

Comments, if any, may be sent within 30 days i.e., by 09.07.2025 to the following email addresses:

[danieljohn-dgs@gov.in](mailto:danieljohn-dgs@gov.in);

[pcmeena-dgs@gov.in](mailto:pcmeena-dgs@gov.in);

[asingh.seomumbai@gov.in](mailto:asingh.seomumbai@gov.in);

[vipassi.b@gov.in](mailto:vipassi.b@gov.in);

[crews-dgs@nic.in](mailto:crews-dgs@nic.in);

File No.: [XX/2025]

Date: xx.xx.2025

**DGS ORDER No. xx of 2025**

**Subject: Constitution of ILO Shadow Committee for monitoring ILO Committees and Meetings - reg.**

1. Whereas, The **International Labour Organization (ILO)** was established in 1919 as part of the Treaty of Versailles following the First World War. It was created with the belief that universal and lasting peace can only be achieved if it is based on social justice. The ILO is the first and oldest specialized agency of the United Nations and is headquartered in Geneva, Switzerland.
2. Whereas, It is unique among international organizations in that the ILO operates on a **tripartite structure**, bringing together representatives of governments, employers and workers to jointly shape labour standards and policies. Over the years, the ILO has developed a comprehensive system of international labour standards in the form of conventions and recommendations covering all aspects of work and employment, aiming to promote decent work, fair wages, safe working conditions, and fundamental rights at work.
3. Whereas, One of the most significant achievements of the ILO in the maritime sector is the adoption of the **Maritime Labour Convention (MLC), 2006**, often referred to as the “Seafarers’ Bill of Rights.” Adopted on 23 February 2006 and entering into force on 20 August 2013, the MLC consolidates and updates more than 65 previous ILO instruments related to maritime labour adopted since 1920. MLC, 2006 provides a single, coherent framework designed to protect the rights and welfare of seafarers while also promoting fair competition for shipowners through uniform labour standards.
4. Whereas, The MLC, 2006 applies to nearly all ships engaged in commercial activities and protects over 1.6 million seafarers worldwide. It covers key aspects of a seafarer’s working and living conditions, including minimum requirements for employment, conditions of work, accommodation and recreational facilities, health protection and medical care, and compliance and enforcement mechanisms. These provisions are organized under five main titles, making the Convention comprehensive and easy to implement.

5. Whereas, the MLC introduced a robust enforcement system involving flag State inspections, port State control, and certification, ensuring that seafarers' rights are upheld globally. Regular amendments, such as those recently adopted in 2024, reflect the dynamic nature of the maritime industry and aim to further strengthen protections, such as guarantees for shore leave, repatriation, and accountability for unpaid wages. Overall, the ILO and MLC together play a vital role in ensuring the dignity, safety and well-being of the global maritime workforce.

6. Whereas, The MLC, 2006 has been nationalised in India primarily through the framework of the Merchant Shipping Act, 1958, along with a series of supporting rules, regulations, and administrative mechanisms. To give effect to the provisions of the MLC, the Government of India amended the Merchant Shipping Act and notified specific rules such as the Merchant Shipping (Maritime Labour) Rules, 2016. These rules comprehensively address the Convention's requirements, including seafarers' minimum age, medical certification, employment terms, working conditions, accommodation standards, health protection, and social security.

7. Whereas, The Directorate General of Shipping (DGS), under the Ministry of Ports, Shipping and Waterways (MoPSW), Govt. of India, serves as the competent authority for MLC implementation in India. It has issued various circulars, DGS Orders, and Merchant Shipping Notices (MSNs) to operationalize the Convention on the ground. Additionally, other relevant rules such as the Merchant Shipping (Recruitment and Placement of Seafarers) Rules, 2005 (amended) and the Seafarer Employment Agreement Rules help regulate manning agencies and employment contracts, ensuring compliance with MLC standards.

8. Therefore, in view of the requirement for detailed consideration, coordination and preparation of India's national position on agenda items discussed at meetings of the International Labour Organization (ILO) particularly those concerning maritime labour and recognizing the need to institutionalize a structured approach for monitoring and engaging with international labour and maritime developments, an **ILO Shadow Committee** is hereby constituted under the Chairmanship of the Additional Director General of Shipping.

9. The ILO Shadow Committee shall draw upon the successful practices adopted for monitoring other international maritime bodies and will be responsible for ensuring timely inputs, consultation with stakeholders, and formulation of informed responses to support India's effective representation in ILO deliberations.

10. The purpose of this Committee is to serve as a dedicated forum for reviewing, deliberating on, and preparing comprehensive inputs regarding the matters considered by the ILO and its various committees, such as the International Labour Conference (ILC) and the Special Tripartite Committee (STC). This is essential to ensure a proactive and coordinated response from the Directorate General of Shipping (DGS) on global labour issues affecting the maritime sector.

3. The ILO Shadow Committee/Board shall consist of the following members:

**(i) Chairman:**

Additional Director General of Shipping

**(ii) Members:**

- a) Chief Surveyor, Member
- b) Nautical Advisor, Member
- c) Chief Ship Surveyor, Member
- d) All Principal officers of Mercantile Marine Departments (MMDs), Member(s)
- e) Dy. Director General of Shipping (Crew), Member Secretary
- f) Representative of Ministry of Labour & Employment (MoLE), Member
- g) All Dy. Director General of Shipping, Member(s)
- h) All Director of Seamen Employment Office, Member(s)
- i) All Shipping Master, Member(s)
- j) CAAO, SWFS, Member
- k) Commissioner, SPSFO, Member
- l) Such other additional members as may be co-opted by the Director General of Shipping

*Note: All official members are free to depute any specific officer by proper authorisations to attend the meetings of shadow committees on regular basis.*

4. The terms of reference for the ILO Shadow Committee shall be as follows:

**1. Monitoring ILO Activities:**

To continuously monitor the activities, meetings, and outcomes of key ILO bodies, including the International Labour Conference (ILC) and the Special Tripartite Committee (STC).

**2. Review of Agenda Items:**

To thoroughly review and analyse the agenda items for upcoming ILO meetings that are relevant to the maritime sector and labour standards, such as proposed amendments to the Code of the Maritime Labour Convention, 2006, as amended (MLC, 2006).

**3. Preparation of Inputs and Positions:**

To prepare detailed comments, inputs and proposed positions of the Government of India on the reviewed agenda items, drawing upon expertise within the DGS and consultation with relevant stakeholders.

**4. Consideration of Specific Issues:**

To examine specific issues raised at the ILO that impact seafarers and the maritime industry, such as measures concerning compliance with ILO Conventions (e.g., by Myanmar), matters of status and participation rights of entities within the ILO framework (e.g., Palestine), and any other matters referred to the Committee.

**5. Coordination with Stakeholders:**

To facilitate and ensure coordinated inputs and perspectives from government departments (such as the Ministry of Labour & Employment and Ministry of Ports, Shipping and

Waterways), shipowners' organisations, and seafarers' organisations, reflecting the tripartite structure of the ILO.

**6. Formalization of Response:**

To formalize the consolidated inputs and positions for submission to the appropriate Ministry or government body responsible for representing India at the respective ILO meetings.

**7. Advisory Role:**

To act as an advisory body to the Director General of Shipping on technical, legal, and policy matters related to the ILO, its Conventions (including the MLC, 2006), Recommendations, and decisions.

**8. Review of National Implementation:**

To review India's national laws and regulations (such as the Merchant Shipping Act, 1958 and the Merchant Shipping (Maritime Labour) Rules, 2016) in light of developments and adopted amendments at the ILO, particularly concerning the MLC, 2006.

The ILO Shadow Committee shall meet on a regular basis, as determined by the Chairman, to effectively discharge its functions and all such meetings will be recorded and minuted with record thereof.

(Shyam Jagannathan)  
Director General of Shipping