employment, universal social protection and social dialogue as key pillars in addressing inequality.
- f) **World Day Against Child Labour:** A special session was held on 12<sup>th</sup> June 2025 to highlight the global rise in child labour following the pandemic. The session called on governments to step up labour inspections and invest in inclusive education systems.
- g) **Social justice for fair globalization:** The Conference discussed efforts to strengthen the ILO's mandate through the Global Coalition for Social Justice. Spain expressed its full support for the initiative, in line with its commitment to social multilateralism.
- h) **Application of international labour standards:** The Committee on the Application of Standards examined the implementation of ratified Conventions by Member States, highlighting cases relating to freedom of association, non-discrimination, and employment protection.

## PART FOUR

### 4 RESOLUTIONS OF THE 113<sup>TH</sup> INTERNATIONAL LABOUR CONFERENCE

55. During the 113<sup>th</sup> Session of the International Labour Conference held from 2<sup>nd</sup> to 13<sup>th</sup> June 2025, Delegates from over 180 countries converged in Geneva, Switzerland to deliberate on the agenda included in the Convocation made by the Director General of the International Labour Organization.
56. During the Session, in-depth and extensive deliberations were made, and thereafter the following resolutions were made-

#### **Resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar**

57. The General Conference of the International Labour Organization meeting in Geneva at its 113<sup>th</sup> Session, 2025 invites the Organization's constituents -governments, employers and workers –to:
- a) engage, at the national, regional and international level, with a view to coordinating comprehensive and strategic action to contribute to the implementation of the Commission of Inquiry's recommendations, including all steps that can support the creation of a climate that promotes freedom of association and the elimination of all forms of forced labour in the country;
  - b) enable continuing support for activities that benefit directly the Myanmar people and their communities and, in particular, through independent and confidential monitoring and reporting systems that provide avenues for complaints of violations to be rapidly and effectively addressed to ensure accountability where freedom of association and forced labour violations occur;
  - c) review, in the light of the conclusions of the Commission of Inquiry, the relations they may have with Myanmar military authorities and take appropriate measures to ensure that such relations in no way enable, facilitate or prolong the violations of workers' rights in respect of freedom of association and forced labour. In particular, any relations that may contribute or enable the perpetuation of ongoing harm or violence or acts of repression and intimidation of workers and employers peacefully exercising their fundamental rights through the support or supply of military equipment or means, including jet fuel, or the free flow of funds to the military authorities, should be comprehensively reviewed with the aim to disable all means that have abetted or empowered the perpetuation of the above-mentioned egregious violations;
  - d) ensure that the principle of non-refoulement is respected in line with international law, given that trade union and human rights defenders fleeing Myanmar are at serious risk of irreparable harm, including persecution, ill-treatment and other grave human rights violations;

- e) report to the Director-General on any initiatives or steps taken, or other relevant developments, for transmission to the Governing Body;
58. The General Conference further invites the Director-General to:
- a) accelerate and intensify with all relevant actors all necessary support to the trade unions and workers of Myanmar as well as employers so that they may be able to exercise fully their fundamental rights addressed in the report of the Commission of Inquiry;
  - b) develop relevant and appropriate monitoring mechanisms for the confidential and credible documentation of ongoing fundamental rights' violations in the country with a view to transparent reporting, ensuring accountability and delivering expeditious and effective redress to the victims;
  - c) call on the relevant bodies of international organizations referred to in Article 12(1) of the ILO Constitution to continue to keep under review, within their terms of ILC.113/ Resolution 13.
  - d) reference and in the light of the conclusions of the Commission of Inquiry, any engagement with the Myanmar military authorities and report any activities that may be found in the course of their work to have the effect of directly or indirectly enabling or abetting the practice of forced labour or compulsory labour or violations of freedom of association in the country;
  - e) reinforce engagement and collaboration with the United Nations (UN), including the UN Secretary-General's Special Envoy on Myanmar, the Special Rapporteur on the situation of human rights in Myanmar and other specific thematic special rapporteurs relevant to the Commission of Inquiry's recommendations, such as the Special Rapporteur on freedom of opinion and expression and the Special Rapporteur on freedom of peaceful assembly and of association, with a view to ensuring coordinated action on the recommendations of the Commission of Inquiry and the implementation of this resolution;
  - f) explore further within the UN system the support and assistance that may be provided to Myanmar trade union activists and their families who have been displaced or have fled their country;
  - g) explore additional avenues of collaboration between the ILO and the Independent Investigative Mechanism for Myanmar established by the UN Human Rights Council within their respective mandates;
  - h) engage with other relevant regional bodies, in particular the Association of Southeast Asian Nations, special envoys and others with a view to exploring possible frameworks for coordinated action towards the full implementation of the recommendations of the Commission of Inquiry in Myanmar;
  - i) submit to the Governing Body a periodic report on the outcome of the measures set out herein;
  - j) Urges the Myanmar military authorities to engage without further delay in good faith implementation of the recommendations of the Commission of Inquiry and subsequent recommendations of the supervisory bodies of the ILO, with a view to

securing a climate promoting freedom of association and the elimination of all forms of forced labour.

**Resolution on the status of Palestine in the ILO and participation rights of Palestine in ILO meetings**

59. The General Conference of the International Labour Organization, meeting at its 113th Session, 2025-

- a) Decides that the status of Palestine as a liberation movement shall be discontinued and that Palestine shall henceforth be invited to participate in ILO meetings as a non-member observer State;
- b) Decides that the Director-General shall be authorized to extend invitations to Palestine to participate as a non-member observer State at the International Labour Conference;
- c) Decides, on an exceptional basis and without setting a precedent, to confer upon Palestine the following rights and privileges for future sessions of the International Labour Conference and regional meetings, without prejudice to its existing rights and privileges:
  - i. the right to be seated among Member States in alphabetical order;
  - ii. the right of inscription on the list of speakers under agenda items in the order in which it signifies its desire to speak;
  - iii. the right to make statements on behalf of other governments;
  - iv. the right to submit proposals and amendments and introduce them, including orally and including on behalf of other governments;
  - v. the right to co-sponsor proposals and amendments, including on behalf of other governments;
  - vi. the right to make explanations of votes on behalf of other governments;
  - vii. the right to reply;
  - viii. the right to raise procedural motions, including points of order and requests to put proposals to the vote, including on behalf of other governments;
  - ix. the right to make suggestions as to the agenda of the Conference for the consideration of the Governing Body;
  - x. the right of members of the delegation of Palestine to be elected as officers in the plenary and the committees of the Conference;
  - xi. the right to full and effective participation in the Conference, with a tripartite delegation;
- d) Decides that Palestine does not have the right to vote in the Conference or to put forward its candidature to ILO organs;
- e) Decides that the relevant provisions of the Standing Orders of the Conference and of the Rules for Regional Meetings shall be suspended to the extent that they are incompatible with the present resolution.

**Resolution concerning the Second World Summit for Social Development, 2025**

*Report of the 113<sup>th</sup> Session of the International Labour Conference, Geneva, Switzerland, June 2025*

60. The General Conference of the International Labour Organization, meeting in Geneva at its 113th Session, 2025 invites all Member States, who hold the primary responsibility for their social development, in consultation with employers' and workers' organizations, to ensure the appropriate involvement of employers' and workers' organizations in the preparations for, conduct of, and follow-up to the Summit by:
- a) involving these organizations in national preparations for the Summit and in the implementation of its outcome;
  - b) considering the inclusion of representatives of employers' and workers' organizations as advisers in the national delegations to the Summit;
  - c) considering the practical arrangements for the effective participation of representatives of employers' and workers' organizations in the Summit;
  - d) Ensure that the outcome of the Summit takes full account of the tripartite key messages adopted by the Governing Body of the International Labour Office at its 352nd Session (October–November 2024);
  - e) Entrust the ILO, including its tripartite constituents, to play a leading role in the implementation of the outcome of the Summit, in areas pertaining to its mandate, including with regard to: the creation of full, productive and freely chosen employment and decent work for all as a core objective of national plans, by implementing employment-friendly development strategies, including through policies leading to job-rich and inclusive economic growth;
  - f) the setting, promotion, ratification and supervision of international labour standards and, through strong, influential and inclusive mechanisms of social dialogue, the need for adequate labour protection for all workers in line with the Decent Work Agenda, including all the fundamental principles and rights at work, namely freedom of association and the effective recognition of the right to collective bargaining, the effective abolition of child labour, the elimination of all forms of forced or compulsory labour, the elimination of discrimination in respect of employment and occupation, and the right to a safe and healthy working environment; a living wage in line with ILO principles; and maximum limits on working time, taking into account national circumstances;
    - i. the progressive achievement of sustainable universal social protection at an accelerated pace and in accordance with national circumstances, with a view to reaching SDG target 1.3 by 2030;
    - ii. the scaling up of programmes and policies for youth employment leading to the sustainable integration of young people in the labour market, including by facilitating the transition from school-to-work and developing quality apprenticeship systems;
    - iii. the improvement of skills development and the promotion of lifelong learning to enhance employability;
    - iv. the promotion of an enabling environment for sustainable enterprises, including for micro, small and medium-sized enterprises, and entities within the social and solidarity economy; the transition from the informal to the formal economy,

- including by creating the framework conditions that prevent the informalization of jobs and economic units;
- v. the strengthening of the social dimension of policies aimed at greening the economy and the creation of decent climate-friendly work through the design and implementation of just transition plans;
  - vi. the elimination of discrimination in employment and occupation, the promotion of gender equality and the inclusion of persons and groups in vulnerable situations;
  - vii. the ensuring of decent working conditions for workers at higher risk of exploitation, including refugees and migrant workers;
  - viii. the strengthening of labour market institutions, including both tripartite and bipartite social dialogue;
  - ix. the development of care economy – including healthcare – frameworks that promote decent work for care workers and strengthen care infrastructure;
  - x. the monitoring and the shaping of the response to the opportunities and challenges brought by technological innovation to the world of work, including by drawing on the knowledge produced by the ILO Observatory on AI and Work in the Digital Economy, in alignment with relevant UN resolutions;
  - xi. the promotion and implementation of comprehensive, integrated and sustainable strategies to tackle inequalities in the world of work;
- g) Ensure the provision of appropriate means to implement the outcome of the Summit, including adequate levels of investments in decent work creation through the mobilization of both domestic and international resources;
  - h) Develop a robust framework to monitor progress on the implementation of the Summit's outcome, which takes into account national circumstances and priorities, and acknowledges the constitutional mandate and the leading role of the ILO on issues pertaining to its mandate;
  - i) Promote regional cooperation and the exchange of best practices between Member States in implementing the outcome of the Summit;
  - j) Implement the outcome of the Summit, as appropriate, with the full involvement of the social partners, and through a coordinated approach among all organizations concerned, including international financial institutions, development banks and other development agencies;
  - k) Collaborate through multi-stakeholder initiatives, such as the Global Coalition for Social Justice and the Global Accelerator on Jobs and Social Protection for Just Transitions, in supporting the implementation of the outcome of the Summit;
  - l) Ensure that the outcome of the Summit informs discussions on advancing sustainable development by 2030 and beyond.

**Resolution concerning the general discussion on addressing informality and promoting the transition to formality for decent work**

61. The General Conference of the International Labour Organization, meeting in Geneva at its 113th Session, 2025 invites the Governing Body of the International Labour Office to

*Report of the 113<sup>th</sup> Session of the International Labour Conference, Geneva, Switzerland, June 2025*

give due consideration to the conclusions and to guide the International Labour Office in giving effect to them, and further requests the Director-General to:

- a) prepare a plan of action on innovative approaches to addressing informality and promoting the transition to formality for decent work to give effect to the conclusions, for the consideration of the Governing Body at its 355th Session (November 2025);
- b) communicate the conclusions to relevant international and regional organizations;
- c) take into account the conclusions when preparing future programme and budget proposals and mobilizing extrabudgetary resources;
- d) keep the Governing Body informed of their implementation.

**Resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Decent work in the platform economy”**

62. The General Conference of the International Labour Organization,

- a) Having adopted the report of the Committee appointed to consider the fifth item on the agenda,
- b) Having in particular approved as conclusions the proposals for a Convention supplemented by a Recommendation concerning decent work in the platform economy,
- c) Noting that, owing to lack of time, the Committee limited itself to examining the text of the conclusions with a view to a Convention and has reached agreement on the form of the standards, the definitions and the scope of the standards,
- d) Noting that tripartite constituents indicated the key points which would be taken into account in preparing the draft for a Convention and a Recommendation for a second discussion,
- e) Recalling that the purpose of the double-discussion procedure is to leave enough time for reflection and tripartite consultations before the second discussion,
- f) Decides that an item entitled “Decent work in the platform economy” shall be included on the agenda of its 114th Session (2026) for a second discussion with a view to the adoption of a Convention supplemented by a Recommendation,
- g) Requests that, in preparing the draft Convention and Recommendation in accordance with article 46, paragraphs 6 and 7 of the Standing Orders of the Conference, the Office fully takes into account the views expressed by tripartite constituents during the first discussion both in the Committee and before the plenary of the Conference.

**Resolution concerning the adoption of the Programme and Budget for 2026–2027 and the allocation of the budget of income among Member States**

63. The General Conference of the International Labour Organization recalls the ILO's obligation and commitment to combat any form of discrimination and exclusion on any grounds;

- a) Acknowledges the divergence of views in the Governing Body on the use of the terms 'sexual orientation' and 'gender identity';
- b) Acknowledges the decision taken by the Governing Body at its 353rd Session (March 2025) to place on the agenda of its 355th Session (November 2025) an item for discussion in the Policy Development Section on identifying challenges regarding the application of the principle of non-discrimination in the world of work, including divergent views, and how to address them;
- c) Affirms that Office country-level technical assistance is provided upon request and having due regard to national conditions and circumstances;
- d) In virtue of the Financial Regulations, adopts for the 80th financial period, ending 31 December 2027, the budget of expenditure of the International Labour Organization amounting to US\$930,500,000 and the budget of income amounting to US\$930,500,000 which, at the budget rate of exchange of CHF0.82 to the US dollar, amounts to CHF763,010,000, and resolves that the budget of income, denominated in Swiss francs, shall be allocated among Member States in accordance with the scale of contributions recommended by the Finance Committee.

**Resolution concerning the appointments to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board)**

64. The General Conference of the International Labour Organization appoints to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) for the period of three years until 8 October 2028 the following members and alternate members:
- a) Ms V. González Posse (Government) -member
  - b) Mr F. Merle (Employers) -member
  - c) Mr L. Cirigliano (Workers) -member
  - d) Mr A. Hado (Government) -alternate member
  - e) Mr C. Pardini (Workers) -alternate member

## PART FIVE

### 5 COMMITTEE RECOMMENDATION

65. Following its participation at the 113<sup>th</sup> Session of the International Labour Conference, the National Assembly Delegation recommends that the Conference Resolutions as contained in this Report be adopted by the National Assembly.

SIGNED: ..... DATE: 6/8/2025

HON. KEN KITI CHONGA, M.P.

(CHAIRPERSON, DEPARTMENTAL COMMITTEE ON LABOUR)



International  
Labour  
Organization

TO ALL MEMBER STATES OF THE ILO

ILC 113 - 100

25 February 2025

**Convocation of the 113th Session of the  
International Labour Conference  
(Geneva, 2-13 June 2025)  
Website: [www.ilo.org/ilc](http://www.ilo.org/ilc)**

Dear Minister,

It is my pleasure to inform you that the 113th Session of the International Labour Conference will be held from **2 to 13 June 2025**. The Conference venue will be the *Palais des Nations* and the International Labour Organization (ILO) headquarters in Geneva. Please note that preparatory meetings of Employers' and Workers' groups will be conducted in person on **Sunday, 1 June**.

In addition to the standing items, this year's **Conference agenda** contains items of particular importance, including a standard-setting discussion on protection against biological hazards (second discussion), a standard-setting discussion on decent work in the platform economy (first discussion), a general discussion on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work, the ILO's tripartite input to the Second World Summit for Social Development in 2025, measures under article 33 of the Constitution to secure compliance by Myanmar with the recommendations of the Commission of Inquiry and the approval of amendments to the Code of Maritime Labour Convention, 2006 (subject to the adoption of amendments by the Special Tripartite Committee at its fifth meeting in April 2025). The full Conference agenda can already be found online through [this link](#). The Conference will also consider the draft resolution on the status of Palestine in the ILO and the participation rights of Palestine in ILO meetings as per the decision taken by the Governing Body at its 352nd Session (October-November 2024).

On 12 June 2025, a **high-level event** is expected to be held, bringing together ILO tripartite constituents, international organizations, and other relevant stakeholders. Further details will be published on the [Conference website](#) following the decisions to be adopted by the 353rd Session (March 2025) of the Governing Body on the arrangements for the 113th Session of the Conference.

Member States are required to ensure that national delegations to the Conference are **fully tripartite** and balanced as regards the number of advisers accompanying the respective delegates representing the governments, employers and workers. I would therefore be grateful if you could share this letter with the most representative organizations of employers and workers with which you will be holding consultations in determining the composition of the tripartite delegation of your country to the Conference.

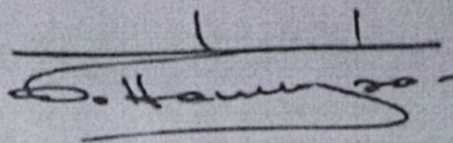
Member States should spare no effort to achieve **gender parity** in national delegations. In this respect, the **infographic** available on the Conference website shows that women accounted for 37.8 per cent of participants at the 112th Session of the Conference in 2024.

The **accreditation** of Conference participants will be done through a new online platform which will be activated as of **2 May 2025**. Each Member State is kindly requested to nominate a focal point, who will be responsible for accrediting members of their delegation. A communication to that effect will be sent to Member States in due course. The credentials of your country's tripartite delegation should be deposited with the Office by **Monday, 12 May 2025**.

Further information, including on practical issues such as visa arrangements, insurance coverage and assistance to delegates with disabilities, will be posted on the Conference website as it becomes available.

I look forward to welcoming you in Geneva, distinguished Minister, as well as the tripartite delegation of your country at the 113th Session of the International Labour Conference.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'G. Houngbo', with a horizontal line above and below the signature.

Gilbert F. Houngbo  
Director-General

# AGENDA OF THE 113TH SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

## A. Standing items

### I. Reports of the Chairperson of the Governing Body and of the Director-General

- I(A). Report of the Chairperson of the Governing Body for the period 2024-2025
- I(B). Report of the Director-General
- Appendix: The situation of workers in the occupied Arab territories

### II. Draft Programme and Budget for 2026–27 and other questions

- II. Draft Programme and Budget for 2026–27 and other questions
- Programme and Budget proposals for 2026–27
- Financial report and audited and consolidated financial statements for the year ended 31 December 2024 and Report of the external auditor

### III. Information and reports on the application of Conventions and Recommendations

- III (Part A). Report of the Committee of Experts on the Application of Conventions and Recommendations
- III (Part B). General Survey on employment injury protection

## B. Items placed on the agenda by the Conference or the Governing Body

### IV. Protection against biological hazards in the working environment (standard-setting, second discussion)

- Report IV (3): Proposed Convention and Recommendation for comments
- Report IV (4): Summary of the observations received and draft Convention and Recommendation

### V. Decent work in the platform economy (standard-setting, first discussion)

- Report V(1): Analysis of law and practice and questionnaire
- Report V(2): Summary of the replies received and proposed Conclusions

### VI. General discussion on innovative approaches to tackling informality and promoting transitions towards formality to promote decent work

### VII. ILO's tripartite input to the Second World Summit for Social Development in 2025

VIII. Draft resolution on the status of Palestine in the ILO and participation rights of Palestine in ILO meetings

IX. Measures under article 33 of the Constitution to secure compliance by Myanmar with the recommendations of the Commission of Inquiry



REPUBLIC OF KENYA  
 MINISTRY OF LABOUR AND SOCIAL PROTECTION  
 STATE DEPARTMENT FOR LABOUR AND SKILLS DEVELOPMENT  
 OFFICE OF THE PRINCIPAL SECRETARY

*@DDC*  
*De Labour / SP to*  
*nominate 2 each.*  
*De SP to propose*  
*delegation sec*  
*to do*  
*Joint memo*  
*8/6/25*

Tel: +254 (0) 2729800  
 Website: [www.laboursp.go.ke](http://www.laboursp.go.ke)  
 Email: [ps@labour.go.ke](mailto:ps@labour.go.ke)  
 When replying, please quote

Social Security House, Block 'A'  
 Bishop Road  
 P.O. Box 40326-00100  
 Nairobi, KENYA

Ref. No.: MLSP/LD/ILO/ILC/113

30<sup>th</sup> April, 2025

**Mr. Samuel Njoroge, CBS**  
 Clerk of the National Assembly  
 P.O. Box 41842 -00100  
 Parliament Buildings  
**NAIROBI**



Dear Mr. Njoroge,

**KENYA DELEGATION TO THE 113<sup>TH</sup> SESSION OF THE INTERNATIONAL LABOUR CONFERENCE FROM 2<sup>ND</sup> TO 13<sup>TH</sup> JUNE 2025 IN GENEVA, SWITZERLAND**

As a member of the International Labour Organization, Kenya has been invited to attend the 113<sup>th</sup> session of the International Labour Conference, which will open on **Monday 2<sup>nd</sup> June 2025, and close on Friday 13<sup>th</sup> June 2025**. The conference will be held in a format combining in-person attendance and remote participation by video conferencing technology.

In view of the parliamentary role in development of Labour Laws and oversight on the implementation, this is to request you to facilitate the participation of the **Chairperson and two (2) members of the National Assembly Committee on Labour and Social Welfare** to accompany the head of Kenyan delegation to the Conference. This is important to familiarize the Committee with requirements and application of International Labour Standards at the Country level.

Attached herewith, is the invitation letter from the Director General, International Labour Organization.

Yours Sincerely,

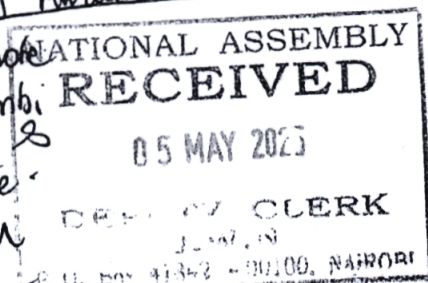
**Shadrack M. Mwadime, CBS**  
**PRINCIPAL SECRETARY**

Encls.

*(2) Abenayo Wasike, ILO*  
*Finlay Mburiki*

*pls note*  
*De Ndombi*  
*remarks*  
*facilitate*

*DM*  
*7/5/25*





International  
Labour  
Organization

TO ALL MEMBER STATES OF THE ILO

ILC 113 - 100

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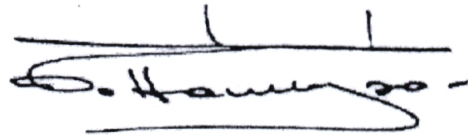
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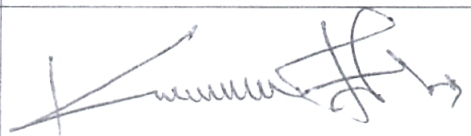


Gilbert F. Hougbo  
Director-General



REPUBLIC OF KENYA  
THIRTEENTH PARLIAMENT  
REPORT OF THE 113<sup>TH</sup> SESSION OF THE INTERNATIONAL LABOUR  
CONFERENCE, GENEVA, SWITZERLAND  
JUNE 2-13, 2025

REPORT ADOPTION SCHEDULE

DATE...31<sup>ST</sup> JULY 2025

S/NO	NAME	SIGNATURE
1.	The Hon. Omboko Milemba, MP	
2.	The Hon. Ken Kiti Chonga, MP	
3.	The Hon. Alice Wambui Ngángá, CBS, MP	
4.	The Hon. Hilary Kiplangát Kosgei, MP	
5.	The Hon. Lilian Siyoi, MP	
6.	The Hon. Anthony Kenga Mupe, MP	

