

► 20th American Regional Meeting

1–3 October 2025, Punta Cana

► Report of the Credentials Committee

1. The Credentials Committee of the 20th American Regional Meeting, appointed by the Meeting at its first sitting, was composed as follows:

Chairperson:	Ms Claudia Almada Argüello (Government substitute delegate, Paraguay)
Employer Vice-Chairperson:	Mr Gustavo Solórzano Díaz (Employers' substitute delegate, Honduras)
Worker Vice-Chairperson:	Mr Joel Domínguez Almendares (Workers' delegate, Honduras)

2. Pursuant to article 9(2) of the Rules for regional meetings, the Credentials Committee's mandate is to examine the credentials of the delegates and advisers attending the Meeting, as well as any objections regarding their nomination, complaints concerning the non-payment of travel and subsistence expenses of delegations, and other communications.
3. In accordance with the arrangements for the ILO regional meetings to be held during the trial period 2025–28, as adopted by the Governing Body at its 350th Session (March 2024),¹ the Credentials Committee performed its functions with secretarial support provided by the Office remotely from Geneva.

Composition of the Meeting

4. At the time of the adoption of this report, and as shown in Appendix I, of the 35 Member States of the region invited to the Meeting as full members, 23 had accredited a delegation. Fifteen Member States complied with the time limit set forth in article 1(7) of the Rules for regional meetings, according to which credentials must be deposited at least 21 days before the date fixed for the opening of the Meeting, which, for the present Meeting, was on or before 10 September 2025.
5. The total number of accredited delegates and advisers was 219, of which 191 had registered (see Appendices I and II). The table below shows the breakdown of accredited delegates, substitute delegates and advisers per group. Detailed information regarding participation by Member State is available in the Final list of Delegations.

¹ GB.350/INS/7, para. 8(k), and GB.350/INS/7/Decision.

► Accredited delegates, substitute delegates and advisers

	Governments	Employers	Workers	Total
Delegates	43	22	21	86
Substitute delegates	10	8	19	37
Advisers	14	38	44	96
Total	67	68	84	219

6. A total of 25 ministers and deputy ministers from the Member States were accredited to the Meeting. Of these, seven were accredited as delegates.

Incomplete delegations

7. In accordance with article 1(2) of the Rules for regional meetings, the minimum composition of a tripartite national delegation is two Government delegates, one Employers' delegate and one Workers' delegate. One Member State (Jamaica) accredited a delegation that was composed exclusively of Government representatives and one Member State (Peru) accredited a delegation without a Workers' delegate.
8. The Committee notes that, by accrediting a delegation that is exclusively governmental or incomplete, the employers and workers of the country cannot exercise their right to be represented in the Meeting and to participate in its work. Furthermore, in accordance with article 12(2) of the Rules for regional meetings, failure by a government to nominate one of the non-government delegates deprives the other non-government delegate of their right to vote.

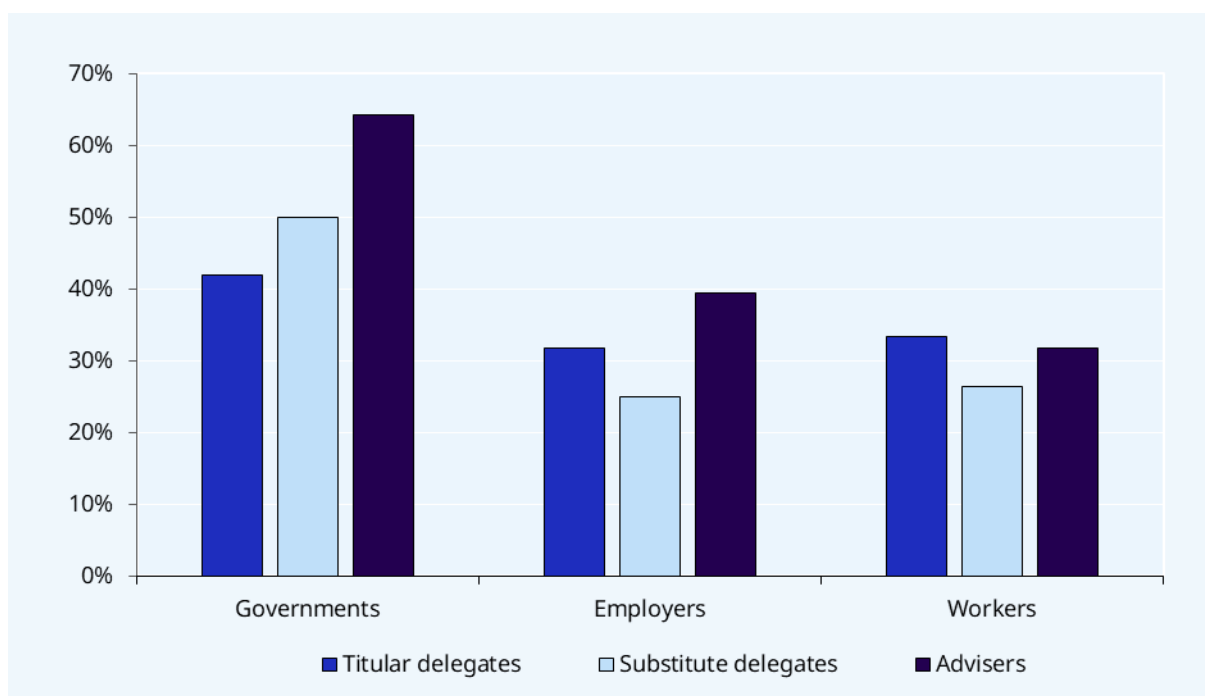
Non-accredited Member States

9. The following 12 Member States out of a total of 35 Member States that were invited to participate in the Meeting as full members did not accredit a delegation:
- Antigua and Barbuda
 - Bolivia (Plurinational State of)
 - Dominica
 - Grenada
 - Haiti
 - Nicaragua
 - Saint Kitts and Nevis
 - Saint Lucia
 - Saint Vincent and the Grenadines
 - Suriname
 - Trinidad and Tobago
 - United States of America
10. The Committee wishes to recall that, in accordance with article 1(2) of the Rules for regional meetings, Member States invited as full members are expected to send a tripartite delegation to the Meeting. It also recalls that 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.

Proportion of women accredited in delegations

11. In accordance with article 1(6) of the Rules for regional meetings, Members are expected to make every effort to promote the equal representation of women and men in their delegations. In the invitation letters to the Meeting, all governments and national organizations of employers and workers were urged to make every possible effort to achieve gender parity in national delegations at the Meeting.
12. Despite these calls, the overall proportion of women delegates and advisers accredited to the 20th American Regional Meeting remained stagnant at 37.4 per cent, showing minimal progress compared to 37 per cent at the 19th American Regional Meeting in 2018. Concretely, there were 47.8 per cent women in Government delegations (as compared to 56.1 per cent in 2018), 35.3 per cent women in the Employers' delegations (as compared to 24.2 per cent in 2018) and 31 per cent women in the Workers' delegations (as compared to 21.9 per cent in 2018). Appendix III shows women's participation by national delegation.
13. The Committee urges the tripartite constituents to continue efforts to achieve gender parity in their delegations to future regional meetings and to the International Labour Conference.

► Proportion of women by function and group



Other participants

14. Four Member States (France, Portugal, the Kingdom of the Netherlands and the United Kingdom of Great Britain and Northern Ireland), invited by the Governing Body as observers in accordance with article 1(3) of the Rules for regional meetings, accredited a delegation to the Meeting. In addition, representatives of official international organizations and of international non-governmental organizations were in attendance. Detailed information regarding all participants is available in the Final List of Delegations.

Objections

15. The Committee received one objection.

Objection concerning the nomination of the Workers' delegate of Ecuador

16. The Committee received an objection submitted by the Confederación Sindical de Trabajadores y Trabajadoras de las Américas (CSA) concerning the nomination of the Workers' delegate of Ecuador. The objecting organization alleged that, in addition to lacking broad representativeness, the nomination of the Workers' delegate to the present Meeting continued a pattern of accrediting government-aligned delegates. In addition, the nominated delegate was not a union leader but a lawyer for a secondary-level organization with limited reach. The objecting organization recalled the conclusions of the Credentials Committee of the 113th Session (2025) of the International Labour Conference, highlighting serious flaws in Ecuador's system for designating workers' representatives. The election of workers' representatives to the National Labour and Wages Council, held on 23 September 2025, revealed the same flaws: state control over the list of voters, exclusion of representative coalitions and application of discretionary criteria. The nomination of the Workers' delegate was a direct result of this defective system. Further concern arose from Ministerial Agreement MDT-2025-082, which cancelled union leadership mandates at term's end, disrupting organizational continuity and restricting union autonomy. This had in fact prevented a representative of the Confederación Ecuatoriana de Organizaciones Sindicales Libres (CEOSL) from participating in the Meeting despite having been duly designated by his organization. The Committee was asked to uphold the objection, suspend the credentials of the Workers' delegate and ensure that the most representative workers' organizations could in the future designate the Workers' delegate in full independence.
17. In a written communication addressed to the Committee at its request, the Government explained that the representative workers' organizations in Ecuador, namely the CEOSL–Organización Sindical Unica Nacional de Trabajadores del Ministerio de Salud (OSUNTRAMSA); the Federación Nacional de Obreros de los Gobiernos Provinciales del Ecuador (FENOGOPRE)–Confederación de Trabajadores del Sector Público (CETSME); and the Comité de Empresas Nacional de los Trabajadores de CNT–Confederación de Trabajadores del Sector Público del Ecuador (CTESPE), were duly consulted regarding the nomination of the Workers' delegate. On 15 August, the Government received an official nomination from the CEOSL, designating a delegate from within its ranks. However, on 9 September, the CEOSL informed the Government that the individual it had designated was no longer able to participate in the Meeting, as his mandate within the union leadership had expired.
18. *The Committee notes with concern that the Government's reply does not provide sufficient clarification regarding the nomination process of the Workers' delegate to the 20th American Regional Meeting. Although the CEOSL formally notified the Government of the withdrawal of its proposed nominee, due to the expiration of his trade union leadership mandate, the individual in question was nonetheless accredited as one of the two Workers' advisers. Moreover, the basis on which the Workers' delegate and the second adviser were accredited by the Government remains unclear. At the same time, the objection itself lacks clarity regarding the implications of Ministerial Agreement MDT-2025-082 on the ability of other representative workers' organizations to nominate a delegate to the 20th American Regional Meeting. In the light of these ambiguities, there is no evidence that the nomination of the Workers' delegate was carried out in accordance with article 1(5) of the Rules for regional meetings, which requires that Employers' and Workers' delegates and advisers must be chosen in agreement with the most representative employers' and workers' organizations.*
19. *In this connection, the Committee recalls that the Credentials Committee of the 113th Session (2025) of the International Labour Conference already identified flaws in the system leading to the nomination of the Workers' delegation to the Conference. It therefore requests that the Government*

take appropriate measures, with technical assistance from the Office if needed, to ensure that future nominations to the Conference and to regional meetings are made in full agreement with the most representative workers' organizations.

Complaints

20. The Committee received two complaints.

Complaint concerning the non-payment of travel and subsistence expenses of the Workers' delegation of Argentina

21. The Committee received a complaint from the International Trade Union Confederation (ITUC), submitted on behalf of the Confederación General del Trabajo de la República Argentina (CGT-RA), the Central de Trabajadoras y Trabajadores de la Argentina (CTA-T) and the Central de los Trabajadores Argentinos – Autónoma (CTA-A), alleging that the Government had not paid the travel and subsistence expenses of the Workers' delegation, thus impacting their ability to fully and effectively participate in the work of the Meeting. The complaining organization submitted that funding tripartite delegations was both a legal requirement and a practical necessity to ensure meaningful tripartite engagement in shaping social and economic policies. It requested that the Committee call upon the Government to promptly assume responsibility for the travel and subsistence expenses of the Workers' delegation in accordance with article 1(4) of the Rules for regional meetings, particularly as this had been a recurrent situation since the 112th Session (2024) of the International Labour Conference.
22. In a written communication addressed to the Committee at its request, the Government indicated that due to an economic emergency, it had adopted a policy centred on fiscal discipline and economic and monetary stabilization. That had limited the availability of financial resources for the social partners to participate in the Meeting, as well as for the Government itself, as demonstrated by its being represented by its local diplomatic representation rather than by the responsible technical team. The Government rejected the reference to prior non-compliance as evidence that it had not complied with its obligations with respect to this Meeting, arguing, rather, that those prior instances demonstrated the Workers' awareness of the country's financial inability to meet the expenses concerned. It affirmed its commitment to tripartism, as demonstrated by the presence of a fully tripartite delegation from the opening of the Meeting. The Government expressed its openness to dialogue in order to address the issues raised in the complaint.
23. *The Committee notes that the Government does not deny that it has failed to pay the travel and subsistence expenses of the Workers' delegation to the Meeting as alleged by the complaining organizations. The Committee recognizes the challenging financial circumstances currently affecting numerous Member States and the burden that participation through a fully tripartite delegation imposes. Such crises not only affect governments, however, but also have even more pronounced impacts on the social partners, particularly on their capacity to finance their own participation. Moreover, while certain governments are able to rely on the support of their diplomatic representatives to facilitate their presence – as is the case with Argentina at the present Meeting – such arrangements are not available to the social partners. The Committee finds that the Government's decision not to assume the costs associated with the participation of at least the Workers' delegate is in direct breach of the Government's obligation under article 1(4) of the Rules for regional meetings to pay the travel and subsistence expenses of a complete tripartite delegation. The fact that the Government submitted the credentials of the entire Workers' delegation as nominated by it, and that most of that delegation's members registered to attend the Meeting,*

cannot exonerate the Government from complying with its minimum obligation with respect to the payment of delegates' expenses. In the light of these considerations, the Committee requests that the Government fulfil its duty to cover the travel and subsistence expenses of at least the Workers' delegate for the full duration of the current Meeting, and that it adhere to its obligations in this regard in future instances.

Complaint concerning non-payment of travel and subsistence expenses of the Employers' delegation of Ecuador

24. The Committee received a complaint from the International Organisation of Employers (IOE), on behalf of the Cámara de Industrias y Producción de Ecuador (CIP), alleging that the Government had failed to comply with its obligations under article 1(4) of the Rules for regional meetings to pay the travel and subsistence expenses of the Employers' delegation to the Meeting. It contended that this negatively affected the participation of the Employers' delegation and requested that the Committee call upon the Government to cover without delay the travel and subsistence expenses of the employers' representatives from the CIP and that it ensure the Government's compliance with its constitutional obligations in advance of future regional meetings and sessions of the International Labour Conference.
25. In a written communication addressed to the Committee at its request, the Government recognized its obligations to pay travel and subsistence expenses of the tripartite delegation. However, fulfilling this commitment would have restricted its ability to nominate the individuals designated by the employers and would have required it to limit the nomination to one person. In this regard, it provided to the Committee a communication from the Government to the social partners inviting them to designate their representatives along with the information that the Government would be unable to cover their travel and subsistence expenses following a decision of the Comptroller General's Office that had considered such payments to non-government officials as improper. The Government submitted that the non-payment had not negatively affected the active participation of the Employers' delegation at the Meeting, which had five members.
26. *The Committee notes that the Government does not deny that it has failed to pay the travel and subsistence expenses of the Employers' delegation attending the Meeting as alleged by the complaining organization. The Committee further notes the Government's explanation that it did not wish to restrict nominations to one person per group and that the decision not to pay was made as a result of internal instructions. The Committee finds the Government's decision not to assume the costs associated with the participation of at least the Employers' delegate is in breach of the Government's obligation under article 1(4) of the Rules for regional meetings to pay for the travel and subsistence expenses of a complete tripartite delegation comprising at least one Employers' and one Workers' delegate. This obligation is without prejudice to the possibility for the Government to nominate additional employers' and workers' representatives whose expenses are paid by their respective organizations. The fact that the Government submitted the credentials of the entire Employers' delegation as nominated by it and that all five members registered as attending the Meeting cannot absolve the Government from its failure to fulfil its minimum obligation with respect to payment of the delegates' expenses. In the light of these considerations, the Committee requests that the Government fulfil its duty to cover the travel and subsistence expenses of at least the Employers' delegate for the full duration of the current Meeting, and that it adhere to its obligations in this regard in future instances. The Committee is all the more concerned in this case, given the fact that the Government indicated that it could have covered the expenses of one employers' representative.*

Communications

27. The Committee received the following communications.

Communications regarding the participation of the Workers' delegation of Peru

28. The Committee received two communications: one from the Peruvian trade union confederations (the Central Autónoma de Trabajadores del Perú (CATP), the Confederación General de Trabajadores del Perú (CGTP), the Confederación de Trabajadores del Perú (CTP), and the Central Unitaria de Trabajadores del Perú (CUT)), and another from the Trade Union Confederation of the Americas (CSA). Both indicated that the Workers' delegation of Peru would not participate in the Meeting, due to the Government's refusal to cover the travel and subsistence expenses of the full delegation. The trade union confederations recalled that, in accordance with agreements adopted by the National Labour Council (CNT) in 2011, it was established that the tripartite delegation would comprise four workers' representatives: one delegate and three advisers, with costs covered by the Government. The CSA expressed its support for this position, emphasizing that the Government's refusal breached the Rules for regional meetings and undermined the fundamental principles of tripartism and social dialogue. In both communications, the Committee was requested to take note of the situation and act in accordance with the applicable provisions.
29. In a written communication addressed to the Committee at its request, the Government clarified that, in line with budget constraints under the Law on the Public Sector Budget for Fiscal Year 2025 (Law No. 32185), it committed to covering the travel and subsistence expenses for one Employers' and one Workers' delegate to the Meeting, and formally invited the social partners to designate one delegate each. The employers' organizations designated a delegate, who participated in the Meeting. However, the trade unions requested funding for four representatives, which exceeded the available resources. Despite eight written communications and two meetings, including one with the Minister of Labour and Employment Promotion, no Workers' delegate was designated. Moreover, although the CNT had previously agreed to fund the participation of one delegate and three advisers for each of the social partners at the International Labour Conference, these arrangements did not extend to the present Meeting, which was a distinct event governed by different objectives, regulatory frameworks and funding provisions. The Government reaffirmed its commitment to ILO principles and tripartite participation. It planned the budget, invited employers and workers to designate delegates well in advance, and repeatedly communicated its willingness to fund the participation of a Workers' delegate. The Government expressed regret over this outcome and hoped that the information provided would reflect its genuine efforts to ensure balanced tripartite representation at the Meeting.
30. *The Committee notes that the credentials of the delegation of Peru to the 20th American Regional Meeting do not include a Workers' delegate. As the Government's obligation to cover the travel and subsistence expenses of the delegation arises only to the extent that delegates have been accredited, the communications received cannot be treated as a complaint under article 9(2) of the Rules for regional meetings. Nevertheless, the Committee can examine them as simple communications under the same provision.*
31. *It is clear from the Government's reply that the Government made repeated efforts to secure a nomination from the confederations for one Workers' delegate, consistent with its commitment to fund the participation of one delegate for each of the social partners. The employers' organizations, for their part, responded accordingly, and their delegate participated in the Meeting. Insofar as the authors of the communications claim that the Government should have offered to cover the expenses*

of four workers' representatives, the Committee notes the disagreement between the parties as to whether the agreement reached in the CNT covers regional meetings or not. It recalls that the Government's minimum obligation under the Rules for regional meetings is to cover the expenses of a full tripartite delegation comprising at least one Employers' and one Workers' delegate. However, in the absence of a nomination from the most representative workers' organizations, the Government was unable to proceed with the payment of travel and subsistence expenses for the Workers' delegate. In the light of these circumstances, the Committee considers that the communications received do not call for any further action on its part.

* * *

- 32.** The Committee adopts this report unanimously. It recommends that the Meeting request the Office to bring the present report to the attention of the Governing Body, in conformity with article 9(4) of the Rules for regional meetings.

Punta Cana, 3 October 2025

(Signed) Ms Claudia Almada Argüello
(Chairperson)

Mr Gustavo Solórzano Díaz
(Employer Vice-Chairperson)

Mr Joel Domínguez Almendares
(Worker Vice-Chairperson)

Appendix I

List of accredited delegates and advisers

	1)	2)	3)	4)	5)	6)		1)	2)	3)	4)	5)	6)
Antigua and Barbuda.....	-	-	-	-	-	-	Suriname.....	-	-	-	-	-	-
Argentina.....	2	1	1	1	-	11	Trinidad and Tobago.....	-	-	-	-	-	-
Bahamas (the).....	2	1	1	-	-	1	United States of America (the).....	-	-	-	-	-	-
Barbados.....	2	1	1	-	-	-	Uruguay.....	2	1	1	-	1	1
Belize.....	2	1	1	-	-	-	Venezuela (Bolivarian Republic of).....	2	1	1	2	1	4
Bolivia (Plurinational State of).....	-	-	-	-	-	-							
Brazil.....	2	1	1	-	-	4	Total	43	22	21	24	46	63
Canada.....	2	1	1	2	-	1							
Chile.....	2	1	1	7	4	4							
Colombia.....	2	1	1	1	11	7							
Costa Rica.....	2	1	1	-	1	1							
Cuba.....	2	1	1	-	-	-							
Dominica.....	-	-	-	-	-	-							
Dominican Republic (the).....	2	1	1	7	16	2							
Ecuador.....	2	1	1	-	4	2							
El Salvador.....	2	1	1	-	1	3							
Grenada.....	-	-	-	-	-	-							
Guatemala.....	1	1	1	-	-	-							
Guyana.....	2	1	1	-	-	-							
Haiti.....	-	-	-	-	-	-							
Honduras.....	1	1	1	2	3	2							
Jamaica.....	1	-	-	-	-	-							
Mexico.....	2	1	1	-	2	13							
Nicaragua.....	-	-	-	-	-	-							
Panama.....	2	1	1	-	-	-							
Paraguay.....	2	1	1	1	1	7							
Peru.....	2	1	-	1	1	-							
Saint Kitts and Nevis.....	-	-	-	-	-	-							
Saint Lucia.....	-	-	-	-	-	-							
Saint Vincent and the Grenadines.....	-	-	-	-	-	-							
1) Government delegates							4) Government advisers						
2) Employers' delegates							5) Employers' advisers						
3) Workers' delegates							6) Workers' advisers						

Appendix II

List of registered delegates and advisers

	1)	2)	3)	4)	5)	6)		1)	2)	3)	4)	5)	6)
Antigua and Barbuda.....	-	-	-	-	-	-	Suriname.....	-	-	-	-	-	-
Argentina.....	1	1	1	1	-	10	Trinidad and Tobago.....	-	-	-	-	-	-
Bahamas (the).....	2	1	1	-	-	1	United States of America (the).....	-	-	-	-	-	-
Barbados.....	2	1	1	-	-	-	Uruguay.....	2	1	1	-	1	1
Belize.....	2	1	1	-	-	-	Venezuela (Bolivarian Republic of).....	1	1	1	1	-	1
Bolivia (Plurinational State of).....	-	-	-	-	-	-							
Brazil.....	2	1	1	-	-	2	Total	1) 41	2) 22	3) 21	4) 23	5) 35	6) 49
Canada.....	2	1	1	2	-	1							
Chile.....	2	1	1	7	4	4							
Colombia.....	2	1	1	1	8	7							
Costa Rica.....	2	1	1	-	1	-							
Cuba.....	2	1	1	-	-	-							
Dominica.....	-	-	-	-	-	-							
Dominican Republic (the).....	2	1	1	7	10	2							
Ecuador.....	2	1	1	-	4	1							
El Salvador.....	2	1	1	-	1	3							
Grenada.....	-	-	-	-	-	-							
Guatemala.....	1	1	1	-	-	-							
Guyana.....	2	1	1	-	-	-							
Haiti.....	-	-	-	-	-	-							
Honduras.....	1	1	1	2	3	2							
Jamaica.....	1	-	-	-	-	-							
Mexico.....	2	1	1	-	1	12							
Nicaragua.....	-	-	-	-	-	-							
Panama.....	2	1	1	-	-	-							
Paraguay.....	2	1	1	1	1	2							
Peru.....	2	1	-	1	1	-							
Saint Kitts and Nevis.....	-	-	-	-	-	-							
Saint Lucia.....	-	-	-	-	-	-							
Saint Vincent and the Grenadines.....	-	-	-	-	-	-							
1) Government delegates							4) Government advisers						
2) Employers' delegates							5) Employers' advisers						
3) Workers' delegates							6) Workers' advisers						

Proportion of women accredited in delegations

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