



# ▶ Record of proceedings

# 3A

**International Labour Conference – 109th Session, 2021**  
Date: 7 June 2021

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## Reports on credentials

### First report of the Credentials Committee

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1. The Credentials Committee of the 109th Session of the International Labour Conference is composed as follows:

<b>Chairperson:</b>	Mr Juan Pablo Schaeffer (Government delegate, Chile)
<b>Employer Vice-Chairperson:</b>	Mr Fernando Yllanes Martínez (Employers' substitute delegate, Mexico)
<b>Worker Vice-Chairperson:</b>	Ms Amanda Brown (Workers' substitute delegate, United Kingdom of Great Britain and Northern Ireland)

## Composition of the Conference

### Status of accreditation of Member States

2. As at 4 June 2021 at 4 p.m., **175** of the 187 Member States of the International Labour Organization (ILO) have accredited a delegation. The following 11 Member States (11 in 2019 and 20 in 2018) have not accredited a delegation:

Cabo Verde	Palau
Dominica	South Sudan
Gambia	Timor-Leste
Grenada	Tonga
Guinea-Bissau	Tuvalu
Marshall Islands	

3. In addition, as set out in the second report of the Credentials Committee (Record No. 3B), competing credentials were received for one Member State (Myanmar). The Committee took the initial decision not to accredit at this stage any delegate for that Member State and to remain seized of the matter.
4. The Committee notes with regret that the number of Members that have not accredited a delegation has not further decreased as compared to previous years although the virtual format of this session of the Conference allowed for remote participation of delegates through a videoconferencing system, without the costs and prolonged absence from home entailed by a physical Conference session in Geneva.
5. The following Member States have accredited incomplete delegations:
  - Haiti (exclusively governmental)
  - Saint Lucia (exclusively governmental)
  - Slovenia (no Workers' delegate)
  - Vanuatu (no Workers' delegate)
  - Yemen (no Employers' delegate)
6. The Committee notes with concern the number of delegations that have remained incomplete. The Committee reminds Member States of their obligation under article 3, paragraph 1, of the ILO Constitution, to nominate tripartite delegations to the Conference. By appointing a delegation that is exclusively governmental, or that lacks an Employers' or Workers' delegate, the Government deprives the employers or workers

of the country, as the case may be, of their right of being represented in the highest policymaking body of the ILO and to participate in its work. Without the participation of Government, Employer and Worker representatives, the Conference cannot function properly or attain its objectives. The Committee trusts that some of those cases can be explained by the short time that was available to Governments to conduct the necessary consultations with the most representative employers' and workers' organizations and that the Governments concerned will proceed with the missing nominations in the coming days.

### Delegates and advisers

► **Table. Accredited delegates, substitute delegates and advisers**

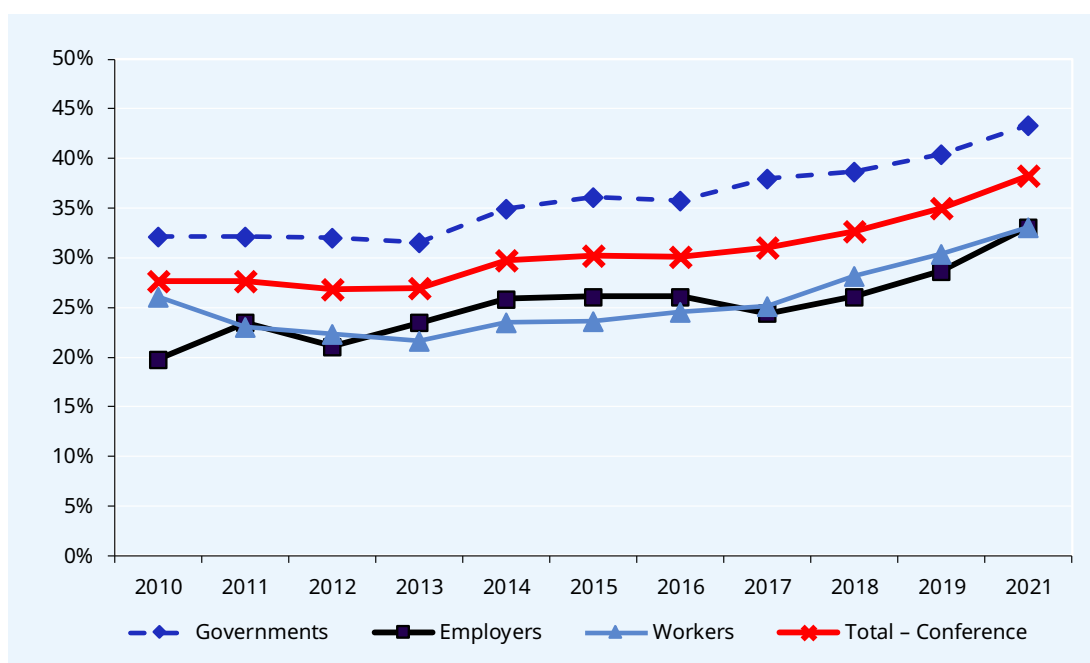
	Governments	Employers	Workers	Total
Delegates	344	172	171	687
Substitute delegates <sup>1</sup>	521	223	240	984
Advisers	1 081	478	605	2 164
Total	1 946	873	1 016	3 835

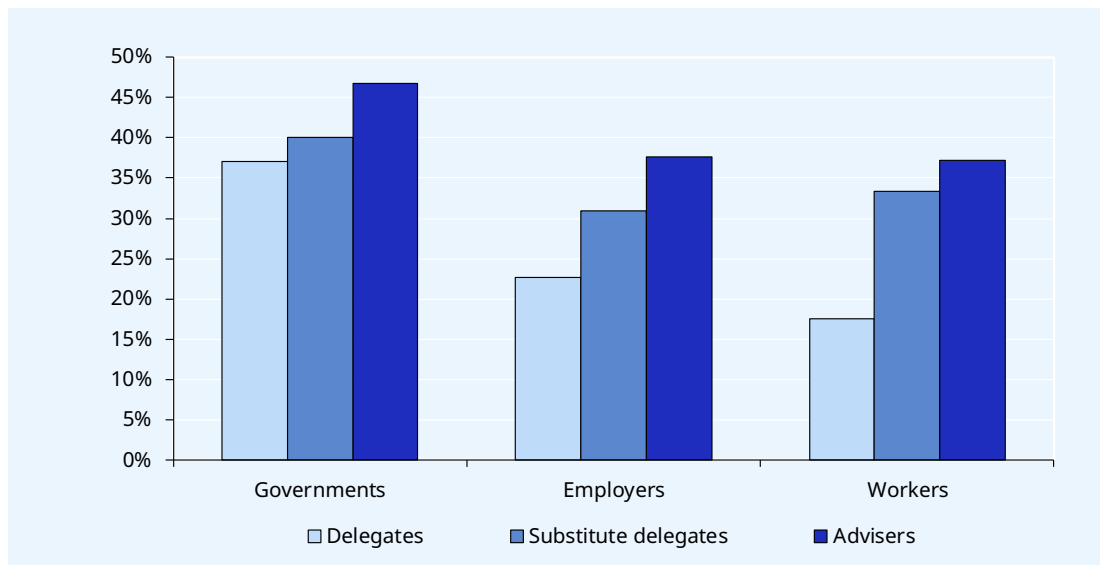
<sup>1</sup> Advisers who are permanently appointed as substitute delegates in the credentials.

- Detailed information by Member State is provided in the appendix. Regularly updated information on the composition of the Conference is also available on the website of the Conference.

### Proportion of women accredited in delegations

► **Figure 1. Proportion of women accredited in delegations 2010-21**



► **Figure 2. Proportion of women by function and group**

8. The Committee notes that the overall proportion of women delegates and advisers that have been accredited to this session of the Conference (38.3 per cent) has, once again, increased as compared to the preceding session of the Conference (35 per cent in 2019, 32.7 per cent in 2018 and 31.1 per cent in 2017). The Committee further notes that this increase extends to each group: 43.4 per cent of women in Government delegations (40.5 per cent in 2019, 38.8 per cent in 2018 and 38 per cent in 2017), 33.1 per cent of women in the Employers' delegations (28.7 per cent in 2019, 26 per cent in 2018 and 24.4 per cent in 2017) and 33.1 per cent of women in the Workers' delegations (30.5 per cent in 2019, 28.2 per cent in 2018 and 25.1 per cent in 2017).
9. The Committee notes that while these progressive increases continue to be encouraging, women continue to be unevenly distributed by function and group. More precisely and as reflected in figure 2 above, the Committee notes that titular delegates from across the Government, Employers' and Workers' groups are predominantly men.
10. Similar to 2019,<sup>1</sup> constituents have reached 30 per cent of participation of women in their delegations in the substitute delegate and adviser categories. However, the Committee observes that a shadow is cast over this progress as the 30 per cent minimum requirement is still not achieved across the groups in the titular delegate category (namels, leadership position). The Committee therefore stresses once again the importance of the objective that the constituents of all Member States reach at least the 30 per cent minimum, in particular, of women in leadership positions with the goal of gender parity.

## Quorum

11. In accordance with the Special arrangements and rules of procedure for the 109th Session of the International Labour Conference,<sup>2</sup> due to the virtual format of the session, the quorum required at any point in time for the validity of votes at the Conference will be based on the number of accredited delegates. Regularly updated

<sup>1</sup> ILC, 108th Session, [Provisional Record 3B](#), para. 25.

<sup>2</sup> ILC109/D.1.

information regarding electronic voting, composition of the Conference and the quorum for votes is available on the [Conference procedures](#) web page.

## Other participants

12. There are 150 ministers or vice-ministers accredited under article 2(3)(a) of the Standing Orders of the Conference, as well as an additional 14 that have been accredited as delegates.
13. Due to the virtual format of this session, categories of participants without active participation rights in the Conference, also referred to as “persons without an institutional role at the Conference”, who are usually admitted to the Conference, could not be included in the credentials of the delegations. These are in particular persons accompanying ministers, persons appointed in accordance with article 2(3)(i) of the Standing Orders (substitute advisers), representatives of a state or province of a federal State accompanying Government delegations, and “other persons attending the Conference”, who are usually admitted to the Conference. They are nonetheless able to follow the discussions as members of the general public.<sup>3</sup>
14. The Conference is also being attended by the following observers: one non-Member State (Holy See), one liberation movement (Palestine), representatives of the United Nations and some of its bodies, as well as representatives from specialized agencies and other official international organizations, non-governmental international organizations with consultative status, and representatives of other non-governmental international organizations.

## Monitoring cases, objections and communications

15. In addition to the three cases of monitoring (concerning the nomination of the Workers’ delegations of Djibouti, Mauritania and the Bolivarian Republic of Venezuela), of which the Committee is seized in accordance with article 26 *quater* of the Standing Orders following decisions taken at the last session of the Conference, the Committee has before it several objections and communications. It has forthwith commenced their examination. The Committee believes that its work is facilitated when credentials reach the International Labour Office within the time limit set for their submission.
16. The Credentials Committee submits the present report to the Conference so that it may take note of its content.

4 June 2021

*(Signed)* Mr Juan Pablo Schaeffer, Chairperson  
Mr Fernando Yllanes Martínez  
Ms Amanda Brown

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<sup>3</sup> ILC109/D.1.



Proportion of women accredited in Conference delegations

								%				04.06.2021							
G	E	T	Tot	G	E	T	Tot	G	E	T	Tot	G	E	T	Tot				
Afghanistan.....	0.0	0.0	0.0	0.0	Djibouti.....	60.0	50.0	0.0	40.0	Libya.....	31.8	0.0	0.0	20.0	Sao Tome and Principe.....	40.0	0.0	0.0	28.6
Albania.....	75.0	0.0	50.0	50.0	Dominican Republic.....	42.1	22.2	40.0	36.8	Lithuania.....	83.3	50.0	70.0	70.0	Saudi Arabia.....	33.3	33.3	0.0	25.0
Algeria.....	5.9	36.4	36.4	23.1	Ecuador.....	42.9	0.0	0.0	25.0	Luxembourg.....	50.0	28.6	42.9	40.9	Senegal.....	37.5	0.0	27.3	28.1
Angola.....	30.0	0.0	50.0	31.3	Egypt.....	64.3	25.0	27.3	42.4	Madagascar.....	53.8	83.3	20.0	54.2	Serbia.....	50.0	50.0	80.0	61.5
Antigua and Barbuda.....	100.0	100.0	0.0	75.0	El Salvador.....	73.3	27.3	40.0	50.0	Malawi.....	10.0	0.0	0.0	7.7	Seychelles.....	75.0	50.0	0.0	57.1
Argentina.....	45.5	18.2	45.5	38.6	Equatorial Guinea.....	40.0	20.0	0.0	32.1	Malaysia.....	50.0	27.3	9.1	33.3	Sierra Leone.....	10.0	0.0	40.0	16.7
Armenia.....	16.7	33.3	50.0	27.3	Eritrea.....	16.7	0.0	0.0	10.0	Maldives.....	60.0	50.0	50.0	54.5	Singapore.....	28.6	0.0	33.3	24.1
Australia.....	76.9	66.7	50.0	70.0	Estonia.....	100.0	100.0	50.0	92.3	Mali.....	18.2	0.0	50.0	20.7	Slovakia.....	0.0	0.0	66.7	22.2
Austria.....	72.7	50.0	42.9	59.1	Eswatini.....	14.3	40.0	40.0	29.4	Malta.....	55.6	20.0	14.3	33.3	Slovenia.....	66.7	50.0	-	60.0
Azerbaijan.....	36.4	40.0	42.9	39.1	Ethiopia.....	18.2	0.0	25.0	14.3	Mauritania.....	0.0	0.0	14.3	5.6	Solomon Islands.....	0.0	50.0	0.0	15.4
Bahamas.....	55.6	50.0	0.0	46.2	Fiji.....	0.0	0.0	50.0	11.1	Mauritius.....	33.3	0.0	0.0	27.3	Somalia.....	40.0	0.0	0.0	28.6
Bahrain.....	28.6	40.0	18.2	26.7	Finland.....	77.8	60.0	75.0	72.2	Mexico.....	50.0	9.1	27.3	32.5	South Africa.....	25.0	50.0	54.5	44.0
Bangladesh.....	22.2	0.0	33.3	20.0	France.....	52.4	83.3	54.5	57.9	Mongolia.....	88.9	0.0	33.3	64.3	Spain.....	40.9	54.5	54.5	47.7
Barbados.....	66.7	75.0	100.0	76.5	Gabon.....	36.4	28.6	18.2	27.6	Montenegro.....	80.0	0.0	0.0	50.0	Sri Lanka.....	53.8	0.0	0.0	35.0
Belarus.....	33.3	0.0	54.5	34.8	Georgia.....	66.7	20.0	33.3	35.7	Morocco.....	27.8	20.0	33.3	28.1	Sudan.....	53.8	0.0	0.0	41.2
Belgium.....	64.7	77.8	36.4	59.5	Germany.....	57.9	37.5	77.8	58.3	Mozambique.....	41.7	0.0	0.0	33.3	Suriname.....	83.3	60.0	27.3	61.8
Belize.....	60.0	100.0	33.3	63.6	Ghana.....	45.5	50.0	50.0	47.4	Namibia.....	53.8	0.0	60.0	52.6	Sweden.....	62.5	33.3	50.0	53.3
Benin.....	21.4	20.0	37.5	25.9	Greece.....	64.3	27.3	100.0	56.7	Nepal.....	0.0	0.0	0.0	0.0	Switzerland.....	50.0	33.3	40.0	44.8
Bolivia (Plurinational State of).....	33.3	33.3	0.0	23.5	Guatemala.....	60.0	28.6	0.0	38.1	Netherlands.....	46.7	33.3	50.0	45.2	Syrian Arab Republic.....	50.0	0.0	16.7	20.0
Bosnia and Herzegovina.....	50.0	50.0	50.0	50.0	Guinea.....	19.0	18.2	36.4	23.3	New Zealand.....	66.7	33.3	66.7	58.3	Tajikistan.....	0.0	0.0	0.0	0.0
Botswana.....	42.9	57.1	33.3	43.2	Guyana.....	33.3	0.0	0.0	20.0	Nicaragua.....	33.3	0.0	50.0	27.3	Thailand.....	60.0	54.5	16.7	51.4
Brazil.....	31.8	36.4	45.5	36.4	Haiti.....	0.0	-	-	0.0	Niger.....	36.4	36.4	28.6	35.0	Togo.....	13.6	33.3	27.3	20.5
Brunei Darussalam.....	62.5	0.0	100.0	54.5	Honduras.....	14.3	33.3	0.0	21.4	Nigeria.....	27.3	36.4	9.1	25.0	Trinidad and Tobago.....	81.8	44.4	33.3	60.9
Bulgaria.....	75.0	45.5	45.5	53.3	Hungary.....	62.5	66.7	42.9	55.6	North Macedonia.....	100.0	100.0	0.0	75.0	Tunisia.....	25.0	33.3	9.1	20.7
Burkina Faso.....	33.3	25.0	0.0	25.8	Iceland.....	75.0	50.0	0.0	44.4	Norway.....	44.4	50.0	71.4	55.0	Turkey.....	31.8	27.3	36.4	31.8
Burundi.....	40.0	33.3	33.3	36.4	India.....	36.4	27.3	45.5	36.4	Oman.....	33.3	10.0	18.2	20.0	Turkmenistan.....	20.0	0.0	0.0	16.7
Cambodia.....	10.0	33.3	0.0	12.5	Israel.....	75.0	50.0	50.0	66.7	Pakistan.....	25.0	0.0	0.0	18.8	Uganda.....	20.0	36.4	36.4	33.3
Cameroon.....	58.3	57.1	18.2	43.3	Indonesia.....	50.0	45.5	18.2	40.9	Panama.....	10.0	25.0	50.0	22.2	Ukraine.....	14.3	0.0	54.5	33.3
Canada.....	88.2	40.0	66.7	75.0	Iran (Islamic Republic of).....	31.3	18.2	18.2	23.7	Papua New Guinea.....	27.3	33.3	40.0	31.6	United Arab Emirates.....	38.9	33.3	50.0	40.0
Central African Republic.....	8.3	25.0	20.0	14.3	Iraq.....	53.3	20.0	40.0	44.0	Paraguay.....	33.3	50.0	25.0	33.3	United Kingdom of Great Britain a.....	80.0	50.0	75.0	72.2
Chad.....	16.7	0.0	0.0	11.1	Ireland.....	63.6	33.3	0.0	53.3	Peru.....	50.0	33.3	45.5	44.7	United Republic of Tanzania.....	36.4	50.0	0.0	34.5
Chile.....	11.1	0.0	50.0	16.7	Italy.....	57.1	33.3	54.5	51.6	Philippines.....	52.9	45.5	27.3	43.6	United States of America.....	54.5	55.6	33.3	51.4
China.....	31.8	36.4	27.3	31.8	Jamaica.....	57.1	0.0	100.0	60.0	Poland.....	91.7	66.7	16.7	66.7	Uruguay.....	57.1	20.0	33.3	44.0
Colombia.....	42.1	27.3	10.0	30.0	Japan.....	41.7	20.0	25.0	32.0	Portugal.....	55.6	30.0	27.3	41.0	Uzbekistan.....	33.3	66.7	0.0	37.5
Comoros.....	44.4	30.0	60.0	41.7	Jordan.....	16.7	0.0	33.3	18.2	Qatar.....	50.0	0.0	50.0	41.7	Vanuatu.....	20.0	100.0	-	33.3
Congo.....	0.0	0.0	0.0	0.0	Kazakhstan.....	60.0	20.0	50.0	43.8	Republic of Korea.....	46.2	62.5	33.3	48.1	Venezuela (Bolivarian Republic of).....	54.5	27.3	18.2	38.6
Cook Islands.....	100.0	100.0	0.0	80.0	Kenya.....	37.5	36.4	36.4	36.8	Republic of Moldova.....	33.3	0.0	0.0	20.0	Viet Nam.....	36.4	66.7	66.7	50.0
Costa Rica.....	70.0	20.0	28.6	45.5	Kiribati.....	100.0	33.3	66.7	70.0	Romania.....	73.3	20.0	37.5	53.6	Yemen.....	25.0	-	0.0	20.0
Côte d'Ivoire.....	27.3	18.2	20.0	23.3	Kuwait.....	27.3	0.0	20.0	21.1	Russian Federation.....	15.4	50.0	22.2	25.0	Zambia.....	42.1	63.6	27.3	43.9
Croatia.....	83.3	100.0	100.0	90.0	Kyrgyzstan.....	33.3	0.0	0.0	20.0	Rwanda.....	50.0	66.7	0.0	41.7	Zimbabwe.....	35.0	20.0	40.0	34.3
Cuba.....	66.7	0.0	33.3	45.5	Lao People's Democratic Republi.....	18.2	50.0	0.0	18.8	Saint Kitts and Nevis.....	100.0	50.0	100.0	83.3					
Cyprus.....	62.5	14.3	22.2	33.3	Latvia.....	75.0	50.0	50.0	62.5	Saint Lucia.....	75.0	-	-	75.0					
Czechia.....	25.0	66.7	30.0	32.0	Lebanon.....	44.4	36.4	0.0	28.6	Saint Vincent and the Grenadines.....	100.0	100.0	40.0	62.5					
Democratic Republic of the Cong.....	36.4	20.0	0.0	23.3	Lesotho.....	87.5	100.0	0.0	80.0	Samoa.....	0.0	100.0	50.0	42.9					
Denmark.....	38.5	33.3	40.0	38.1	Liberia.....	28.6	0.0	50.0	28.6	San Marino.....	57.1	33.3	12.5	33.3					

G	E	T	Tot
43.4%	33.1%	33.1%	38.3%