Provisional Record



103rd Session, Geneva, May-June 2014

Reports on credentials

First report of the Credentials Committee

1. The Credentials Committee of the 103rd Session of the Conference is composed as follows:

Chairperson: Mr Ngoni Masoka (Government delegate, Zimbabwe)

Vice-Chairpersons: Ms Lidija Horvatić (Employers' delegate, Croatia)

Ms Sarah Fox (Workers' delegate, United States)

Composition of the Conference

- **2.** Since the signing of the brief report presented by the Chairperson of the Governing Body of the International Labour Office (*Provisional Record* No. 5A), the composition of the Conference has been modified as follows.
- **3.** Of the 185 member States of the International Labour Organization, 165 are represented at the Conference, that is, two more (El Salvador and Haiti) than were accredited at the time that the brief report was established.

Accredited delegates and advisers

- **4.** A total of 650 delegates, including 328 Government delegates, 161 Employers' delegates and 161 Workers' delegates, have been accredited.
- **5.** A total of 2,396 advisers, ¹ including 1,214 Government advisers, 488 Employers' advisers and 694 Workers' advisers, have been accredited.
- **6.** Therefore a total of 3,046 delegates and advisers have been accredited (see the attached table of accredited delegates and advisers established Saturday, 31 May 2014, at 4 p.m.).

5B(Rev.)/1

¹ This includes advisers that are also substitute delegates.

Registered delegates and advisers

- **7.** The following is the current status of the registration of delegates which is the basis for determining the quorum for voting (see the attached table of registered delegates and advisers established Saturday, 31 May 2014, at 4 p.m.).
- **8.** Currently, 540 delegates, including 311 Government delegates, 107 Employers' delegates and 122 Workers' delegates are registered.
- **9.** In addition, 1,900 advisers, including 1,106 Government advisers, 308 Employers' advisers and 486 Workers' advisers are registered.

Incomplete and non-accredited delegations

- 10. The Committee notes that, to date, 20 member States have not accredited a delegation (Antigua and Barbuda, Armenia, Belize, Dominica, Equatorial Guinea, Gambia, Grenada, Guinea-Bissau, Marshall Islands, Palau, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Samoa, Sao Tome and Principe, Solomon Islands, Tajikistan, Timor-Leste, Tuvalu and Vanuatu). It notes with concern that this represents an increase in the number of non-accredited delegations, which was 16 for the three previous sessions of the Conference at the time of signature of the respective first reports.
- 11. The Committee notes that three member States (El Salvador, Haiti and Kyrgyzstan) have accredited delegations that are exclusively governmental and that one member State (Plurinational State of Bolivia) has nominated an Employers' delegate but no Workers' delegate, while another member State (Nicaragua) has nominated a Workers' delegate but no Employers' delegate (as a result, neither of the latter two Employer or Worker are entitled to vote). The Committee expresses concern at the number of delegations that are either not accredited or incomplete. It strongly urges all governments to comply with the requirement of article 3 of the ILO Constitution to send a complete tripartite delegation to the Conference. In this respect, the Committee notes that, pursuant to the conclusions of the Credentials Committee of the 102nd Session (June 2013) of the International Labour Conference and in accordance with a standing decision of the Governing Body, ² the Director-General has solicited information from the governments of member States that have not sent a delegation or only sent an incomplete delegation to the Conference for the period of 2010–13 and that the information received will be communicated to a future session of the Governing Body.
- 12. The Committee also notes that there are fewer accredited Employers' advisers (488) than accredited Workers' advisers (694). It observes that the composition of some delegations shows a serious imbalance between the number of Employers' and Workers' advisers when compared to the number of advisers appointed for the Government delegates. The Committee urges governments with a serious imbalance in their delegation to make a genuine effort to reduce this imbalance when making nominations to the Conference, in light of article 3, paragraphs 1 and 2, of the Constitution.

² See Annex VI, Compendium of rules applicable to the Governing Body of the International Labour Office (Geneva, Nov. 2010), p. 73.

13. The Committee further recalls the request contained in the resolution concerning the strengthening of tripartism in the overall activities of the International Labour Organization, adopted by the Conference at its 56th Session (1971), and expects governments to accord equal treatment to each of the groups when appointing advisers to their national delegations to the Conference. In this connection, the Committee recalls the Members' obligation under article 13, paragraph 2(a), of the Constitution, to pay the travelling and subsistence expenses of their delegates and advisers, and expects that this obligation will be respected for the entire duration of the Conference.

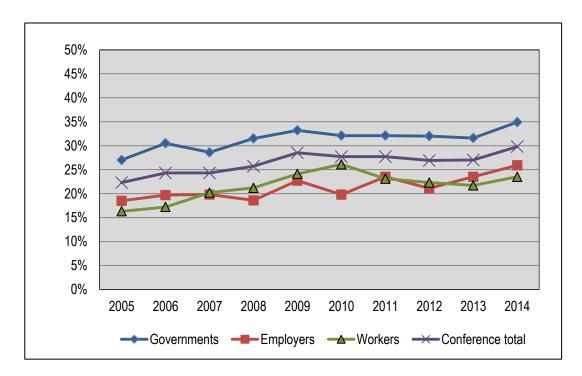
Proportion of women and men accredited in Conference delegations

14. Pursuant to the resolutions concerning the participation of women in ILO meetings. 3 the United Nations Economic and Social Council Resolution 1990/15 of 24 May 1990 and the Credentials Committee's Second Report 4 to the 102nd Session (June 2013) of the Conference regarding the proportion of women and men in delegations, the Credentials Committee examined the proportion of female delegates and advisers among the Government, Employer and Worker delegations. As of 31 May 2014, a total of 908 female delegates had been accredited to this session of the Conference, representing 29.8 per cent of total delegates (as against 27 per cent in 2013 and 26.6 per cent in 2012). The Committee further notes that the proportion of women in Government delegations totalled 34.9 per cent (as against 31.6 per cent in 2013 and 32 per cent in 2012). In Employer delegations, the total number of female delegates and advisers was 25.9 per cent (as against 23.5 per cent in 2013 and 21.1 per cent in 2012), whereas in Worker delegations the proportion of female delegates and advisers totalled 23.6 per cent (as against 21.7 per cent in 2013 and 22.3 per cent in 2012). The Committee was pleased to note that these figures represented a general upward trend in female participation across Government, Employer and Worker delegations from 2005 (22.3 per cent) to 2014 (29.8 per cent). This trend is reflected in table 1 below.

³ See International Labour Conference resolutions adopted at its 60th, 67th, 78th and 98th Sessions (June 1975, June 1981, June 1991 and June 2009).

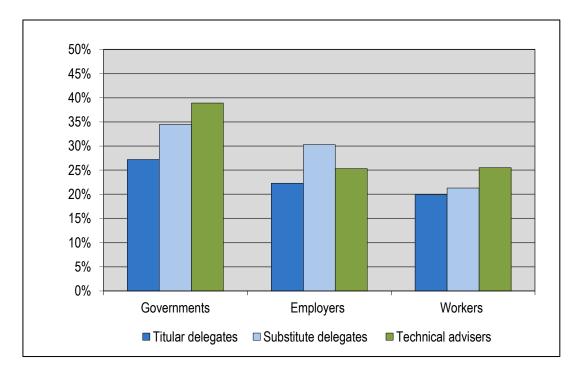
⁴ See *Provisional Record* No. 4C.

Table 1.



- 15. The Committee also considered the distribution of women in the various functions among the Government, Employer and Worker delegations. As of 31 May 2014, a total of 157 titular delegates were women (24.2 per cent) as against 493 male titular delegates. A total of 275 women (30.9 per cent) were accredited as substitute delegates as against 616 men, while a total of 476 women (31.6 per cent) were accredited as advisers as against 1,029 men.
- 16. While these figures could be considered to reflect progress in meeting the target of 30 per cent of women in leadership positions, the Committee notes that these percentages are not evenly distributed by group or function. In this regard, the Committee observes that a significantly lower proportion of women have been accredited to Employer and Worker delegations. In particular, women in Employer and Worker delegations have been accredited in greater proportion as substitute delegates or advisers rather than as titular delegates. In the Government delegations, 89 out of 328 titular delegates (27.1 per cent) are women as opposed to 36 female Employer titular delegates (22.3 per cent) out of 161 Employer titular delegates and 32 female Worker titular delegates (19.9 per cent) out of 161 Worker titular delegates. This situation is illustrated in table 2 below.

Table 2.



17. In conclusion, despite the general upward trend in the overall proportion of women attending the Conference, the Committee regrets that the constituents have still not met the target of 30 per cent of women in leadership and decision-making positions. The Committee therefore calls upon the constituents of all member States to continue to increase the representation of women – placing a particular focus on women in leadership positions – in their respective delegations to future ILO meetings, in order to achieve equal representation.

Quorum

- **18.** Thirty-three advisers, who are also substitutes to delegates who have not registered, have been taken into account in calculating the quorum of the Conference.
- 19. Nine member States that have accredited a delegation to the Conference (Burundi, Democratic Republic of the Congo, Djibouti, El Salvador, Kyrgyzstan, Madagascar, Sierra Leone, Somalia and Uzbekistan) are in arrears in their financial contributions to the Organization under the terms of article 13, paragraph 4, of the Constitution and therefore their delegates may not, at present, participate in the voting in the Conference or its committees. Consequently, 20 registered delegates have not been taken into account in fixing the quorum.
- **20.** At the present time the quorum required to give a vote validity is 276. This number represents 540 registered delegates (see paragraph 8 above), plus 33 substitute delegates (see paragraph 18 above) minus 22 registered delegates not entitled to vote (see paragraphs 11 and 19 above), the total being divided by two.
- **21.** The Committee deeply regrets the fact that so many member States are still in arrears in their payments, thereby depriving their Employers' and Workers' delegates of their right to vote.

22. The Committee strongly appeals to the delegates to the Conference to register in person upon their arrival and to ensure they give formal notice of their departure date, in order to ensure that the quorum is as accurate as possible and that they are not counted as present when they are in fact absent from the Conference.

Observers, organizations and liberation movement invited

- **23.** The Conference is also being attended by:
 - observers appointed by two States (Bhutan and the Holy See) invited to attend the Conference:
 - a delegation of a liberation movement (Palestine) invited in conformity with article 2, paragraph 3(k), of the Standing Orders of the Conference;
 - representatives of the United Nations and some of its bodies invited by virtue of article II, paragraph 1, concerning reciprocal representation of the Agreement between the United Nations and the International Labour Organization, which came into effect on 14 December 1946;
 - representatives of specialized agencies and other official international organizations, invited in conformity with article 2, paragraph 3(b), of the Standing Orders of the Conference;
 - representatives of non-governmental international organizations with which consultative relations have been established, invited in conformity with article 2, paragraph 3(j), of the Standing Orders of the Conference; and
 - representatives of other non-governmental international organizations also invited in conformity with article 2, paragraph 3(j), of the Standing Orders of the Conference.
- **24.** A list of these representatives was appended to the *Provisional list of delegations* published as a supplement to the *Provisional Record* of the Conference on Wednesday, 28 May 2014, and updated in the *Revised provisional list of delegations* issued on Monday, 2 June 2014.

Objections, complaints and communications

25. To date, the Committee has before it several objections and complaints. It has forthwith commenced their examination. The Committee believes that its work is facilitated by the fact that a substantial number of credentials had reached the International Labour Office prior to the Conference. The Committee notes, however, that only 98 member States deposited their credentials with the Office by the deadline required by article 26 of the Standing Orders of the Conference (12 May 2014). ⁵ It notes with regret that this represents a decrease with respect to the 102nd Session of the Conference. The Committee therefore expects member States to respect their obligations in this regard, since timely accreditation

⁵ See para. 7 of *Provisional Record* No. 5A.

promotes transparency of the national nomination process and is essential for the employers' and workers' organizations concerned. The Credentials Committee notes that, in the context of the Working Party on the Functioning of the Governing Body and the International Labour Conference, in 2015 the Conference is proposed to take the form of a trial two-week session. ⁶ The Credentials Committee, therefore, strongly encourages the Director-General that the deadline set for the deposit of credentials be increased to 21 days prior to the opening of the session of the Conference for 2015 rather than the minimum 15 days as foreseen in the Standing Orders of the Conference. The Committee considers that this would not only advance the processing of credentials and permit it to commence its work as early as possible during the proposed trial two-week session, but also may facilitate obtaining entry visas into Switzerland.

Deposit of credentials

- 26. Further, it is important that governments utilize, and complete in full, either the official credentials form enclosed with the letter of convocation to the Conference that is sent to governments every year or, preferably, the *Online credentials* ⁷ application made available by the Office. The early utilization of either the official credentials form or the Online credentials application for accreditation is important as they assist in providing clear information on the role of each member of the delegation, as well as on organizations consulted in the nomination process and on the payment of travel and subsistence expenses as required by paragraph 2(a) of article 13 of the Constitution. In order to comply with article 3, paragraph 5, of the Constitution, governments should provide accurate information on the employers' and workers' organizations consulted in nominating Employers' and Workers' delegates and advisers, as well as on the organizations that have agreed to such nominations. The Committee regrets that this year 84.9 per cent of member States have used either the written or online form to submit their credentials (against 93.4 per cent last year). However, the Committee notes the increase – to 40.6 per cent – of member States using the online form this year, compared to only 28.9 per cent last year. Especially in the light of proposed reforms to the Conference, the Committee strongly encourages each member State to use the Online credentials at future sessions of the Conference, which has the advantages of: reducing transcription errors, allowing the Organization to use better the resources provided to the secretariat and permitting faster processing of credentials which facilitates obtaining entry visas into Switzerland.
- 27. The Committee notes that not all member States have clearly identified, in their credentials, the persons who are nominated as delegates and those who are nominated as advisers and it recalls the obligation of governments under article 3, paragraph 8, of the ILO Constitution to communicate to the Office the names of the delegates and their advisers. Several member States did so only after having received a note verbale from the Office requesting this information. The Committee wishes to stress the importance of governments identifying clearly in the credentials the delegates and advisers nominated. Credentials that do not contain this information cannot be considered as such and may be rejected by the Office.

⁶ See GB.320/LILS/PV/Draft.

⁷ See: http://www.ilo.org/credentials/index.asp.

- **28.** In order to enable the Committee to fulfil its mandate, all governments are required to indicate in their credentials the organizations to which each of the Employers' and Workers' delegates and advisers belong, as well as their functions within those organizations. The Committee notes with satisfaction the efforts made by the governments in this regard, as only 3.7 per cent have not provided or have provided only partially this information in their credentials. The Committee welcomes this trend and hopes that in future sessions of the Conference such information will continue to be provided in time for publication in the *Provisional list of delegations*, which in accordance with article 26bis, paragraph 1(a), of the Conference Standing Orders, serves as the basis for the submission of objections to the Committee.
- **29.** The Credentials Committee submits the present report to the Conference so that it may take note of it.

Geneva, 2 June 2014

(Signed) Ngoni Masoka, Chairperson

Ms Lidija Horvatić

Ms Sarah Fox

- 1) Government delegates
- 2) Employers' delegates
- 3) Workers' delegates
- 4) Government advisers
- 5) Employers' advisers 6) Workers' advisers

List of accredited delegates and advisers 1) 2) 3) 4) 5) 6) 1) 2) 3) 4) 5) 6) 1) 2) 3) 4) 5) 6)

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List of registered delegates and advisers

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