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Composition of the International Labour Conference and regional meetings

Purpose of the document

This document provides up-to-date information regarding incomplete and non-accredited delegations and the proportion of women and men in delegations to the International Labour Conference and regional meetings. It covers the period from July 2017 to December 2022. (See the draft decision in paragraph 35.)

Relevant strategic objective: None.

Main relevant outcome: Enabling outcome B: Effective and efficient governance of the Organization.

Policy implications: None.

Legal implications: None.

Financial implications: None.

Follow-up action required: Subject to guidance provided by the Governing Body.

Author unit: Office of the Legal Adviser (JUR).

Related documents: [GB.331/LILS/1](#); [GB.331/PV](#), para. 705; [GB.332/LILS/2](#); [GB.332/PV](#), para. 556(b).

▶ Contents

	Page
Introduction	5
1. Incomplete and non-accredited delegations.....	5
1.1. Background	5
1.2. International Labour Conference	6
1.3. Regional meetings	8
1.4. Role of the Credentials Committees.....	9
1.5. Follow-up by Member States	10
2. Proportion of women and men in delegations	10
2.1. Background	10
2.2. International Labour Conference	11
2.3. Regional meetings	15
2.4. Follow-up by Member States	18
Draft decision	19

Appendices

I. Non-accredited or incomplete delegations in sessions of the Conference and regional meetings.....	21
International Labour Conference: Non-accredited or incomplete delegations, 2018–22.....	21
Regional meetings: Non-accredited or incomplete delegations, 2017–22.....	25
II. Member States whose delegations met the minimum target of 30 per cent of participation of women at the 107th Session (2018), 108th Session (2019), 109th Session (2021) and 110th Session (2022) of the Conference	30

▶ Introduction

1. This document provides up-to-date statistical information regarding incomplete and non-accredited delegations and the proportion of women and men in delegations to the International Labour Conference and regional meetings, as requested by the Governing Body. The last periodic reports on these subjects were submitted to the Governing Body at its 331st Session (October–November 2017) and 332nd Session (March 2018), respectively. This report covers the period from July 2017 to December 2022, during which the 107th Session (2018), 108th Session (2019), 109th Session (2021)¹ and 110th Session (2022) of the International Labour Conference took place, and the 10th European Regional Meeting (October 2017), the 19th American Regional Meeting (October 2018), the 14th African Regional Meeting (December 2019) and the 17th Asia and the Pacific Regional Meeting (December 2022) were held.

▶ 1. Incomplete and non-accredited delegations

1.1. Background

2. The composition of each delegation and the procedure for appointing delegates and advisers to sessions of the International Labour Conference are governed by article 3 of the ILO Constitution.² An equivalent provision for regional meetings is contained in article 1(2) of the Rules for Regional Meetings.³ The resolution concerning the strengthening of tripartism in the overall activities of the ILO, adopted by the International Labour Conference at its 56th Session (1971), made it clear that sending tripartite delegations to the Conference and regional meetings was not only a right of Member States but also an obligation. The appointment of a full tripartite delegation is also essential in view of article 4(2) of the ILO Constitution, which provides that if a Member State fails to nominate one of the non-Government delegates, the other non-Government delegate who has been accredited loses the right to vote.
3. The Governing Body's decisions since 1971 requesting the Office to regularly report on Member States' failure to send a full tripartite delegation, or any delegation at all, to the sessions of the Conference or regional meetings, and the reasons therefor, reflect its concerns regarding the potential impact of such situations, particularly when recurrent, on the functioning of the tripartite decision-making and policymaking bodies of the ILO.

¹ Due to the COVID-19 pandemic, the Governing Body decided to defer the 109th Session of the Conference from June 2020 to June 2021, when it was held in a fully virtual format.

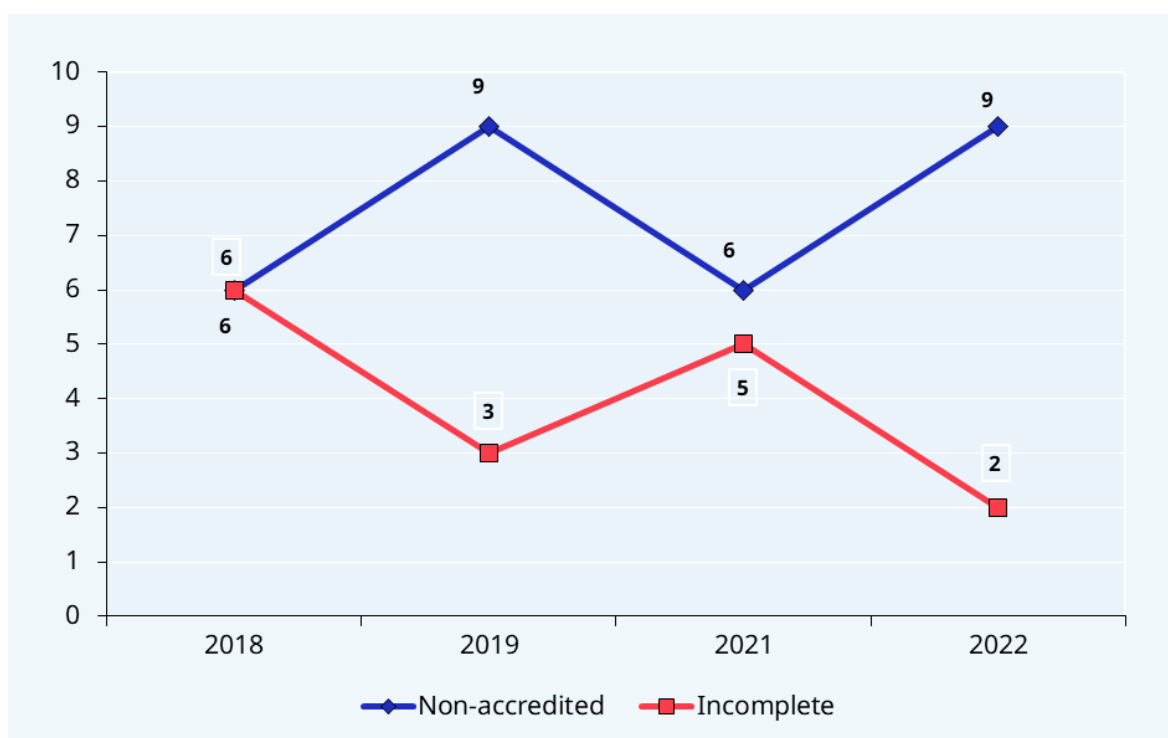
² Article 3(1) of the ILO Constitution provides: "The meetings of the General Conference of representatives of the Members shall be held from time to time as occasion may require, and at least once in every year. It shall be composed of four representatives of each of the Members, of whom two shall be Government delegates and the two others shall be delegates representing respectively the employers and the workpeople of each of the Members."

³ Article 1(2) of the Rules for Regional Meetings provides: "Each Member State shall be invited by the Governing Body as a full member to the regional meetings of only one region. Each regional meeting shall be composed of two Government delegates, one Employers' delegate, and one Workers' delegate for each full member of the regional meeting."

1.2. International Labour Conference

4. During the period under review, the number of Member States not accredited to the Conference was less than half that of the preceding reporting period (nine or fewer per session, compared with 16–20 per session in the period 2014–17). This positive development may be partly attributed to the arrangements permitting remote participation in the 2021 and 2022 sessions. The number of incomplete delegations varied between two and six per session in the period 2018–22 (see figure 1 below).⁴

► **Figure 1. International Labour Conference: Non-accredited and incomplete delegations (2018–22)**



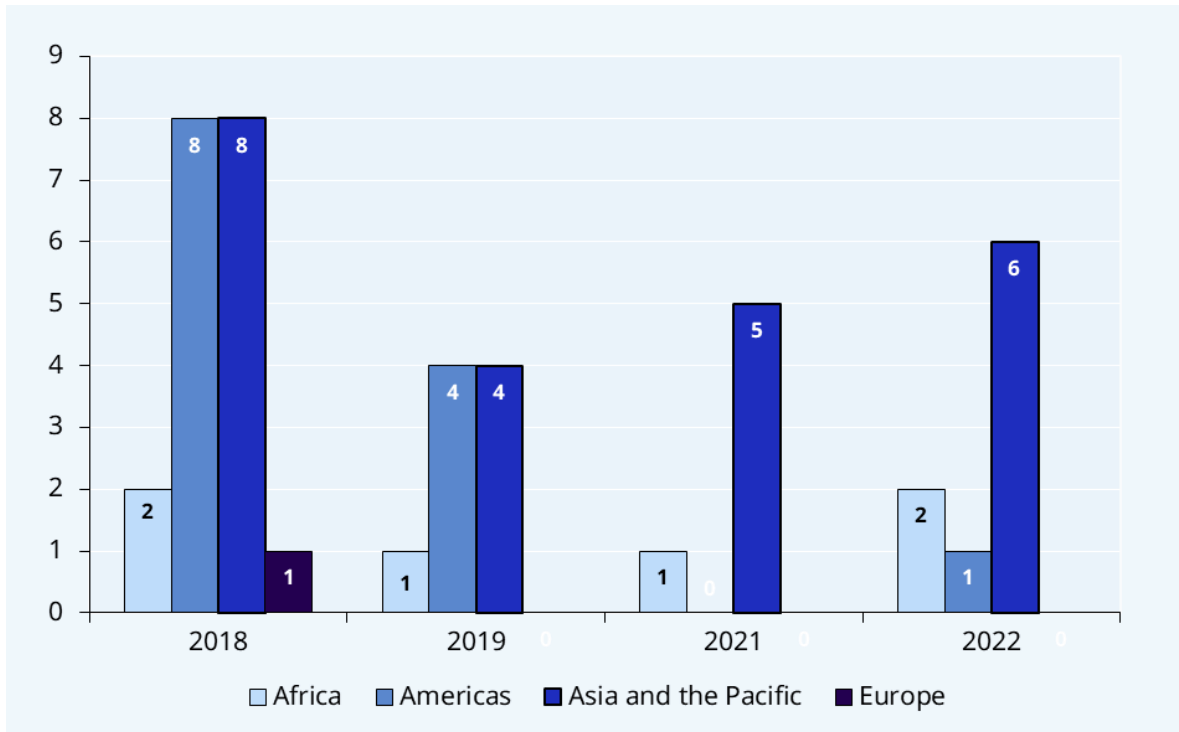
5. In 2018 and 2019, there was a higher number of non-accredited delegations from the Caribbean⁵ and Pacific Island⁶ subregions, which continued the trend observed during the preceding reporting period. In 2021 and 2022, the number of non-accredited delegations remained high for delegations from the Pacific Islands, despite the possibility of participating remotely. However, there was only one non-accredited delegation from the Americas region in 2022 (see figure 2 below). This is a noticeable reduction compared with the preceding period, when the number of non-accredited Member States from the Americas was between seven and nine at each session.

⁴ Statistics on incomplete delegations reflect the absence of either the Employers' or the Workers' delegate or of both.

⁵ The Caribbean subregion, as determined by the geographical coverage of the ILO Decent Work Technical Support Team and Country Office for the Caribbean Countries in Port-of-Spain, comprises the following Member States: Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, and Trinidad and Tobago.

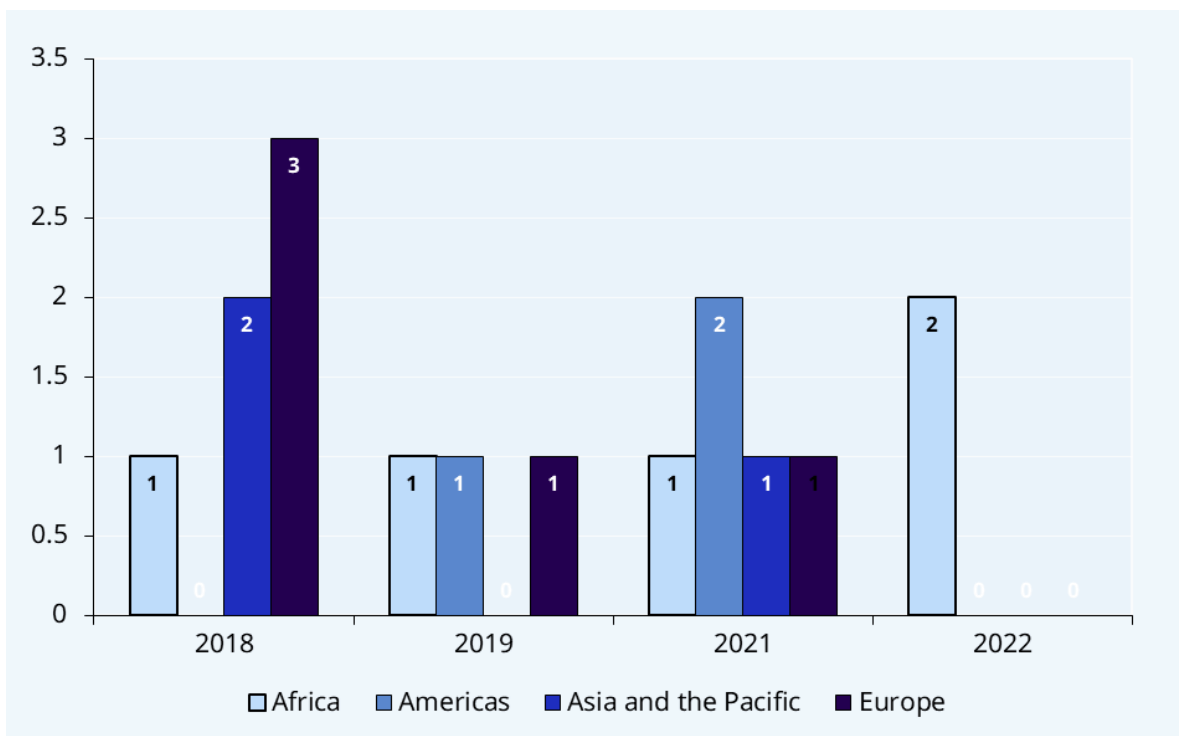
⁶ The Pacific Islands subregion, as determined by the geographical coverage of the ILO Country Office for Pacific Island Countries in Suva, comprises the following Member States: Cook Islands, Fiji, Kiribati, Marshall Islands, Palau, Papua New Guinea, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu.

► **Figure 2. International Labour Conference: Non-accredited delegations by region (2018–22)**



6. Figure 3 shows the number of incomplete delegations to the International Labour Conference by region over the same period.

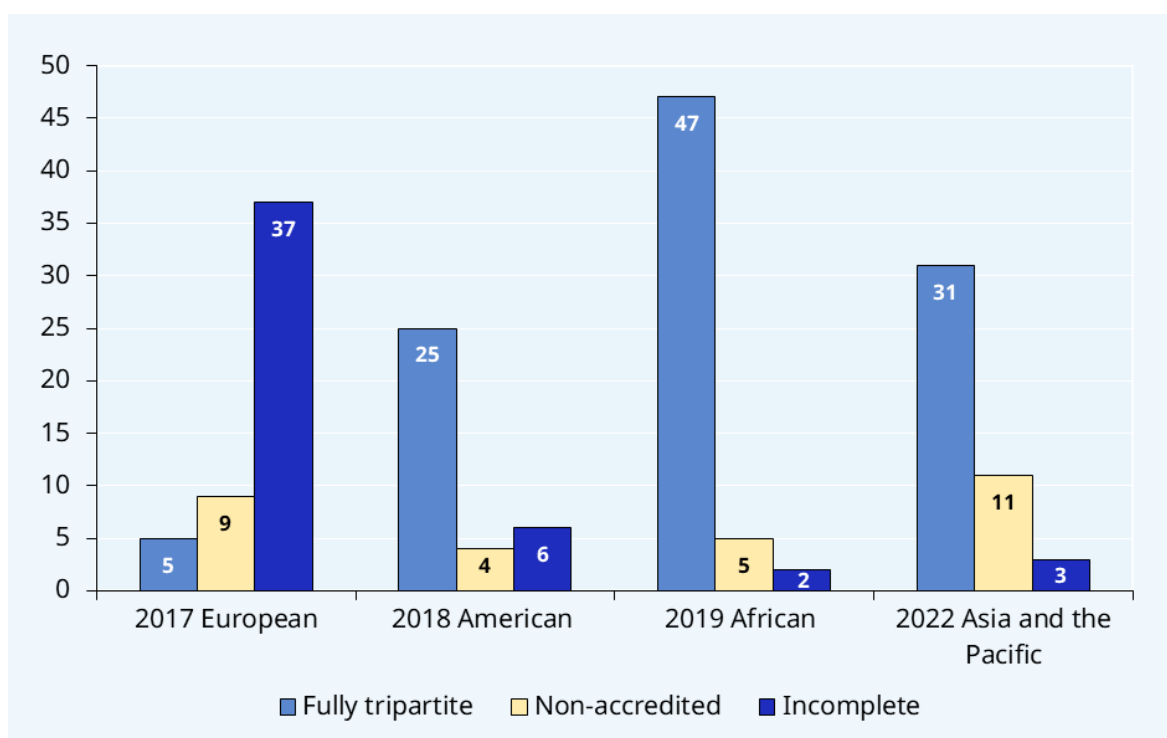
► **Figure 3. International Labour Conference: Incomplete delegations by region (2018–22)**



1.3. Regional meetings

7. For the four regional meetings held in the period under review, the proportion of Member States that accredited full tripartite delegations was 10 per cent for the 10th European Regional Meeting (2017),⁷ 71 per cent for the 19th American Regional Meeting (2018), 87 per cent for the 14th African Regional Meeting (2019) and 67 per cent for the 17th Asia and the Pacific Regional Meeting (2022).⁸ Compared with the International Labour Conference, there appears to be a higher level of non-accredited and incomplete tripartite delegations at regional meetings (see figures 4 and 5 below).

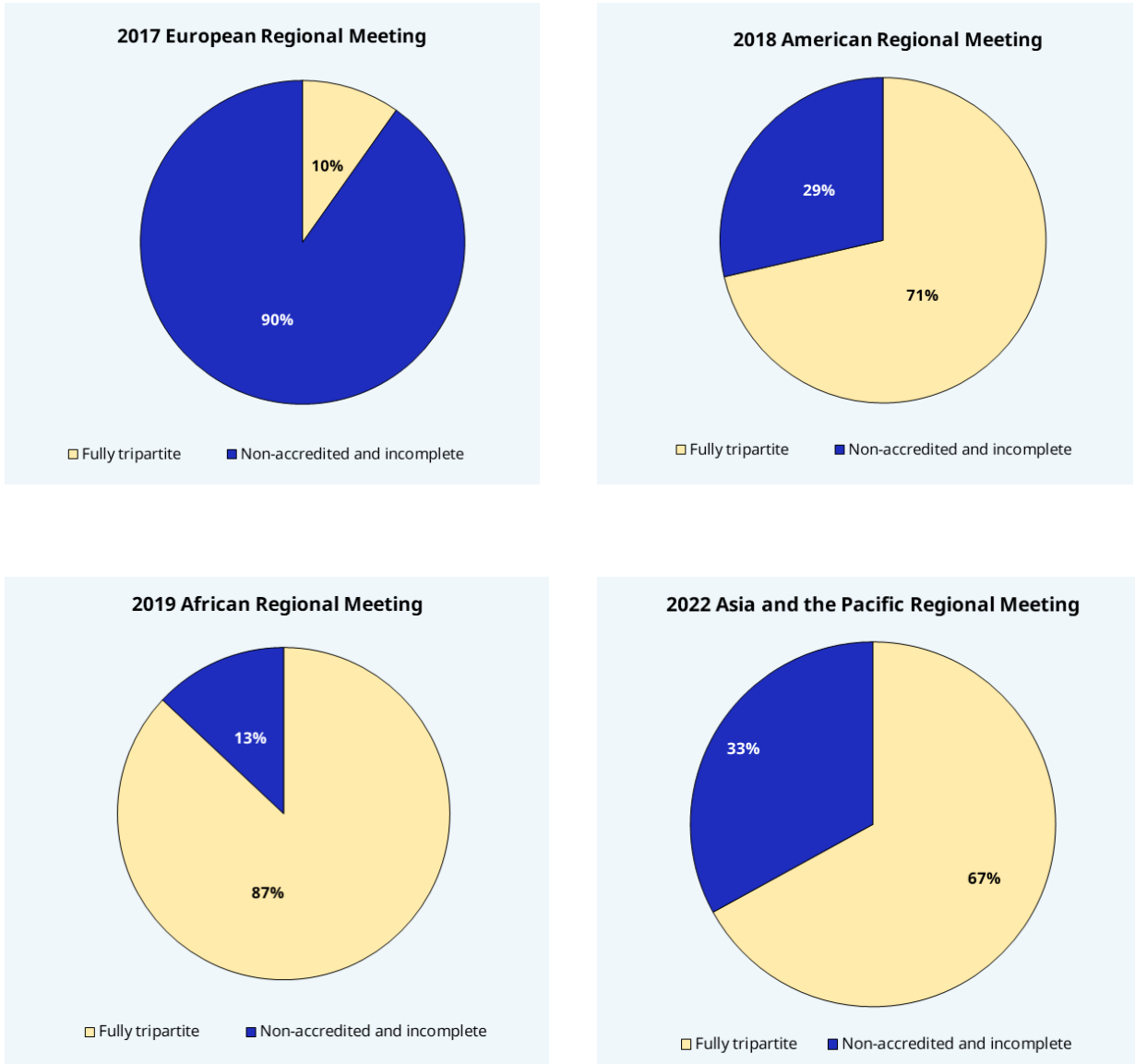
► **Figure 4. Regional meetings: Non-accredited and incomplete delegations (2017–22)**



⁷ As indicated in paragraph 7 of the [report of the Credentials Committee of the Tenth European Regional Meeting](#), the high number of incomplete delegations was due to the call made by the International Trade Union Confederation and the European Trade Union Confederation to their affiliate organizations not to participate in the meeting. The Committee highlighted that the statistics on participation contained in its report should be read in that light and the reported refusal of a number of workers' organizations to be part of tripartite national delegations.

⁸ For the 17th Asia and the Pacific Regional Meeting, remote connectivity was exceptionally made available following individual registration.

► **Figure 5. Regional meetings: Percentage of non-accredited and incomplete delegations (2017–22)**



1.4. Role of the Credentials Committees

8. During the period under review, the Credentials Committee of the International Labour Conference and those of regional meetings continued to observe the number of incomplete and non-accredited delegations and to express concerns on the matter ⁹
9. In addition, the Credentials Committee of the Conference continued to examine objections regarding the failure of Member States to nominate either an Employers' or a Workers' delegate. ¹⁰ During the period under review, a total of 12 objections were lodged in relation to

⁹ See, [ILC.107/PR3B](#), paras 15–19; [ILC.108/PR3B](#), paras 14–17; [ILC.109/Record No. 3A](#), paras 2–6; [ILC.110/Record No. 2A](#), paras 2–5; [ERM.10/D.9\(Rev.\)](#), paras 7–9; [AMRM.19/D.3](#), paras 6–7; [AFRM.14/D.3](#), paras 6–9; [APRM.17/D.3](#), paras 6–13.

¹⁰ Article 8(2) of the Standing Orders of the International Labour Conference provides: "The Credentials Committee shall examine, in accordance with the provisions of Part 3 of these Standing Orders: (a) the credentials, and any objection relating

the failure to deposit the credentials of an Employers' or a Workers' delegate. No objections were filed with regard to a further eight incomplete delegations. The breakdown by session is as follows:

- (a) At the 107th Session (2018) of the Conference, nine objections were lodged concerning the failure to deposit the credentials of Employers' and Workers' delegates, for which the Credentials Committee received an explanation from the government concerned in relation to only four of the objections. No objection was filed with respect to one further incomplete delegation.
- (b) At the 108th Session (2019) of the Conference, one objection was lodged concerning the failure to deposit the credentials of an Employers' delegate and a Workers' delegate, for which the Credentials Committee received no explanation from the government. No objections were filed with respect to a further two incomplete delegations.
- (c) At the 109th Session (2021) of the Conference, one objection was lodged concerning the failure to deposit the credentials of a Workers' delegate, for which no explanation was received from the government. No objections were filed with respect to a further four incomplete delegations.
- (d) At the 110th Session (2022) of the Conference, one objection was lodged concerning the failure to deposit the credentials of a Workers' delegate, for which the Credentials Committee received no explanation from the government. No objections were filed with respect to one further incomplete delegation.

1.5. Follow-up by Member States

10. The Director-General sent a letter to a total of 60 Member States requesting information on the reasons that had prevented their representation by a full tripartite delegation and inquiring about any measures being taken ahead of the following session of the Conference with a view to fulfilling their constitutional obligations in this respect. He received 13 replies from Member States.
11. In their replies, Member States cited financial constraints, travel difficulties, internal political changes, scheduling difficulties and delays, lack of communication between the government and the social partners, and COVID-19 lockdowns among the reasons that had prevented full tripartite representation (see Appendix I).

▶ 2. Proportion of women and men in delegations

2.1. Background

12. The Governing Body requested the Director-General to periodically report on obstacles encountered by Members that had not reached a 30 per cent level of participation of women in their delegations to the Conference and regional meetings as well as any measures taken by tripartite constituents to achieve gender parity (defined in the UN Secretary-General's System-wide Strategy on Gender Parity as between 47 to 53 per cent women) in their

to the credentials, of delegates and their advisers or relating to the failure to deposit credentials of an Employers' or Workers' delegate ..."

delegations to the Conference and regional meetings.¹¹ This document provides updated information since the last report submitted to the Governing Body at its 332nd Session (March 2018).¹²

13. The participation of women in ILO meetings has been an essential goal of the ILO since 1919. The drafters of the ILO Constitution were of the view that “women could be appointed for any purpose under the convention on a footing of complete equality with men”.¹³ This call has been reiterated by various resolutions seeking to enhance women’s participation not only at the International Labour Conference, but also at the regional conferences and other national, regional and international meetings convened by the ILO.¹⁴
14. Relevant resolutions of the United Nations include resolution 1990/15 of the Economic and Social Council (ECOSOC), which recommended that governments, political parties, trade unions and professional and other representative groups “should each aim at targets to increase the proportion of women in leadership positions to at least 30 per cent by 1995, with a view to achieving equal representation between women and men by the year 2000”,¹⁵ and General Assembly resolution 58/142, which urged Member States “[t]o promote gender balance for their delegations to United Nations and other international meetings and conferences”.¹⁶ More recently, the target to “ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life” was included under Goal 5 of the 2030 Agenda for Sustainable Development (“Achieve gender equality and empower all women and girls”).¹⁷

2.2. International Labour Conference

15. From 2018, the overall participation of women in national delegations to the sessions of the International Labour Conference continued to increase progressively until 2021, when it reached 38.9 per cent. At the 110th Session (2022), it fell by 2.4 percentage points, which marked the first downward turn in the last ten years. The distribution between the three groups has remained uneven, with a lower rate of accredited women in the Employers’ and Workers’ groups (an average of 30.3 per cent and 30.4 per cent, respectively) compared to the Government group (35.2 per cent on average) (see figure 6 below).
16. While all three groups have reached the short-term minimum target of 30 per cent set in 1990, intensified efforts are now needed to achieve the long-term goals of equal representation and gender parity.

¹¹ GB.332/LILS/2; GB.332/PV, para. 556(b); GB.316/LILS/1; GB.316/PV(&Corr.), para. 537(c).

¹² GB.332/LILS/2.

¹³ ILO, Commission on International Labour Legislation, Minutes of Proceedings No. 5, *Official Bulletin*, 1919–20, I, 28.

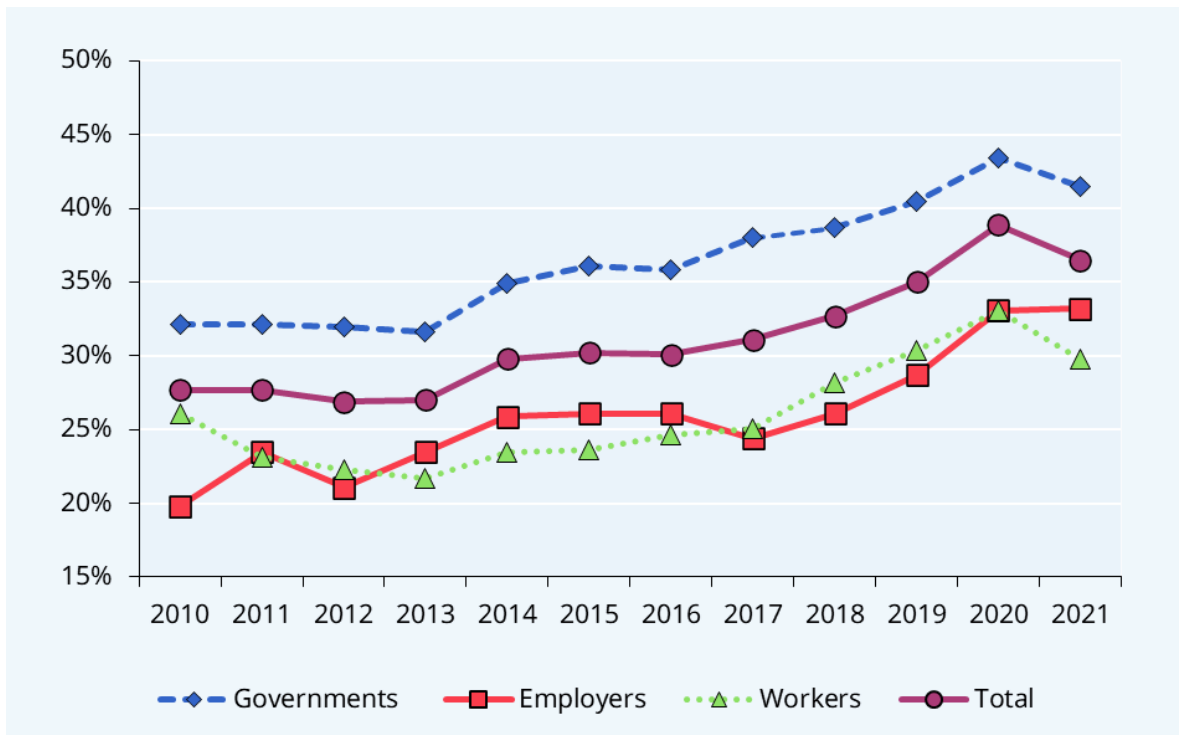
¹⁴ Resolutions adopted at the 60th (1975), 67th (1981), 78th (1991) and 98th (2009) Sessions of the Conference. See, in particular, Resolution concerning a Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers, International Labour Conference, 60th Session, Geneva, 1975, para. 10(2).

¹⁵ ECOSOC resolution 1990/15 of 24 May 1990, [Recommendations and conclusions arising from the first review and appraisal of the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women to the year 2000](#), Annex, Recommendation VI.

¹⁶ UN General Assembly resolution 58/142 of 22 December 2003, [Women and political participation](#), para. 1(j).

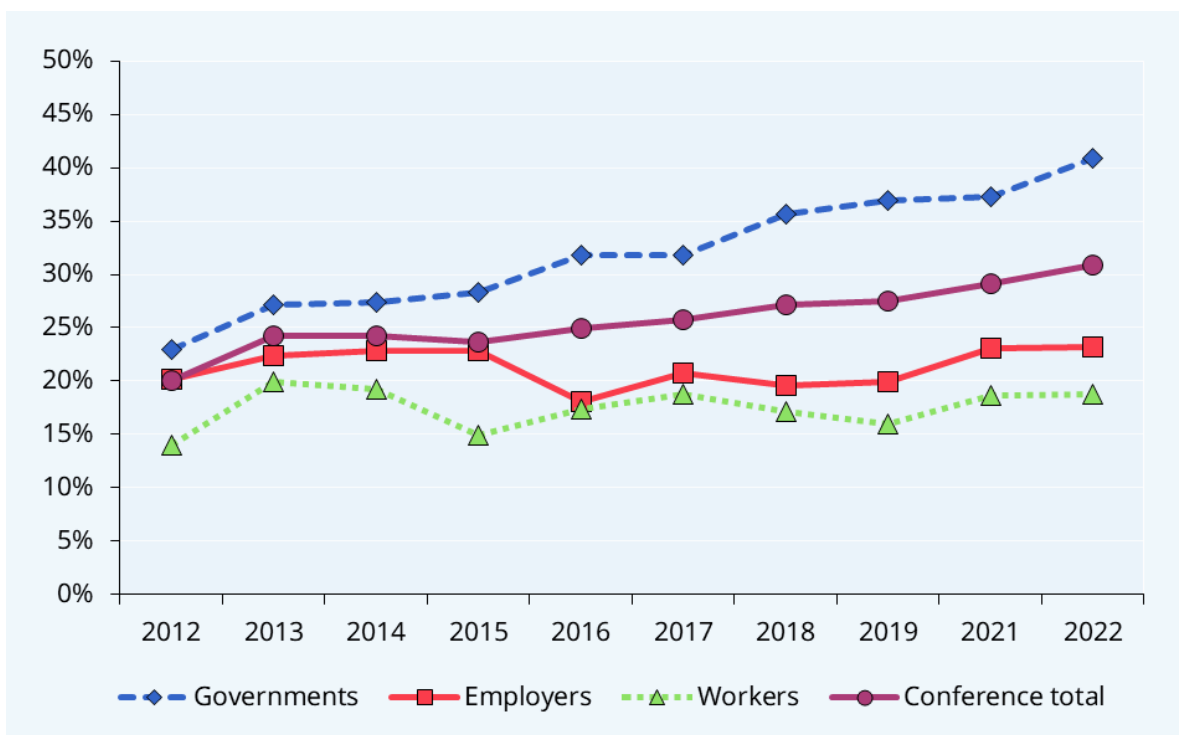
¹⁷ UN General Assembly resolution 70/1 of 25 September 2015, [Transforming our world: the 2030 Agenda for Sustainable Development](#), para. 20 and target 5.5.

► **Figure 6. Conference: Proportion of women, by group (2010–22)**



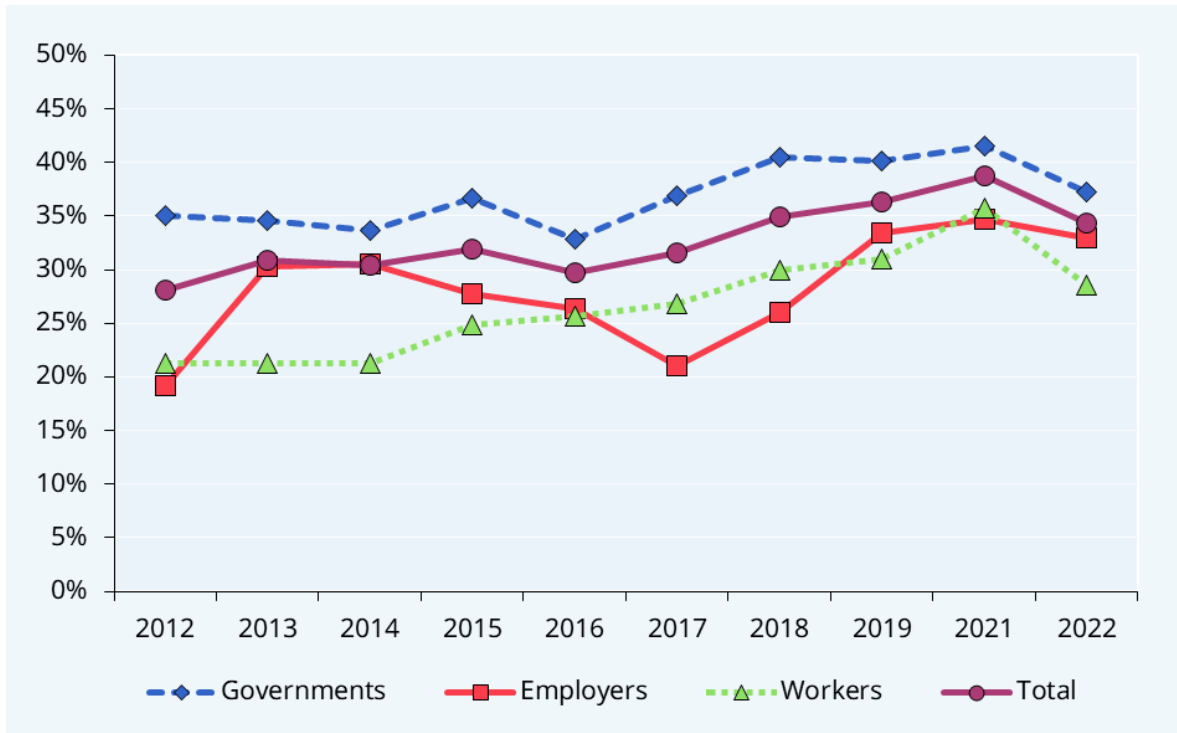
17. With respect to the proportion of women in leadership positions (that is, titular delegates) in Conference delegations, the general trend continued upwards (from 27.2 per cent in 2018 to 30.9 per cent in 2022). While the short-term target of 30 per cent was reached overall at the 2022 session, the Employers’ and Workers’ groups continued to fall short of it (see figure 7 below).

► **Figure 7. Conference: Proportion of women, by function and group – Titular delegates**



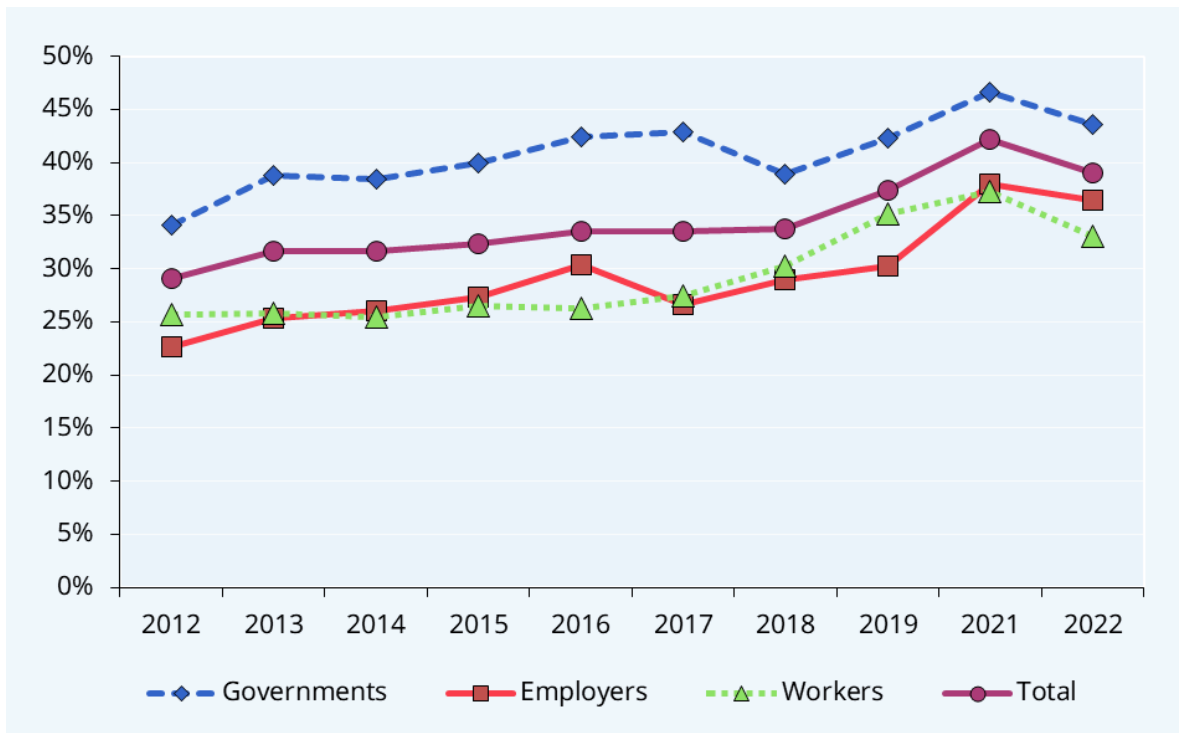
18. With respect to the proportion of women substitute delegates in Conference delegations, the positive overall development continued until 2021. However, in 2022, the proportion of women substitute delegates decreased in all three groups. The 30 per cent target was met overall in all four sessions during the period under review (2018–22), and all three groups attained the target in 2019 and 2021 (see figure 8 below).

► **Figure 8. Conference: Proportion of women, by function and group – Substitute delegates**



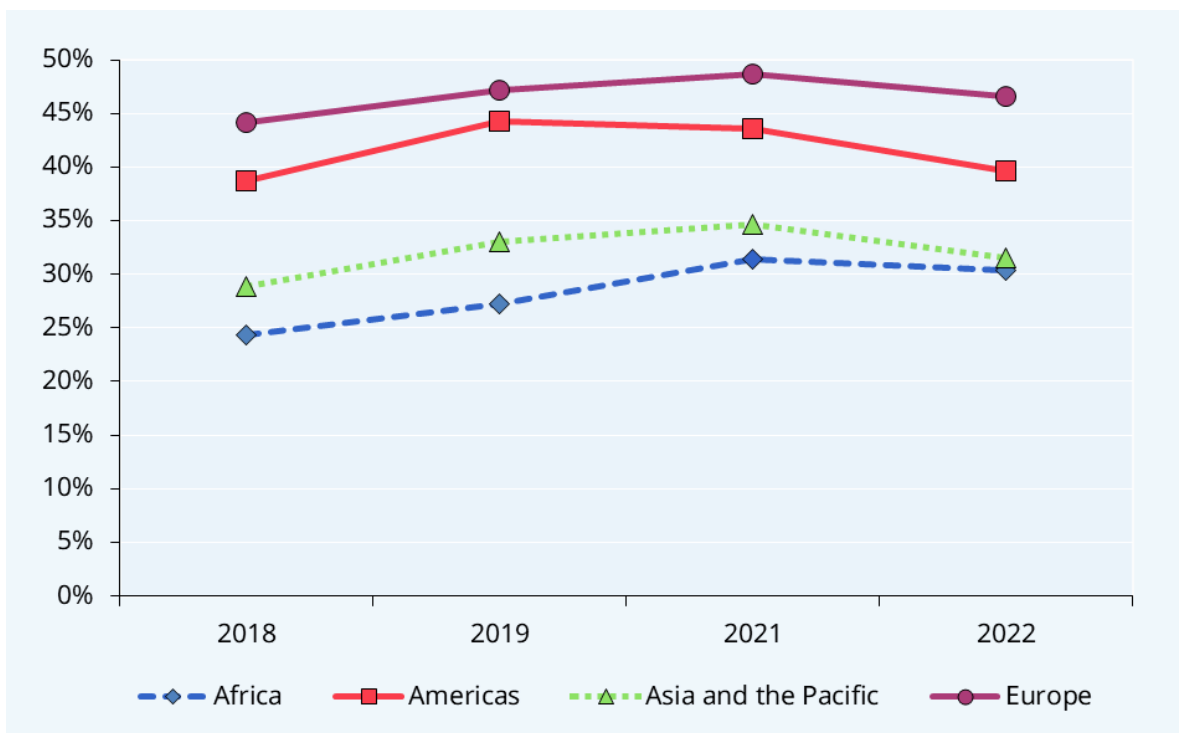
19. Concerning the proportion of women advisers in Conference delegations, the positive overall development continued until 2021, but decreased in all three groups in 2022. The 30 per cent target was met by all three groups in 2019, 2021 and 2022. The Government group reached the goal of gender parity (defined as 47–55 per cent women) in 2021 (46.6 per cent) and in 2022 (43.5 per cent). The proportion of women advisers in the Employers’ group increased from 28.9 per cent in 2018 to 36.5 per cent in 2022. In the Workers’ group, the proportion of women advisers increased from 30.2 per cent in 2018 to 37.3 per cent in 2021, but fell to 33 per cent in 2022 (see figure 9).

► **Figure 9. Conference: Proportion of women, by function and group – Advisers**



20. The proportion of women in Conference delegations differs substantially by region. While the overall proportion of women in delegations from Europe and the Americas was close to or above 40 per cent, it was less than 35 per cent in delegations from Africa and Asia and the Pacific (see figure 10).

► **Figure 10. Conference: Proportion of women, by region**

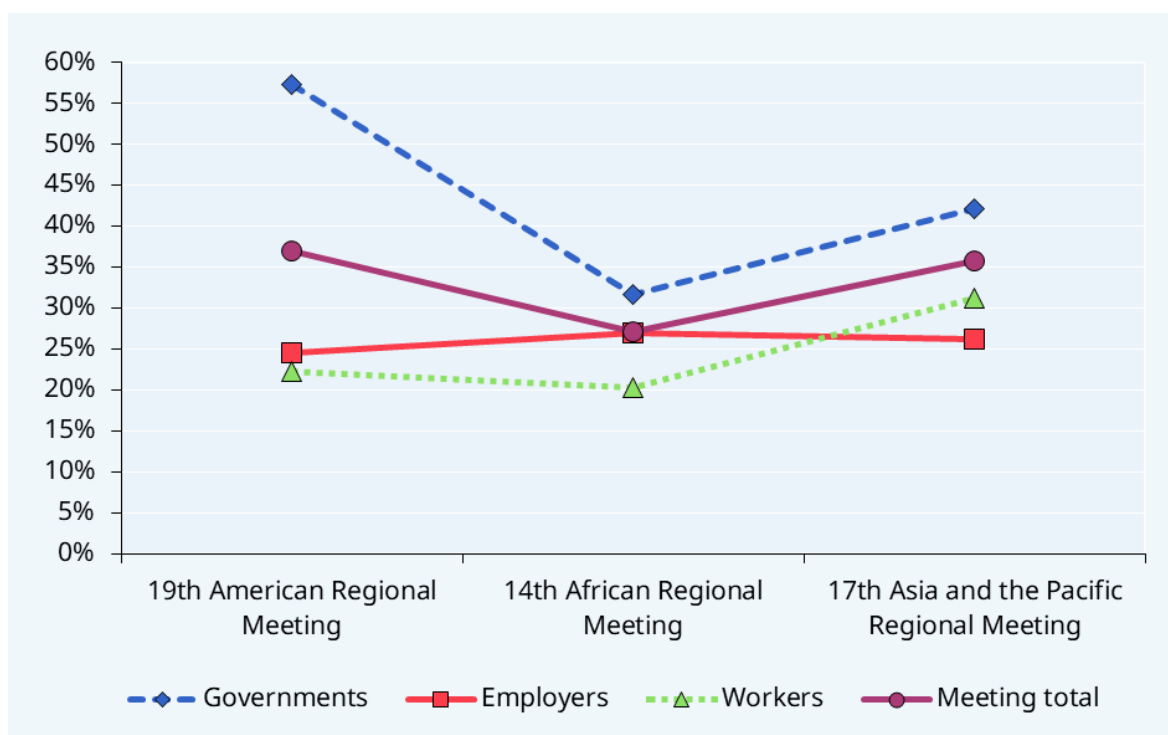


21. The list of Member States whose delegations met the minimum target of 30 per cent of participation of women at the 107th Session (2018), 108th Session (2019), 109th Session (2021) and 110th Session (2022) of the Conference indicates that the delegations of only 69 Member States met that minimum target (see Appendix II).

2.3. Regional meetings

22. The average rate of women in delegations to regional meetings was 33.3 per cent for the period under review (2018–22), ¹⁸which represents an increase of 1.7 percentage points from the previous reporting period. Although the overall figure meets the short-term minimum target of 30 per cent, there are striking differences among regions and groups. The 30 per cent target was met at two of the three regional meetings (the 19th American Regional Meeting, with 37 per cent, and the 17th Asia and the Pacific Regional Meeting, with 35.8 per cent), while the third fell short (the 14th African Regional Meeting, with 27 per cent). Of the three groups, the Government group attained parity at one meeting (the 19th American Regional Meeting, with 57.3 per cent) and met the 30 per cent target at two meetings (the 14th African Regional Meeting, with 31.6 per cent, and the 17th Asia and the Pacific Regional Meeting, with 42.1 per cent). The Employers’ group did not attain the 30 per cent target at any of the meetings and the Workers’ group attained it at one meeting (the 17th Asia and the Pacific Regional Meeting, with 31.1 per cent) (see figure 11 below).

► **Figure 11. Regional meetings: Proportion of women in delegations, by group (2018–22)**

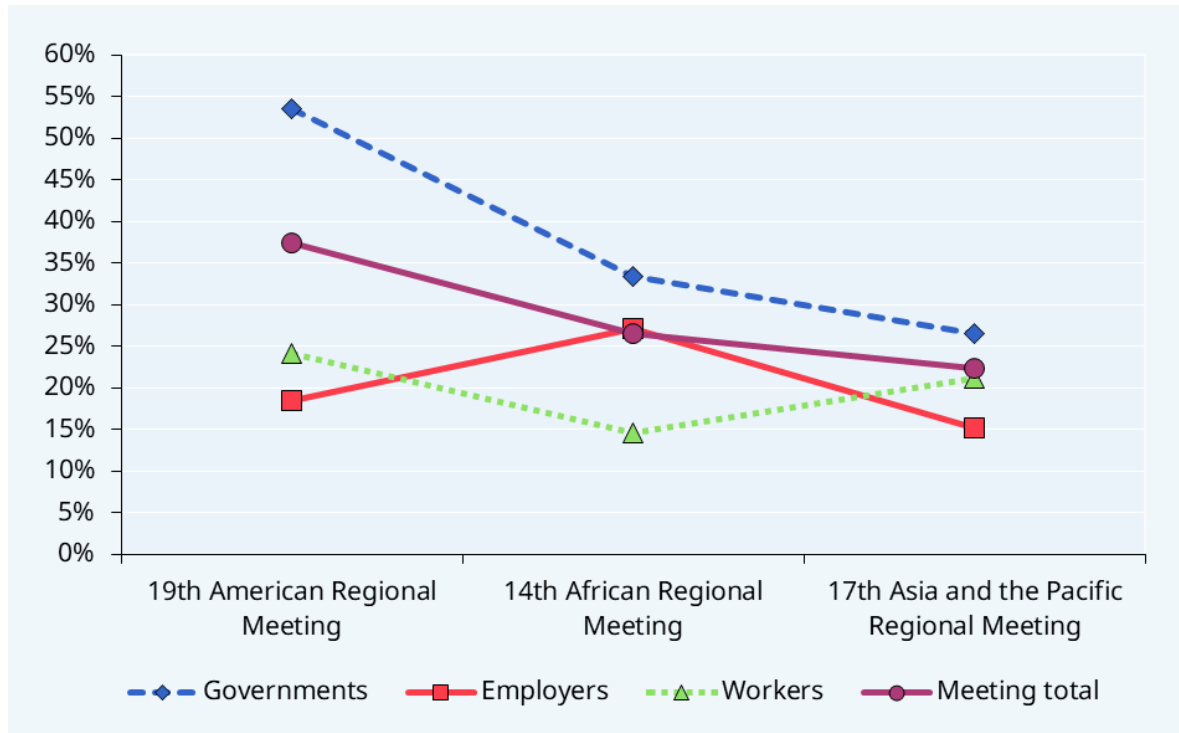


23. The proportion of women in leadership positions (that is, titular delegates) in delegations at regional meetings was 28.8 per cent on average (37.5 per cent at the 19th American Regional

¹⁸ Information concerning the Tenth European Regional Meeting (Türkiye, October 2017) is excluded from the scope of this part of the document because the data would not be comparable with other meetings due to the special circumstances of that meeting; see Report of the Credentials Committee, ERM.10/D.9(Rev.), para. 7.

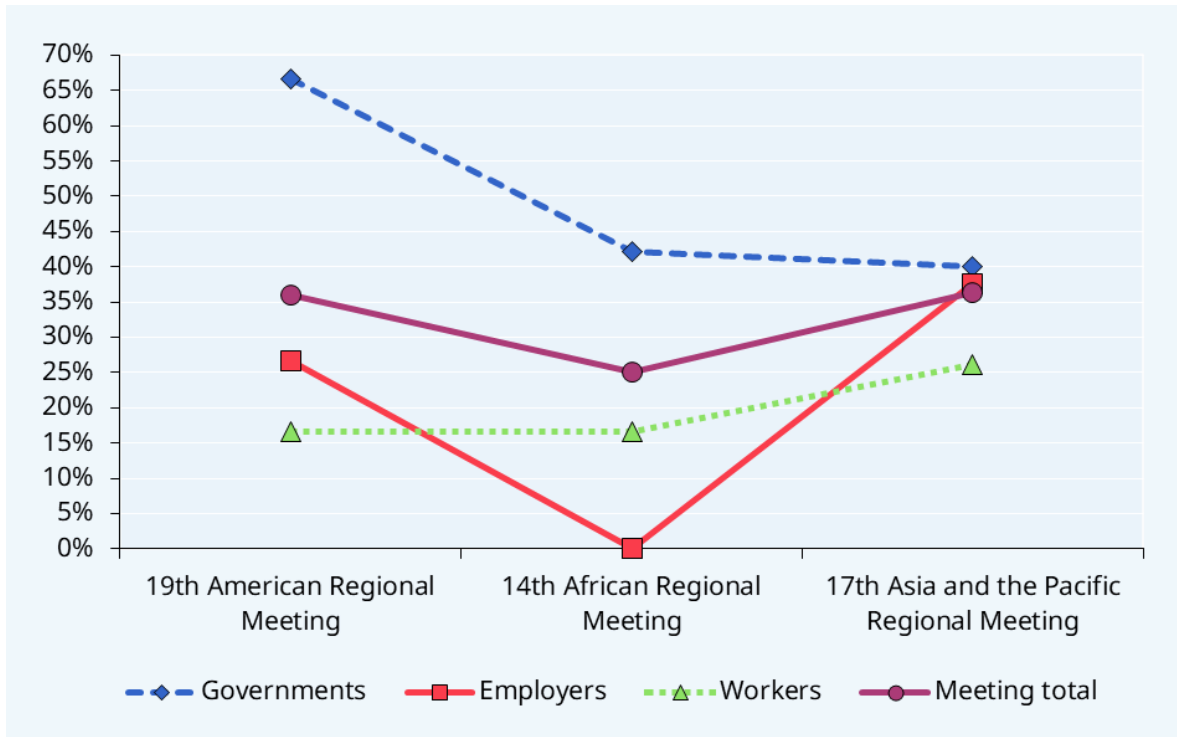
Meeting, 26.5 per cent at the 14th African Regional Meeting and 22.4 per cent at the 17th Asia and the Pacific Regional Meeting). The Government group attained the 30 per cent target in two meetings (the 19th American Regional Meeting and the 14th African Regional Meeting), whereas the Employers’ and Workers’ groups did not attain it at any regional meeting (see figure 12 below).

► **Figure 12. Regional meetings: Proportion of women by function and group – Titular delegates**



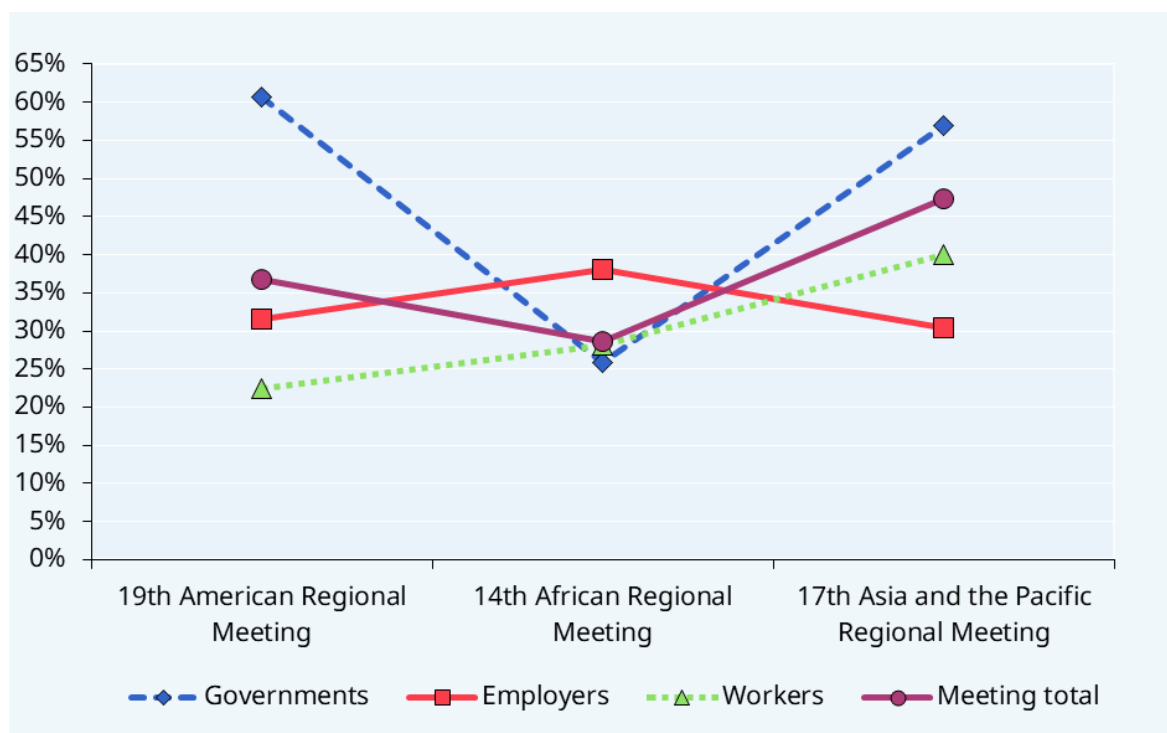
24. With respect to the proportion of women accredited as substitute delegates at regional meetings, the overall 30 per cent target was attained at two of the three meetings (the 19th American Regional Meeting and the 17th Asia and the Pacific Regional Meeting). The Government group attained the 30 per cent target at all three meetings, and the Employers’ group attained it at one meeting (the 17th Asia and the Pacific Regional Meeting), whereas the Workers’ group did not attain it at any of the regional meetings (see figure 13 below).

► **Figure 13. Regional meetings: Proportion of women by function and group – Substitute delegates**



25. As regards the proportion of women advisers in delegations at regional meetings, the 30 per cent target was attained at the 19th American Regional Meeting (36.8 per cent) and parity was achieved at the 17th Asia and the Pacific Regional Meeting (47.4 per cent). The Government group exceeded the target of parity at two meetings (the 19th American Regional Meeting, with 60.7 per cent, and the 17th Asia and the Pacific Regional Meeting, with 57 per cent). The Employers’ group attained the 30 per cent target at all three meetings (the 19th American Regional Meeting, with 31.6 per cent, the 14th African Regional Meeting, with 38.1 per cent, and the 17th Asia and the Pacific Regional Meeting, with 30.4 per cent) and the Workers’ group achieved it at one meeting (the 17th Asia and the Pacific Regional Meeting, with 40 per cent) (see figure 14 below).

► **Figure 14. Regional meetings: Proportion of women by function and group – Advisers**



26. There have been marked differences among the regions with respect to the overall proportion of women in delegations to regional meetings (for example, the 14th African Regional Meeting had 27.1 per cent women, compared to the 19th American Regional Meeting, with 37 per cent). This situation calls for tailor-made, proactive strategies that take into account the respective regional context.
27. The failure to reach gender parity in the overall proportion of women in delegations to the Conference and regional meetings reflects the persistent structural barriers to achieving gender equality, obstacles encountered by women in achieving recognition of their rights, equality in economic decision-making, integration of women’s concerns in national development planning and the involvement of women in international decision-making.¹⁹ The credibility, innovation and inclusiveness of social dialogue at the highest levels of the decision-making organs of the Organization, which should serve as a model, are also compromised by this under-representation of women.

2.4. Follow-up by Member States

28. The Director-General sent his customary letter to those Member States that had not reached the 30 per cent short-term minimum target of participation of women in their delegations. The response rates were particularly low, down from 34 per cent in 2018 to 22 per cent in 2022. Furthermore, the information provided was less specific about national efforts to redress the issue of women’s representation in a time-bound and concrete way.
29. In their replies, Member States identified three main obstacles: the low level of representation of women in leadership positions or lack of expertise in Conference-related themes; structural

¹⁹ See, in particular ECOSOC resolution 1990/15 of 24 May 1990, Annex, Part III, Priority themes for the period 1993–1996; and UN General Assembly resolution 70/1 of 25 September 2015, para. 20 and target 5.5.

barriers to women's equality and empowerment in the world of work, including care and family responsibilities; and financial constraints of the government, which limit the participation of all three constituent groups.

30. Member States also noted that their role in the identification and nomination of Employers' and Workers' delegates is limited: they could only appeal to them to increase the proportion of women in the participating delegations to achieve the objective of gender parity, but could not interfere in their decisions. Several Member States also shared the Director-General's letter with the relevant and most representative employers' and workers' organizations.
31. The majority of Member States affirmed their commitment to take all the necessary measures to promote women's participation and representation at the national, regional and international levels, and also to improve their position and value at work and in society. Member States indicated that they were taking a comprehensive approach to gender equality and women's participation that was linked to national development goals, mechanisms and institutions through gender-responsive policies, measures and programmes on mainstreaming gender equality, including in decision-making processes.
32. To support Member States and the social partners in reaching gender parity and increasing the participation of women in delegations at the International Labour Conference and regional meetings, the Office has implemented a series of measures in recent years. These include organizing capacity-building sessions for constituents, sending pre- and post-session letters and publishing infographic materials to advocate for gender parity in all meetings.
33. At its 334th Session (October–November 2018), the Governing Body adopted the revised introductory note to the Rules for Regional Meetings, which includes a paragraph on gender equality. It reminds governments and employers' and workers' organizations of the resolutions and decisions concerning the participation of women in delegations and invites them to avail themselves of the Office's technical assistance with a view to achieving gender parity in the composition of the delegations. In addition, article 1(6) of the Rules provides that "Members shall make every effort to promote the equal representation of women and men in their delegations". Invitations to the sessions of the Conference and to regional meetings contain a paragraph on gender equality and include infographics illustrating the proportion of women and men accredited in delegations in a previous meeting. Ahead of regional meetings, the Office publishes the infographics online and invites its regional offices to disseminate them to the social partners.
34. The Credentials Committee of the Conference and of regional meetings include in their reports a detailed section on the proportion of women accredited in the delegations. In addition, the report of the Credentials Committee of the Conference includes an appendix with sex-disaggregated statistics by Member State and by tripartite group.

► Draft decision

35. **The Governing Body:**
 - (a) **urged Member States to comply with their constitutional obligation to accredit full tripartite delegations to sessions of the International Labour Conference and regional meetings;**
 - (b) **urged all groups to aspire to achieve gender parity among their accredited delegates, advisers and observers to the Conference and regional meetings;**

- (c) requested the Director-General to:
- (i) continue to monitor the situation of Member States which fail to accredit a tripartite delegation to sessions of the International Labour Conference and regional meetings and of those which have not reached the minimum target of 30 per cent of women's participation, with the ultimate goal of gender parity;
 - (ii) continue providing technical assistance to all groups, as might be needed, to reach gender parity in delegations;
 - (iii) periodically report to the Governing Body on these matters.

▶ Appendix I

Non-accredited or incomplete delegations in sessions of the Conference and regional meetings

International Labour Conference: Non-accredited or incomplete delegations, 2018–22

Member State	107th Session (2018)	108th Session (2019)	109th Session (2021)	110th Session (2022)	Government's explanation
Antigua and Barbuda	Non-accredited				
Armenia	Incomplete (only Government delegates)				<p>Objection at 2018 session and Director-General's letter</p> <p>Reply: Political changes did not permit the Government to nominate a tripartite delegation from the capital.</p>
Belize	Non-accredited	Non-accredited			
Brunei Darussalam	Incomplete (only Government delegates)				<p>Objection at 2018 session</p> <p>Reply: Scheduling difficulties attributed to the social partners' representatives' schedules, did not permit the Government to nominate a tripartite delegation.</p>
Cook Islands	Non-accredited				
Dominica	Non-accredited	Non-accredited	Incomplete (only Government delegates)	Non-accredited	

Member State	107th Session (2018)	108th Session (2019)	109th Session (2021)	110th Session (2022)	Government's explanation
Equatorial Guinea				Non-accredited	
Gambia	Non-accredited			Non-accredited	
Grenada	Non-accredited	Non-accredited			
Guinea-Bissau	Non-accredited	Non-accredited	Non-accredited		
Guyana	Non-accredited				
Hungary	Incomplete (no Workers' delegate)				
Kyrgyzstan	Non-accredited				
Marshall Islands	Non-accredited	Non-accredited		Non-accredited	
Myanmar			Non-accredited ¹	Non-accredited ²	
Palau	Non-accredited	Non-accredited	Non-accredited	Non-accredited	
Saint Kitts and Nevis	Non-accredited				
Saint Lucia	Non-accredited	Incomplete (no Workers' delegate)	Incomplete (only Government delegates)		
Saint Vincent and the Grenadines	Non-accredited	Non-accredited			
Samoa	Non-accredited				
Sao Tome and Principe	Incomplete (one Government delegate missing)				
Slovenia			Incomplete (no Workers' delegate)		Objection at 2021 session and Director-General's letter Reply: No nomination by the workers'

Member State	107th Session (2018)	108th Session (2019)	109th Session (2021)	110th Session (2022)	Government's explanation
Solomon Islands	Incomplete (one Government delegate only)	Non-accredited			organizations received by the Government; social dialogue re-established permitting tripartite participation. Objection at 2018 session Reply: None.
Sudan				Incomplete (no Workers' delegate)	
Suriname				Incomplete (one Government delegate only)	
Tajikistan	Incomplete (only Government delegates)	Incomplete (only Government delegates)			Objection at 2018 session Reply: None. Objection at 2019 session Reply: None.
Timor-Leste	Non-accredited		Non-accredited		
Tonga	Non-accredited		Non-accredited	Non-accredited	
Tuvalu	Non-accredited	Non-accredited	Non-accredited	Non-accredited	
Vanuatu	Non-accredited		Incomplete (no Workers' delegate)	Non-accredited	Objection at 2021 session Reply: None Director-General's letter Reply: COVID-19 lockdown and financial

Member State	107th Session (2018)	108th Session (2019)	109th Session (2021)	110th Session (2022)	Government's explanation
Yemen	Incomplete (no Employers' delegate)	Incomplete (only Government delegates)	Incomplete (no Employers' delegate)	Incomplete (only Government delegates)	constraints. Participation in 2023 subject to available funding. Objection at 2018 session Reply: None.

¹ The Credentials Committee of the 109th Session of the International Labour Conference decided that, taking into account United Nations General Assembly resolution 396 (V) of 14 December 1950, no delegates for Myanmar would be accredited at the 109th Session of the Conference (see [ILC.109/Record No. 3E](#), paras 6–13). ² The Credentials Committee of the 110th Session of the International Labour Conference decided that no delegates from Myanmar could be accredited (see ILC.110/Record No. 2A, paras 15–29) for as long as guidance on this matter had not been received from the United Nations General Assembly and the question of representation of Myanmar remained unresolved.

Regional meetings: Non-accredited or incomplete delegations, 2017–22

► 10th European Regional Meeting (2017)

Member State		Member State	
Albania	Incomplete (no Employers' delegate)	Lithuania	Incomplete (no Workers' delegate)
Armenia	Non-accredited	Luxembourg	Incomplete (only Government delegates)
Austria	Incomplete (only Government delegates)	Malta	Incomplete (no Workers' delegate)
Belgium	Incomplete (no Workers' delegate)	Republic of Moldova	Incomplete (no Workers' delegate)
Bosnia and Herzegovina	Incomplete (no Workers' delegate)	Montenegro	Incomplete (no Workers' delegate)
Bulgaria	Incomplete (no Workers' delegate)	Netherlands	Incomplete (no Workers' delegate)
Croatia	Incomplete (no Workers' delegate)	Norway	Incomplete (no Workers' delegate)
Cyprus	Incomplete (only Government delegates)	Poland	Incomplete (only Government delegates)
Czechia	Incomplete (no Workers' delegate)	Portugal	Incomplete (no Workers' delegate)
Denmark	Incomplete (no Workers' delegate)	Romania	Incomplete (no Workers' delegate)
Estonia	Incomplete (no Workers' delegate)	San Marino	Non-accredited
Finland	Incomplete (only Government delegates)	Serbia	Incomplete (no Workers' delegate)
France	Incomplete (no Workers' delegate)	Slovakia	Non-accredited
Georgia	Non-accredited	Slovenia	Incomplete (no Workers' delegate)
Germany	Incomplete (no Workers' delegate)	Spain	Incomplete (no Workers' delegate)
Greece	Incomplete (no Worker's delegate)	Sweden	Incomplete (only Government delegates)
Hungary	Incomplete (no Workers' delegate)	Switzerland	Incomplete (no Workers' delegate)
Iceland	Non-accredited	Tajikistan	Non-accredited

Member State	Member State
Ireland	Incomplete (only Government delegates)
Israel	Incomplete (no Workers' delegate)
Italy	Incomplete (no Workers' delegate)
Kazakhstan	Incomplete (no Employers' delegate)
Kyrgyzstan	Non-accredited
Latvia	Non-accredited
Turkmenistan	Non-accredited
Ukraine	Incomplete (no Workers' delegate)
United Kingdom of Great Britain and Northern Ireland	Incomplete (no Workers' delegate)
Uzbekistan	Incomplete (only Government delegates)

▶ **19th American Regional Meeting (2018)**

Member State	Government explanation
Bahamas	Incomplete (no Employers' delegate)
Belize	Non-accredited
Bolivia (Plurinational State of)	Non-accredited
Dominica	Incomplete (no Government or Workers' delegate)
Grenada	Non-accredited
Nicaragua	Incomplete (only Government delegates)
Peru	Incomplete (no Workers' delegate)
Saint Lucia	Incomplete (no Employers' delegate)

19th American Regional Meeting, 2018, and Director-General's letter
Reply: Internal employer organizational issues; will strive for tripartite dialogue to allow future tripartite participation.

Director-General's circular letter
Reply: Issues of representation and lack of cooperation of employers' organizations at the national level.

19th American Regional Meeting, 2018 communication and Director-General's letter
Reply: Financial constraints.

Member State		Government explanation
Saint Vincent and the Grenadines	Non-accredited	
Suriname	Incomplete (no Government or Employers' delegates)	Director-General's letter Reply: No delegation was accredited; social partners attended in the capacity of their respective organizations; would participate with a tripartite delegation at the 2020 session.

▶ 14th African Regional Meeting (2019)

Member State		Government explanation
Angola	Incomplete (only Government delegates)	Director-General's letter Reply: Delay in the organization, independent of the Government.
Cabo Verde	Non-accredited	
Guinea	Incomplete (no Workers' delegate)	
Guinea-Bissau	Non-accredited	
Libya	Incomplete (only Government delegates)	Director-General's letter Reply: Difficulty in obtaining entry visas; will deposit credentials earlier for the 2023 session.
Mauritius	Non-accredited	Director-General's letter Reply: No explanation provided.
Mozambique	Non-accredited	
Sao Tome and Principe	Non-accredited	

► 17th Asia and the Pacific Regional Meeting (2022)

Member State		Government explanation
Afghanistan	Non-accredited	
Fiji	Fully accredited, but the Government refused to finance the travel expenses of the social partners, because of the possibility of remote participation.	
Jordan	Non-accredited	<p>Director-General's letter Reply: Participation of the Minister of Labour was not possible due to ongoing ministerial changes; the Government had informed the employers and workers of the meeting.</p>
Lao People's Democratic Republic	Non-accredited	<p>Director-General's letter Reply: Travelling difficulties and financial constraints; will strengthen readiness to attend the Conference in 2023 and following regional meetings with a tripartite delegation.</p>
Lebanon	Incomplete (no Employers' delegate)	<p>Director-General's letter Reply: No nomination despite an invitation by the Government.</p>
Maldives	Non-accredited	
Marshall Islands	Non-accredited	
Myanmar	Non-accredited ¹	
Palau	Non-accredited	
Solomon Islands	Non-accredited	
Syrian Arab Republic	Incomplete (only Government delegates)	<p>Director-General's letter Reply: Financial constraints</p>
Timor-Leste	Non-accredited	
Tonga	Non-accredited	

Member State		Government explanation
Tuvalu	Non-accredited	
Vanuatu	Non-accredited	Director-General's letter Reply: Cyberattack caused protracted blackout
Yemen	Incomplete (no Workers' delegate)	

¹ Taking into account the decision of the Credentials Committee of the 110th Session (2022) of the International Conference (ILC.110/Record No. 2A, paras 15–29), no delegates from Myanmar could be accredited.

▶ **Appendix II****Member States whose delegations met the minimum target of 30 per cent of participation of women at the 107th Session (2018), 108th Session (2019), 109th Session (2021) and 110th Session (2022) of the Conference**

- | | | |
|---------------------------|-----------------------|--|
| 1. Angola | 29. Germany | 57. Serbia |
| 2. Australia | 30. Greece | 58. Slovenia |
| 3. Austria | 31. Guatemala | 59. South Africa |
| 4. Azerbaijan | 32. Hungary | 60. Spain |
| 5. Bahamas | 33. Iceland | 61. Sweden |
| 6. Barbados | 34. Ireland | 62. Switzerland |
| 7. Belarus | 35. Israel | 63. Thailand |
| 8. Belgium | 36. Italy | 64. Trinidad and Tobago |
| 9. Bosnia and Herzegovina | 37. Jamaica | 65. Ukraine |
| 10. Bulgaria | 38. Japan | 66. United Kingdom of Great Britain and Northern Ireland |
| 11. Cabo Verde | 39. Kiribati | 67. United States of America |
| 12. Cambodia | 40. Latvia | 68. Uruguay |
| 13. Canada | 41. Lesotho | 69. Viet Nam |
| 14. Colombia | 42. Lithuania | |
| 15. Comoros | 43. Luxembourg | |
| 16. Costa Rica | 44. Madagascar | |
| 17. Croatia | 45. Mongolia | |
| 18. Cuba | 46. Montenegro | |
| 19. Cyprus | 47. Namibia | |
| 20. Czechia | 48. Netherlands | |
| 21. Denmark | 49. New Zealand | |
| 22. Dominican Republic | 50. North Macedonia | |
| 23. Ecuador | 51. Norway | |
| 24. El Salvador | 52. Philippines | |
| 25. Estonia | 53. Poland | |
| 26. Finland | 54. Portugal | |
| 27. France | 55. Republic of Korea | |
| 28. Georgia | 56. San Marino | |