



FIRST ITEM ON THE AGENDA

**Programme and Budget for 2004-05:
Regular budget account and Working
Capital Fund**

1. Information on the position of 2004-05 income and expenditure as at 30 September 2005 is submitted herewith. Additional information on the position of member States in relation to the receipt of contributions and additional 2004-05 expenditure items approved by the Governing Body is provided in tables in Appendix I. Tables 1 and 2 summarize and give details of member States' contributions for 2005, the amounts received and credited for current contributions and arrears of contributions up to 30 September 2005, and the amounts due as at that date, while table 3 gives details of additional 2004-05 expenditure items approved by the Governing Body.

Budgetary income and expenditure

2. Budgetary income is accounted for in US dollars at the ILO budget rate of exchange for the 2004-05 financial period, and Swiss franc expenditure is recorded in US dollars at the same rate of exchange, namely 1.34 Swiss francs to the US dollar. Assessed contributions received and expenditure recorded during the current biennium to 30 September 2005 were as follows:

	Swiss francs	US dollars
Income		
Contributions received against 2004-05 assessments	507,080,371	378,418,187
Arrears of contributions received against previous financial periods	<u>83,346,350</u>	<u>62,198,769</u>
Total income received	590,426,721	440,616,956
Less: 2002-03 deficit reimbursed ¹	<u>14,964,475</u>	<u>11,167,519</u>
Net income received	<u>575,462,246</u>	<u>429,449,437</u>
Expenditure		<u>423,186,204</u>
Excess of income over expenditure for 21 months to 30 September 2005		<u>6,263,233</u>

¹ As at 31 December 2003, in accordance with article 21.1(a) of the Financial Regulations, the deficit of 14,964,475 Swiss francs was covered by the Working Capital Fund. In accordance with article 21.2(a) of the Financial Regulations, arrears of contributions received in 2004 were used to reimburse the Working Capital Fund.

Contributions of member States

3. Total assessed contributions for 2005 amount to 354,828,216² Swiss francs compared with 354,830,269³ Swiss francs for 2004. Section I of table 1 indicates that, at 30 September 2005, assessed contributions for 2005 received from or credited to member States⁴ totalled 176,161,369 Swiss francs, which represented 49.6 per cent of the contributions assessed. For the same period in 2004, 68.9 per cent of the 2004 contributions had been collected. At 30 September 2005, 80 member States had settled their 2005 contributions in full, 30 member States had made partial payments, while 68 others had made no payments against 2005 contributions. This compared with 84, 20 and 73 member States in the same situation respectively as at the same date in 2004.
4. Contributions received in 2005 to 30 September 2005 in respect of 2004 and prior financial periods totalled 24,130,461 Swiss francs, bringing total contributions collected in 2005 at 30 September 2005 to 200,291,830 Swiss francs.
5. At 30 September, 17 member States had made payments against their 2006 contributions. These were Afghanistan, Angola, Bahamas, Burkina Faso, Cameroon, Czech Republic, El Salvador, Guinea, Honduras, Mali, Malta, Mauritius, Namibia, Nicaragua, Nigeria, Paraguay and Swaziland.

Position in relation to paragraph 4 of article 13 of the Constitution

6. Table 2 shows that, on 30 September 2005, the arrears of contributions of 15 member States equalled or exceeded the amount of the contributions due from them for the past two full years (2004-05). These were Antigua and Barbuda, Azerbaijan, Central African Republic, Comoros, Djibouti, Gambia, Guinea-Bissau, Kyrgyzstan, Sao Tome and Principe, Sierra Leone, Solomon Islands, Somalia, Tajikistan, Turkmenistan and Uzbekistan. In accordance with the provisions of paragraph 4 of article 13 of the Constitution of the Organization each of these member States had therefore lost the right to vote.
7. A further 17 member States have arrears of contributions in excess of the amount due from them for the past two full years but are permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the Organization under financial arrangements approved by the International Labour Conference, as follows: 81st (1994) for Albania, 93rd (2005) for Armenia, 86th (1998) for Belarus, 82nd (1995) for Cambodia, 85th (1997) for Cape Verde, 89th (2001) for Democratic Republic of the Congo, 93rd (2005) for Georgia, 93rd (2005) for Iraq, 88th (2000) for Kazakhstan, 87th (1999) for Latvia, 88th (2000) for Liberia, 93rd (2005) for Republic of Moldova, 92nd (2004) for Paraguay, 75th (1988) for Poland, 93rd (2005) for Togo, 88th (2000) for Ukraine and 81st (1994) for Viet Nam.

² Includes Samoa's 2005 contributions of 2,916 Swiss francs, assessed after adoption of budget, by the International Labour Conference at its 93rd Session in June 2005.

³ Includes Timor Leste's 2003 and 2004 contributions of 4,969 Swiss francs (2003: 1,421 Swiss francs and 2004: 3,548 Swiss francs) assessed, after adoption of budget, by the International Labour Conference at its 92nd Session in June 2004.

⁴ Amounts credited against 2005 contributions represent the distribution to eligible member States of incentive scheme credits and net premium earned in prior periods. Details are given in footnote 1 to table 1.

Working Capital Fund

8. The General Conference of the International Labour Organization at its 91st Session (June 2003) decided, in derogation of Chapter V of the Financial Regulations, to transfer an amount equivalent to 0.008 per cent of one-half of the income budget for the biennium 2004-05 from the Working Capital Fund as a credit (28,386 Swiss francs) towards the contribution due from Afghanistan for 2004 and an amount equivalent to 0.175 per cent of one-half of the income budget for the biennium 2004-05 as a credit (620,944 Swiss francs) towards the contribution due from Argentina for 2004. Following these transfers, the balance of the Working Capital Fund at 30 September stood at 34,350,670 Swiss francs.⁵

Possible transfers within the 2004-05 expenditure budget

9. Article 16 of the Financial Regulations provides that transfers from one item to another in the same part of the expenditure budget may be effected by special resolutions of the Governing Body.
10. At this stage it is not possible to estimate accurately and in detail the final level of expenditure under each budget item; it is possible, however, that for some items, expenditure may exceed the budgetary provision, offset by savings under other budget items. The specific items between which transfers might need to be made and the exact amounts will be known only when final expenditure figures are available at the end of January 2006. Following the usual practice, the Director-General therefore proposes to submit a detailed list of any necessary transfers to the Chairperson of the Governing Body for his approval at that time.
11. *The Committee may wish to recommend that, in accordance with the usual practice, the Governing Body authorize the Director-General to submit proposals for any necessary transfers within the 2004-05 expenditure budget to the Chairperson for his approval, prior to the closing of the biennial accounts, subject to confirmation of such approval by the Governing Body at its 295th Session (March 2006).*

Geneva, 11 October 2005.

Point for decision: Paragraph 11.

⁵ The nominal balance of this fund is 35 million Swiss francs.

Appendix I

Table 1. Assessed contributions of member States and amounts due by States for prior periods of membership in the ILO (in Swiss francs)

Summary

	Amount due as at 1 January 2005	Amount received or credited ¹ to 30 September 2005	Amount due as at 30 September 2005
I. Assessed contributions for 2005:			
Total assessed contributions for 2005	354,828,216 ²	176,161,369	178,666,847
II. Arrears of contributions for 2004 and prior financial periods:			
A. Arrears of contributions due by member States	99,842,272	24,130,461	75,711,811
B. Amounts due by member States for prior periods of membership in the ILO	293,006	–	293,006
C. Amounts due by States when they ceased to be Members of the ILO	6,370,623	–	6,370,623
Total arrears of contributions and amounts due for prior periods of membership in the ILO	106,505,901	24,130,461	82,375,440
Total	461,334,117	200,291,830	261,042,287

¹ Includes amounts totalling 492,581 Swiss francs credited to member States in respect of:

- the incentive scheme for 2003 347,987
- 50 per cent of the net premium earned in 2002-03 144,594

² Includes Samoa's 2005 contributions of 2,916 Swiss francs, assessed after adoption of the budget, by the International Labour Conference at its 93rd Session in June 2005.

Table 2. Contributions received and outstanding
Details of movements between 31 December 2004
and 30 September 2005 (in Swiss francs)

Member States	Amount due	Assessed contributions		Amounts received or credited (1)		Balance
	to ILO as at 31 December 2004	for 2005		to 30 September 2005 in respect of Contributions	Arrears	due as at 30 September 2005
		%	Amount	2005		
A. States which have settled their 2005 contributions in full						
Afghanistan (2)	-	0.002	7,097	7,097	-	-
Algeria (2)	-	0.076	269,667	269,667	-	-
Angola (2)	-	0.001	3,548	3,548	-	-
Australia (2)	-	1.593	5,652,367	5,652,367	-	-
Austria	-	0.860	3,051,498	3,051,498	-	-
Bahamas (2)	-	0.013	46,127	46,127	-	-
Bahrain	-	0.030	106,448	106,448	-	-
Bangladesh (2)	-	0.010	35,483	35,483	-	-
Belarus (5)	2,050,701	0.018	63,869	63,869	157,746	1,892,955
Belgium	-	1.070	3,796,631	3,796,631	-	-
Bosnia And Herzegovina	-	0.003	10,645	10,645	-	-
Botswana	-	0.012	42,579	42,579	-	-
Bulgaria	-	0.017	60,320	60,320	-	-
Burkina Faso (2)	-	0.002	7,097	7,097	-	-
Cameroon	23,489	0.008	28,386	28,386	23,489	-
Canada (2)	-	2.816	9,991,880	9,991,880	-	-
China	-	2.055	7,291,660	7,291,660	-	-
Cuba	24,547	0.043	152,575	152,575	24,547	-
Cyprus	-	0.039	138,382	138,382	-	-
Czech Republic (2)	-	0.183	649,330	649,330	-	-
Denmark (2)	-	0.719	2,551,194	2,551,194	-	-
Dominican Republic	-	0.035	124,189	124,189	-	-
Ecuador	-	0.019	67,417	67,417	-	-
Egypt	283,805	0.120	425,790	425,790	283,805	-
El Salvador	130,046	0.022	78,062	78,062	130,046	-
Eritrea	-	0.001	3,548	3,548	-	-
Estonia (2)	-	0.012	42,579	42,579	-	-
Ethiopia (2)	-	0.004	14,193	14,193	-	-
Fiji	-	0.004	14,193	14,193	-	-
Finland	-	0.533	1,891,219	1,891,219	-	-
France	-	6.036	21,417,255	21,417,255	-	-
Guatemala	-	0.030	106,448	106,448	-	-
Guinea	27,254	0.003	10,645	10,645	27,254	-
Honduras	-	0.005	17,741	17,741	-	-
Hungary	-	0.126	447,080	447,080	-	-
Iceland	-	0.034	120,641	120,641	-	-
India (2)	-	0.421	1,493,814	1,493,814	-	-
Italy	-	4.890	17,350,957	17,350,957	-	-
Jamaica	-	0.008	28,386	28,386	-	-
Jordan	-	0.011	39,031	39,031	-	-
Kazakhstan (5)	4,117,367	0.025	88,706	88,706	257,335	3,860,032
Lao People's Dem. Rep. (2)	-	0.001	3,548	3,548	-	-
Latvia (5)	575,360	0.015	53,224	53,224	143,840	431,520
Lesotho	-	0.001	3,548	3,548	-	-
Luxembourg	-	0.077	273,215	273,215	-	-
Malaysia	-	0.203	720,295	720,295	-	-
Mali	-	0.002	7,097	7,097	-	-
Malta (2)	-	0.014	49,675	49,675	-	-
Mauritius (2)	-	0.011	39,031	39,031	-	-
Moldova, Republic of (5)	2,729,346	0.001	3,548	3,548	-	2,729,346

Member States	Amount due	Assessed contributions		Amounts received or credited (1)		Balance
	to ILO as at 31 December 2004	for 2005		to 30 September 2005 in respect of Contributions		due as at 30 September 2005
		%	Amount	2005	Arrears	
Morocco	-	0.047	166,768	166,768	-	-
Myanmar	-	0.010	35,483	35,483	-	-
Namibia	-	0.006	21,290	21,290	-	-
Nepal	43,121	0.004	14,193	14,193	43,121	-
Netherlands	-	1.691	6,000,096	6,000,096	-	-
New Zealand	-	0.221	784,164	784,164	-	-
Nicaragua	1,387	0.001	3,548	3,548	1,387	-
Nigeria	-	0.042	149,027	149,027	-	-
Norway	-	0.680	2,412,812	2,412,812	-	-
Oman	-	0.070	248,378	248,378	-	-
Paraguay (3) (5)	1,099,519	0.012	42,579	42,579	42,723	1,056,796
Poland (5)	2,372,823	0.461	1,635,745	1,635,745	790,942	1,581,881
Qatar	-	0.064	227,088	227,088	-	-
Romania	-	0.060	212,895	212,895	-	-
San Marino	-	0.003	10,645	10,645	-	-
Singapore	-	0.388	1,376,722	1,376,722	-	-
Slovakia	-	0.051	180,961	180,961	-	-
Slovenia	-	0.082	290,957	290,957	-	-
South Africa	-	0.292	1,036,090	1,036,090	-	-
Spain	-	2.523	8,952,242	8,952,242	-	-
Sri Lanka	-	0.017	60,320	60,320	-	-
Swaziland (2)	-	0.002	7,097	7,097	-	-
Sweden	-	0.999	3,544,705	3,544,705	-	-
Switzerland	-	1.198	4,250,807	4,250,807	-	-
Thailand (2)	-	0.209	741,585	741,585	-	-
Trinidad and Tobago	-	0.022	78,062	78,062	-	-
Turkey	-	0.372	1,319,950	1,319,950	-	-
Ukraine (5)	5,274,535	0.039	138,382	138,382	527,454	4,747,081
United Arab Emirates	-	0.235	833,839	833,839	-	-
United Kingdom	-	6.133	21,761,436	21,761,436	-	-
	18,753,300	38.168	135,429,724	135,429,724	2,453,689	16,299,611

B. States which have paid part of their 2005 contributions

Armenia (5)	1,935,666	0.002	7,097	2,714	48,000	1,892,049
Barbados	1,634	0.010	35,483	1,804	1,634	33,679
Benin	224	0.002	7,097	7,008	224	89
Colombia	1,005,511	0.155	549,979	198,245	1,005,511	351,734
Costa Rica	27,473	0.030	106,448	15,033	27,473	91,415
Croatia	130,034	0.037	131,285	1,251	130,034	130,034
Germany	-	8.670	30,763,353	27,983,658	-	2,779,695
Greece	-	0.530	1,880,574	1,775,767	-	104,807
Grenada	-	0.001	3,548	1,285	-	2,263
Indonesia	-	0.142	503,852	300,000	-	203,852
Ireland	-	0.350	1,241,888	1,142,522	-	99,366
Kiribati	-	0.001	3,548	3,538	-	10
Kuwait	-	0.162	574,817	2,133	-	572,684
Lebanon	-	0.024	85,158	8,669	-	76,489
Lithuania	-	0.024	85,158	84,579	-	579
Mauritania	-	0.001	3,548	3,101	-	447
Mexico	-	1.885	6,688,457	3,553,810	-	3,134,647

Member States	Amount due	Assessed contributions		Amounts received or credited (1)		Balance
	to ILO as at 31 December 2004	for 2005	Amount	to 30 September 2005 in respect of Contributions	Arrears	due as at 30 September 2005
Niger	4,516	0.001	3,548	3,285	4,516	263
Pakistan	318,386	0.055	195,154	139,243	318,386	55,911
Panama	19,805	0.019	67,417	28,202	19,805	39,215
Russian Federation	685,578	1.101	3,906,627	3,906,617	685,578	10
Saint Lucia	-	0.002	7,097	4,935	-	2,162
Saint Vincent and the Grenadines	-	0.001	3,548	356	-	3,192
Saudi Arabia	-	0.714	2,533,453	1,270,349	-	1,263,104
Senegal	119	0.005	17,741	17,281	119	460
Syrian Arab Republic	-	0.038	134,834	131,304	-	3,530
Tanzania, United Republic of	-	0.006	21,290	12,995	-	8,295
Tunisia	2,511	0.032	113,544	101,905	2,511	11,639
Yemen	1,074	0.006	21,290	19,904	1,074	1,386
Zambia	10,319	0.002	7,097	639	10,319	6,458
	4,142,850	14.008	49,703,930	40,722,132	2,255,184	10,869,464

C. States which have made no payments, but have received credits, towards their 2005 contributions

Albania (3) (5)	11,260	0.005	17,741	12	-	28,989
Belize	-	0.001	3,548	15	-	3,533
Burundi	7,223	0.001	3,548	4	-	10,767
Cambodia (5)	277,789	0.002	7,097	6	7,175	277,705
Cape Verde (5)	94,762	0.001	3,548	8	10,040	88,262
Central African Republic (4)	143,872	0.001	3,548	8	-	147,412
Chad	1,797	0.001	3,548	8	-	5,337
Côte d'Ivoire	29,607	0.010	35,483	35	-	65,055
Dem. Republic of the Congo (5)	101,857	0.003	10,645	52	49,164	63,286
Dominica	-	0.001	3,548	9	-	3,539
Guinea-Bissau (4)	230,323	0.001	3,548	4	-	233,867
Guyana	453	0.001	3,548	13	-	3,988
Kenya	-	0.009	31,934	80	-	31,854
Korea, Republic of	-	1.798	6,379,759	7,375	-	6,372,384
Liberia (5)	190,701	0.001	3,548	7	-	194,242
Madagascar	10,117	0.003	10,645	26	-	20,736
Malawi	4,723	0.001	3,548	20	-	8,251
Mongolia	-	0.001	3,548	4	-	3,544
Mozambique	3,841	0.001	3,548	5	3,543	3,841
Papua New Guinea	21,290	0.003	10,645	53	10,592	21,290
Portugal	-	0.470	1,667,679	1,673	-	1,666,006
Rwanda	-	0.001	3,548	12	-	3,536
Serbia and Montenegro	138,523	0.019	67,417	6	138,523	67,411
Uganda	29,079	0.006	21,290	25	-	50,344
Viet Nam (3) (5)	36,680	0.021	74,513	53	-	111,140
	1,333,897	2.362	8,380,972	9,513	219,037	9,486,319

D. States which have made no payments, nor received credits, towards their 2005 contributions

Antigua and Barbuda (4)	275,198	0.003	10,645	-	-	285,843
Argentina	10,068,612	0.957	3,395,678	-	2,470,000	10,994,290
Azerbaijan (4)	3,539,188	0.005	17,741	-	-	3,556,929

Member States	Amount due	Assessed contributions		Amounts received or credited (1)		Balance
	to ILO as at 31 December 2004	for 2005 %	Amount	to 30 September 2005 in respect of Contributions 2005 Arrears		due as at 30 September 2005
Bolivia	61,351	0.009	31,934	-	30,730	62,555
Brazil	24,922,446	1.524	5,407,538	-	7,623,890	22,706,094
Chile	633,566	0.223	791,260	-	326,586	1,098,240
Comoros (4)	529,534	0.001	3,548	-	-	533,082
Congo	6,437	0.001	3,548	-	-	9,985
Djibouti (4)	95,165	0.001	3,548	-	-	98,713
Equatorial Guinea	6,048	0.002	7,097	-	-	13,145
Gabon	80,740	0.009	31,934	-	50,027	62,647
Gambia (4)	59,936	0.001	3,548	-	-	63,484
Georgia (5)	3,071,902	0.003	10,645	-	-	3,082,547
Ghana	-	0.004	14,193	-	-	14,193
Haiti	7,097	0.003	10,645	-	-	17,742
Iran, Islamic Republic of	950,672	0.157	557,076	-	-	1,507,748
Iraq (5)	6,127,793	0.016	56,772	-	-	6,184,565
Israel	2,822,362	0.467	1,657,034	-	730,000	3,749,396
Japan	-	19.485	69,137,710	-	-	69,137,710
Kyrgyzstan (4)	1,128,297	0.001	3,548	-	-	1,131,845
Libyan Arab Jamahiriya	45,303	0.132	468,369	-	-	513,672
Peru	1,283,817	0.092	326,439	-	442,283	1,167,973
Philippines	303,160	0.095	337,084	-	61,743	578,501
Saint Kitts and Nevis	7,219	0.001	3,548	-	-	10,767
Samoa	-	0.001	2,916	-	-	2,916
Sao Tome and Principe (4)	225,669	0.001	3,548	-	-	229,217
Seychelles	18,138	0.002	7,097	-	18,138	7,097
Sierra Leone (4)	397,001	0.001	3,548	-	-	400,549
Solomon Islands (4)	21,065	0.001	3,548	-	-	24,613
Somalia (4)	362,868	0.001	3,548	-	-	366,416
Sudan	28,344	0.008	28,386	-	-	56,730
Suriname	6,030	0.001	3,548	-	-	9,578
Tajikistan (4)	569,034	0.001	3,548	-	3,437	569,145
The Form. Yug. Rep. Macedonia	21,290	0.006	21,290	-	-	42,580
Timor-Leste, Democratic Republic of	4,969	0.001	3,548	-	-	8,517
Togo (5)	213,453	0.001	3,548	-	-	217,001
Turkmenistan (4)	871,023	0.005	17,741	-	-	888,764
United States	14,499,364	22.000	78,061,566	-	6,723,363	85,837,567
Uruguay	575,997	0.048	170,316	-	-	746,313
Uzbekistan (4)	1,334,176	0.014	49,675	-	-	1,383,851
Vanuatu	3,575	0.001	3,548	-	-	7,123
Venezuela	727,392	0.171	606,751	-	722,354	611,789
Zimbabwe	-	0.007	24,838	-	-	24,838
	75,905,231	45.463	161,313,590	-	19,202,551	218,016,270
E. Amount due by States when they ceased to be Members of the ILO						
Former Soc.Fed.Rep.of Yugoslavia (6)	6,370,623	-	-	-	-	6,370,623
	6,370,623	-	-	-	-	6,370,623
TOTAL	106,505,901	100.001	354,828,216	176,161,369	24,130,461	261,042,287

Notes to table 2: Contributions received and outstanding
Details of movements between 31 December 2004 and 30 September 2005

- (1) Amounts credited against 2005 assessed contributions represent the distribution of credits to eligible member States in respect of:

	<i>Swiss francs</i>
– the incentive scheme for 2003	347,987
– 50 per cent of the net premium earned in 2002-03	<u>144,594</u>
Total credits	<u>492,581</u>

- (2) States which paid their 2005 contributions before 1 January 2005.
- (3) Includes amounts due for prior periods of membership in the ILO.
- (4) Member States which, at 30 September 2005, have lost the right to vote under the provisions of paragraph 4 of article 13 of the Constitution. The Central African Republic had been permitted to vote under the financial arrangement approved by the 89th Session (2001) of the International Labour Conference but this member State lost the right to vote on 1 January 2005 because it had not respected this arrangement. Appendix II refers.
- (5) Albania, Armenia, Belarus, Cambodia, Cape Verde, Democratic Republic of Congo, Georgia, Iraq, Kazakhstan, Latvia, Liberia, Republic of Moldova, Paraguay, Poland, Togo, Ukraine and Viet Nam are permitted to vote under financial arrangements approved by the following sessions of the International Labour Conference: 81st (1994) for Albania, 93rd (2005) for Armenia, 86th (1998) for Belarus, 82nd (1995) for Cambodia, 85th (1997) for Cape Verde, 89th (2001) for Democratic Republic of Congo, 93rd (2005) for Georgia, 93rd (2005) for Iraq, 88th (2000) for Kazakhstan, 87th (1999) for Latvia, 88th (2000) for Liberia, 92nd (2004) for Paraguay, 93rd (2005) for Republic of Moldova, 75th (1988) for Poland, 93rd (2005) for Togo, 88th (2000) for Ukraine and 81st (1994) for Viet Nam.
- (6) The Former Socialist Federal Republic of Yugoslavia was deleted from the list of ILO member States on 24 November 2004.

Table 3. Additional 2004-05 expenditure items approved by the Governing Body

Governing Body session	Description of item	Amount in US dollars
288th (November 2003)	Implementation of measures to improve security at the headquarters building	780,000(1)
288th (November 2003) (GB.288/PFA/14/1)	Commission of Inquiry concerning Belarus	577,000(2)
288th (November 2003) (GB.288/PFA/14/2)	Elaboration of a code of good drafting practices for the preparation of international labour standards	105,000(2)
291st (November 2004) (GB.291/PFA/13/1)	Governing Body delegation to attend the Extraordinary Summit of Heads of State and Government of the African Union in Ouagadougou held in September 2004	11,500(2)
	Total	1,473,500

(1) To be financed in the first instance from savings in Part I or, failing that, through the use of Part II.

(2) To be financed from savings in Part I.

Appendix II

Member States which are two years or more in arrears and which have lost the right to vote under paragraph 4 of article 13 of the Constitution ¹

State	Years partly or fully due
Antigua and Barbuda	1991-2004
Azerbaijan	1992-2004
Central African Republic	1994-2000 + 2004
Comoros	1980-2004
Djibouti	1995-96 + 1998-2004
Gambia	1997-2004
Guinea-Bissau	1992-2001 + 2003-04
Kyrgyzstan	1992-2004
Sao Tome and Principe	1992-2004
Sierra Leone	1985-2004
Solomon Islands	1999-2004
Somalia	1988-2004
Tajikistan	1994-2004
Turkmenistan	1993-2004
Uzbekistan	1996-2004

¹ Excluding those member States which were two years or more in arrears but which had regained the right to vote because of financial arrangements approved by various sessions of the International Labour Conference.
