

► Record of Proceedings

1B

International Labour Conference – 114th Session, Geneva, 2026

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Reports on Credentials

Second report of the Credentials Committee

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Composition of the Conference

1. Since 3 June 2026, when the Credentials Committee adopted its first report ([ILC.114/Record No. 1A](#)), there has been no change in the number of Member States (174) that have accredited a delegation.
2. There are altogether 7,368 persons accredited to the Conference (as compared to 6,830 in 2025) of whom 5,757 have registered (as compared to 5,407 in 2025). Among the persons accredited, there are 157 ministers and vice-ministers.
3. The overall proportion of women delegates and advisers is 37.42 per cent (as compared to 35.6 per cent in 2025). Appendix IV contains more details on the proportion of women accredited in delegations.

Monitoring

4. The Committee was seized of five monitoring cases, pursuant to article 34 of the Standing Orders of the International Labour Conference, by virtue of a decision of the Conference taken at its 113th Session (2025).

Belarus

5. At its 113th Session (2025), the International Labour Conference decided, by virtue of articles 32(7) and 34 of the Conference Standing Orders, and upon the unanimous recommendation of the Credentials Committee, to renew the monitoring measures concerning the nomination of the Workers' delegation of Belarus ([ILC.113/Record No. 1B](#), paragraph 11). Consequently, it requested the Government to submit for the next session of the Conference, at the same time that it submits the credentials for the delegation of Belarus, a detailed report substantiated with relevant documentation:
 - (a) on the procedure followed for the nomination of the Workers' delegate and advisers, in consultation with most representative workers' organizations, specifying the organizations consulted and according to which criteria; and
 - (b) on the concrete measures undertaken, in line with the recommendations of ILO supervisory bodies, to ensure that organizations consulted on the nomination of the Workers' delegate and advisers are genuine organizations of workers, free and independent from the Government.
6. The credentials of Belarus for the current session of the Conference were submitted on 5 May 2026. The Workers' delegate to this year's Conference was the President of the Federation of Trade Unions of Belarus (FPB), accompanied by one substitute delegate from within the ranks of the FPB, and nine advisers including three from the FPB. The Government submitted the report requested by the Conference on 11 May 2026, largely reiterating information provided in previous years concerning the national legal framework, the FPB's membership and activities, and the Government's position concerning the dissolved Belarusian Congress of Democratic Trade Unions (BKDP) and its former affiliated trade unions.
7. As regards the procedure followed for the nomination of the Workers' delegation, the Government once again indicated that the FPB, as the most representative workers' organization in the country, had determined independently and freely, without any interference from the Government, its representatives in the tripartite delegation. The Government indicated that the Ministry of Labour and Social Protection had consulted the FPB and sent it a request for the designation of the Workers' representatives, following which the

FPB conducted internal consultations and submitted the names of its representatives. The Government also provided a detailed overview of the national legal framework governing the status, rights, freedoms and guarantees for the activities of employers' associations and trade unions, which it considered to be in line with international obligations and to guarantee the free exercise by trade unions of their rights, their autonomy in decision-making and their independence from employers and their associations, economic entities, and State bodies or officials. The Government indicated that the FPB was the only association of trade unions operating throughout the territory, with a membership of around 4 million people from 15 national sectoral trade unions.

8. As regards the question of the representative nature of the FPB, the Government once again explained that the FPB carried out its activities independently, in accordance with its Charter and the Law on Trade Unions and was not financed or controlled by the Government. Its President was elected at the Ninth Extraordinary FPB Congress on 5 April 2024 and re-elected at the Tenth FPB Congress on 31 January 2025. The Government emphasized the role of the FPB and its member organizations in the high number of collective agreements providing social and labour guarantees for workers, including the General Agreement that was signed on behalf of workers by the Chair of the FPB. The Government stated that questions concerning the FPB's independence were based on unreliable information from biased individuals and organizations acting in the interests of countries wishing to discredit Belarus and escalate pressure on it. This included the BKDP, which the Government described as an illegitimate structure that was not an organization of workers, had no connection with the Republic of Belarus, and did not meet the ILO criteria of representativeness. The Government did not identify any new concrete measures undertaken in response to the recommendations of the ILO supervisory bodies.
9. *The Committee regrets that the Government limited its reply to reiterating information it has provided in previous years, once again without specifying any concrete measures undertaken in line with the recommendations of ILO supervisory bodies, to ensure that organizations consulted on the nomination of the Workers' delegate and advisers are genuine organizations of workers, free and independent from the Government. The Committee also notes that, once again, the credentials of the Workers' delegation are the subject of an objection lodged by the ITUC. The Committee considers that the nomination of the Workers' delegation of Belarus continues to raise fundamental questions of freedom of association which have been thoroughly considered by the Committee on Freedom of Association, including in its latest, 414th, Report (GB.356/INS/18/2). The Committee also takes note of the information set out in the document concerning the Follow-up to the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Belarus as well as of the related Governing Body decision which, among other things, noted with growing concern that the Government had once again provided no new information on the measures taken to implement the recommendations of the Commission of Inquiry and subsequent recommendations of the supervisory bodies, drew the attention of the Credentials Committee at the 114th Session of the Conference to the information set out in that document and urged the Government to submit to the Director-General all information on concrete steps taken by 21 September 2026 for transmission to the Governing Body at its 358th Session (November 2026) (GB.356/INS/12(Rev.2), paragraph 23(e) and (f)).*
10. *In light of the foregoing, and in the absence of any progress in the situation pertaining to the nomination of the Workers' delegation of Belarus, the Committee considers that it is necessary to renew the monitoring measures. Consequently, it unanimously recommends to the Conference that it request the Government of Belarus, by virtue of articles 32(7) and 34 of the Conference Standing*

Orders, to submit for the next session of the Conference, at the same time that it submits the credentials for its delegation, a detailed report substantiated with relevant documentation:

- (a) on the procedure followed for the nomination of the Workers' delegate and advisers, in consultation with most representative workers' organizations, specifying the organizations consulted and according to which criteria; and*
- (b) on the concrete measures undertaken, in line with the recommendations of ILO supervisory bodies, to ensure that organizations consulted on the nomination of the Workers' delegate and advisers are genuine organizations of workers, free and independent from the Government.*

Djibouti

11. At its 113th Session (2025), the International Labour Conference decided, by virtue of articles 32(7) and 34 of the Conference Standing Orders, upon the unanimous recommendation of the Credentials Committee, to renew the monitoring of the situation concerning the nomination of the Workers' delegation (ILC.113/Record No. 1B, paragraph 18). Consequently, it requested the Government to submit for the next session of the Conference, at the same time that it submitted its credentials for its delegation, a detailed report, substantiated with relevant documentation:
 - (a) concerning the concrete measures undertaken with respect to the establishment of criteria for the independent representation of workers in the country, in conformity with freedom of association principles; and
 - (b) on the procedure followed for the nomination of the Workers' delegate and advisers, in consultation with representative workers' organizations, specifying the organizations consulted and according to which criteria, their numerical importance, the date and place of these consultations, the names of the individuals nominated by the organizations during these consultations and the positions they hold within those organizations. Where more than one organization claims the same name, the report should also specify which organization was consulted and for which reasons.
12. The credentials of Djibouti for the current session of the Conference were submitted on 11 May 2026. In a brief report submitted on 1 June 2026, the Government once again reiterated information that it has provided to the Credentials Committee in previous years regarding the establishment of criteria for the independent representation of workers in the country, and the future submission of a draft decree on this topic to tripartite consultation. It indicated that pending the establishment of criteria, a system of rotation has been implemented since 2017 to nominate the representatives of the workers' organizations to the different functions in the delegation. Concretely, this year the two workers' organizations – the UDT and the UGTD – as well as the employers' organization had been invited to designate their representatives within the delegation. Through written communications, the UDT had designated its President, Mr Mohammed Youssouf Mohamed as titular delegate together with one substitute delegate and three advisers, while the UGTD had designated its Secretary-General Mr Said Yonis Waberi together with five other persons to participate in the delegation.
13. In a further written communication addressed to the Committee at its request, the Government explained that, concerning the draft decree regarding the establishment of criteria for the independent representation of workers in the country, it had not been possible to schedule it for tripartite discussion. In addition, the Government reiterated its request for technical assistance in order to improve social dialogue in the country and to facilitate the presentation of the draft decree. Finally, the Government recalled a recent meeting between

the Director of the ILO Country Office in Addis-Ababa and the tripartite constituents in Djibouti, and expressed its wish for a normalization of its relations with the ILO.

14. *The Committee notes that for the 23rd time, the credentials of the workers' delegation of Djibouti are the subject of an objection from the Intersyndicale UDT/UGTD, alleging violation of rules regarding the nomination of workers delegates and previous decisions of the Conference by nominating individuals that did not represent the real UDT or UGTD. The objecting organizations once again request the invalidation of the credentials of the workers' delegation (see paragraphs 49 to 53 below).*
15. *The Committee notes that, as the Government's report is largely similar to the report submitted in previous years, it still does not provide satisfactory replies to the questions raised by the Conference, including in relation to the establishment of criteria for the independent representation of workers in the country. The Committee once again notes also that the Government has not submitted its reports or responded to comments submitted by workers' organizations as requested by the Committee of Experts on the Application of Conventions and Recommendations (ILC.114/III(A)).*
16. *The Committee regrets that, for the second year in a row, it was not possible to receive clarifications in person by the Minister of Labour, in charge of Formalization and Social Protection. The Committee considers that the long-standing nature of the situation referred to the Committee calls for engagement of the Government at the highest level.*
17. *The Committee profoundly regrets that, once again, no steps have been taken to address the long-standing matters pending before the Committee and that, in general, there is a lack of cooperation from the Government in relation to the examination of the question of the establishment of objective criteria for the representativeness of workers' organizations and the free choice of their representatives at the Conference. It continues to deeply regret that the Government has in essence ignored the Committee's reports for many years and, given the lack of any meaningful information from the Government, finds itself unable to take a fully informed view on the pending matters. It once again strongly urges the Government to implement without delay the measures that it has called for, in order to put an end to a situation that started in 1997. The Committee calls upon the Office to furnish the technical assistance needed by the Government.*
18. *Therefore, taking into account the objection received concerning the nomination of the workers' delegation, the Committee considers that the situation justifies the renewal of its monitoring under terms similar to those decided by the Conference at its last session. Consequently, by virtue of articles 32(7) and 34 of the Conference Standing Orders, the Committee unanimously proposes that the Conference request the Government of Djibouti to submit for the next session of the Conference, at the same time that it submits the credentials for its delegation, a detailed report, substantiated with relevant information:*
 - (a) *concerning the concrete measures undertaken with respect to the establishment of criteria for the independent representation of workers in the country, in conformity with freedom of association principles; and*
 - (b) *on the procedure followed for the nomination of the Workers' delegate and advisers, in consultation with representative workers' organizations, specifying the organizations consulted and according to which criteria, their numerical importance, the date and place of these consultations, the names of the individuals nominated by the organizations during these consultations and the positions they hold within those organizations. Where more than one organization claim the same name, the report should also specify which organization was consulted and for which reasons.*

Mauritania

19. At its 113th Session (2025), the International Labour Conference decided, by virtue of articles 32(7) and 34 of the Conference Standing Orders and upon the unanimous recommendation of the Credentials Committee, to renew the monitoring of the situation raised in an objection concerning the nomination of the Workers' delegation (ILC.113/Record No. 1B, paragraph 25), and consequently, it requested the Government to submit for the next session of the Conference, at the same time that it submitted its credentials for its delegation, a detailed report, substantiated with relevant information:
- (a) the progress made in relation to the organization of elections with a view to determine the representativeness of the workers' organizations;
 - (b) the trade union situation in the country, including the name(s) of the representative workers' organizations, their coverage, their numerical membership, and other objective and verifiable criteria; and
 - (c) the procedure utilized to nominate the Workers' delegation, specifically, the organizations that have been consulted on the matter and according to which criteria; the date of the consultations, and the names and titles of the representatives consulted; information as to the measures taken by the Government to facilitate an agreement among the representative workers' organizations; and the names of the individuals nominated by the organizations during these consultations.
20. According to the credentials deposited on 6 May 2026, the Workers' delegate for this year's Conference was the Secretary-General of the Union des Travailleurs de Mauritanie (UTM), accompanied by one substitute delegate (the Secretary-General of the Confédération générale des Travailleurs de Mauritanie (CGTM)) and four advisers (the Secretaries-General of the Confédération Libre des Travailleurs de Mauritanie (CLTM), of the Union générale pour le Travail et de la Santé en Mauritanie (UGTSM), of the Union Nationale des Syndicats autonomes (UNAS) and of the Confédération nationale des Travailleurs de Mauritanie (CNTM)).
21. In its report submitted on 25 May 2026 in response to the decision taken by the Conference at its last session, the Government announced that it had completed the process for the determination of the representativeness of trade unions that it had started in 2024. In this regard, a Decree had been issued on 19 June 2025 revising the rules and criteria for the determination of representativeness and a Ministerial Order of 12 August 2025 set out the calendar and process for elections. Once this process was completed, the Government had issued a Decree on 27 November 2025 listing the most representative organizations at the national level. The Government indicated that, since December 2025, social dialogue and collective bargaining had taken place in a less contentious environment.
22. Turning to the nomination of the workers' delegation for the Conference, the Government indicated that it had designated six representative organizations to participate in the Conference, which, when consulted, identified their respective Secretaries-General as participants.
23. *The Committee welcomes the information provided by the Government that the process to determine the representativeness of the workers' organizations, including the holding of elections, has, after over a decade of uncertainty, been completed. However, the Committee notes that the report submitted by the Government appears to indicate that no consultations took place prior to the designation of the delegation to this session of the Conference, but rather that the Government had designated a number of representative organizations to be included in the workers' delegation. According to the report, the organizations were consulted solely to identify their respective*

representatives. The Committee recalls that when several most representative organizations exist in one country, the Government must aim to effect an agreement among them.

- 24.** *The Committee nevertheless notes that, for the fourth year in a row, the designation of the workers' delegation of Mauritania has not been the object of an objection. The Committee notes with satisfaction the positive developments that have taken place on the long-standing issue of the representativeness of trade unions in Mauritania.*
- 25.** *In light of the information provided, the Committee trusts that in the future the nomination of the Workers' delegation of Mauritania will be effected in full conformity with article 3(5) of the ILO Constitution. It is to ensure that the nominated Workers' delegate truly represent the workers that their appointment must be done in agreement with the most representative workers' organizations in the country. In this context, the Committee therefore decides not to recommend to the Conference the renewal of the monitoring.*

Nicaragua

- 26.** At its 113th Session (2025), the International Labour Conference decided, by virtue of articles 32(7) and 34 of the Conference Standing Orders, and upon the unanimous recommendation of the Credentials Committee, to renew the monitoring of the situation raised in an objection concerning the nomination of the Employers' delegation (ILC.113/Record No. 1B, paragraph 28). Consequently, it requested the Government to submit for the next session of the Conference, at the same time that it submitted the credentials for the delegation of Nicaragua, a detailed report substantiated with relevant documentation on:
 - (a) the representative employers' organizations operating in Nicaragua, specifying their membership and comparative importance, including with respect to any de facto organizations; and
 - (b) the procedure followed for the nomination of the Employers' delegate and advisers, in consultation with representative employers' organizations, specifying the organizations consulted and according to which criteria.
- 27.** *The Committee recalls the communication dated 27 February 2025 from the Government of Nicaragua to the Director-General of the ILO, conveying its decision to withdraw from the Organization pursuant to article 1, paragraph 5, of the ILO Constitution and that this withdrawal will take effect on 28 February 2027, subject to the fulfilment of the conditions set out in the Constitution.*
- 28.** *The Committee notes with concern that the Government failed to nominate a tripartite delegation to participate in the International Labour Conference for the second year in a row. In that context it finds itself unable to give effect to the decision of the Conference on monitoring the situation concerning the nomination of the Nicaraguan employers' representatives. Nonetheless, the Committee considers that the absence of a delegation does not affect the continued relevance of the concerns identified in the previous sessions of the Conference, nor does it relieve the Government from fulfilling the obligations under the ILO Constitution. Accordingly, the Committee regrets that the Government has not given effect to the decision of the Conference. Therefore, it considers that the situation justifies the renewal of the monitoring under analogous terms to those decided by the Conference at its previous session and urges the Government to ensure a nomination process for the next session of the Conference that is in full compliance with article 3(5) of the Constitution, should it still be a Member State of the ILO at that time.*

Bolivarian Republic of Venezuela

29. At its 113th Session (2025), the International Labour Conference decided, by virtue of articles 32(7) and 34 of the Conference Standing Orders and upon the unanimous recommendation of the Credentials Committee, to renew the monitoring of the situation raised in an objection concerning the nomination of the Workers' delegation (ILC.113/Record No. 1B, paragraph 36), and consequently, it requested the Government to submit for the next session of the Conference, at the same time that it submitted its credentials for its delegation, a detailed report, substantiated with relevant information on:
- (a) steps taken by the Government to obtain objective evidence regarding the representativeness of all workers' organizations in the country; and
 - (b) the procedure followed to attempt to reach an agreement among the most representative workers' organizations and, if such an agreement was not reached, the objective and verifiable criteria established for the nomination of the Workers' delegation.
30. The credentials of the Bolivarian Republic of Venezuela for the current session of the Conference were submitted on 11 May 2026. The Workers' delegate to this year's Conference was the President of the Central Bolivariana Socialista de Trabajadores y Trabajadoras de la Ciudad, el Campo y la Pesca (CBST-CCP), accompanied by one adviser and substitute delegate and three advisers from the same organization, as well as one adviser from each of the Central de Trabajadores y Trabajadoras Alianza Sindical Independiente de Venezuela (ASI-Venezuela), Confederación General de Trabajadores (CGT), Confederación de Sindicatos Autónomos (CODESA), Confederación de Trabajadores de Venezuela (CTV), Central Única de Trabajadores de Venezuela (CUTV) and Unión Nacional de Trabajadores (UNETE).
31. In its report, the Government reiterated information provided in previous years concerning the legal framework applicable to trade unions, the affiliation data available from the National Trade Union Registry (RNOS), the number of collective agreements signed, and its position that, on the basis of those figures, the CBST-CCP is the most representative workers' organization. It also highlighted steps taken in 2026 to broaden the social dialogue process relevant to the nomination of the Workers' delegation. It referred in particular to the fifth edition of the Social Dialogue Forum, held on 28 and 29 April 2026 with the participation and technical support of officials from the ILO Office for the Andean Countries, which, according to the Government, brought together the workers' and employers' organizations that had participated in the Forum since 2022, as well as three additional trade union centres that had not previously taken part. The Government stated that within the framework of the Forum, the organizations concerned were urged to engage in dialogue with a view to forming delegations characterized by plurality, breadth, inclusion and representativeness. It further indicated that, on 5 May 2026, it sent a written communication to the workers' organizations ASI-Venezuela, CBST-CCP, CGT, CODESA, CTV, CUTV and UNETE, inviting them to work towards the formation of a tripartite delegation in which all actors of the world of work in the country could be represented. The Government indicated that, following the information meeting held on 8 May 2026, it received proposals from CBST-CCP, CODESA, CTV, CUTV and UNETE. It stated that the proposal submitted by CBST-CCP reflected consensus reached among some trade union centres and included the representation of all workers' organizations that had participated in the fifth edition of the Social Dialogue Forum. The Government accredited the Workers' delegation on that basis.
32. *The Committee notes that the Government accredited the Workers' delegation to the present session of the Conference on the basis of the proposal received from CBST-CCP, which stated that the proposed delegation was the product of a consensus reached between CBST-CCP and six minority*

trade union centres. The Committee welcomes, in this regard, the reported participation in the fifth edition of the Social Dialogue Forum of three additional trade union centres that had not previously taken part in that process, as a positive step towards broader inclusion. The Committee notes, however, that the Government also received separate proposals from CODESA, CTV, CUTV and UNETE, and that UNETE specifically indicated in its proposal that it had not been invited to any in-person meeting aimed at reaching a consensus or ensuring plural, broad and inclusive participation in the selection of the Workers' delegation. In these circumstances, the information before the Committee does not permit it to conclude that the composition of the Workers' delegation resulted from an agreement among all the organizations concerned.

33. The Committee recalls, once again, that where several representative organizations exist, Governments must take them all into consideration when proceeding to the nomination of a delegation and, ideally, obtain the agreement of all the most representative among them. However, while both the Government and the organizations concerned should strive to achieve such an agreement, and while a plurality of organizations may better represent the views of employers and workers in a country, such a plurality cannot be unilaterally imposed by the Government. Failing an agreement among most representative organizations, the Government must assess, based on objective and verifiable criteria, which organization is the most representative.
34. The Committee welcomes the fact that a fifth edition of the Social Dialogue Forum was held and hopes that the continuation of that process, with the technical assistance of the ILO, will assist the Government in establishing objective and verifiable criteria for assessing the representativeness of workers' organizations. The Committee further hopes that such criteria will eventually enable the Government to nominate the Workers' delegates to the Conference in agreement with the most representative workers' organizations, in full conformity with the requirements of article 3(5) of the ILO Constitution.
35. In light of the foregoing, and pending such progress, the Committee considers it necessary to renew the monitoring measures for the time being. Consequently, it unanimously recommends to the Conference that it request the Government of the Bolivarian Republic of Venezuela, by virtue of articles 32(7) and 34 of the Conference Standing Orders, to submit for the next session of the Conference, at the same time that it submits the credentials for its delegation, a detailed report substantiated with relevant documentation on:
 - (a) steps taken by the Government to obtain objective evidence regarding the representativeness of all workers' organizations in the country; and
 - (b) the procedure followed to attempt to reach an agreement among the most representative workers' organizations and, if such an agreement was not reached, the objective and verifiable criteria established for the nomination of the Workers' delegation.

Objections

36. The Committee has received and dealt with 15 objections. These relate both to the credentials of delegates and their advisers who were accredited to the Conference, as reflected in the provisional list of delegations published on 1 June 2026 as well as to incomplete delegations. The Committee has completed the examination of all objections, which are listed below in the French alphabetical order.

Objection concerning the nomination of the Workers' delegation of Belarus

37. The Credentials Committee had before it an objection submitted by the International Trade Union Confederation (ITUC), challenging the credentials of the Workers' delegation of Belarus. The ITUC reiterated the allegations it had made in its objections to the credentials submitted to the two previous sessions of the Conference (ILC.113/Record No. 1B, paragraphs 38–42, and ILC.112/Record No. 3B, paragraphs 35–45), namely that the nomination of the Workers' representatives from the Federation of Trade Unions of Belarus (FPB) did not ensure genuine and independent representation of Belarusian workers at the Conference. The ITUC also reiterated that, following the dissolution in 2022 of the Belarusian Congress of Democratic Trade Unions (BKDP) and other independent trade unions, and in the absence of freedom of association, genuine consultations with the most representative workers' organizations were not possible. It further alleged that developments in 2025 and 2026 confirmed the FPB's lack of independence, referring in particular to the continued appointment of persons with close links to State structures to leadership positions within the FPB and its affiliated trade unions, and to the FPB's continued alignment with official State policy.
38. In a written communication addressed to the Committee at its request, the Government reiterated the information provided in its monitoring report and rejected the objection as unfounded and politically motivated. It stated that the ITUC had provided no facts demonstrating that the FPB failed to meet the criteria of representativeness or independence. The Government disputed the relevance of the ITUC's references to the previous public functions of some FPB representatives and sectoral trade union leaders, stating that the posts concerned had been filled in accordance with the applicable statutes, either through election by the competent trade union bodies or, in one case, through appointment to a non-elective post within the FPB following recruitment by that organization. The Government also rejected the allegation that the FPB's support for certain State policies evidenced a lack of independence, stating that such support reflected its participation as an equal partner in social dialogue. It further reiterated that the BKDP and its former affiliates no longer existed as trade union organizations in Belarus and that persons acting in their name from abroad had no connection with Belarusian workers. The Government insisted that there were no grounds to question the representative character of the FPB and requested the Committee to reject the objection.
39. *The Committee notes that, as in the previous session of the Conference, the credentials of the Workers' delegation of Belarus are again subject to an objection by the ITUC. It further notes that, while the Government's reply addressed certain specific allegations raised in the objection, it essentially reiterated the information provided in its monitoring report and in previous years. The Committee regrets that the Government has not reported any concrete progress towards ensuring that the Workers' delegation to the Conference is nominated in agreement with the most representative, genuine and independent workers' organizations.*
40. *The Committee again reiterates that the fundamental questions of freedom of association raised by the nomination of the Workers' delegation of Belarus have been thoroughly considered by the Committee on Freedom of Association. It regrets that, despite the Governing Body decisions and supervisory body recommendations in this regard, the Government has failed to provide any new information on measures taken to implement the recommendations of the Commission of Inquiry. It notes that the Governing Body has again urged the Government to submit information on concrete steps taken in this regard by 21 September 2026 (GB.356/INS/12(Rev.2), paragraph 23(e)).*
41. *In the absence of any new information, the Committee continues to seriously doubt that the nomination of the Workers' delegation to the Conference has been made in accordance with*

article 3(5) of the ILO Constitution. In light of these considerations, the Committee reiterates its conclusions under the monitoring measures (see paragraphs 5–10 above) and once again considers that, in the absence of any progress in the situation pertaining to the nomination of the Workers' delegation of Belarus, the continuation of the monitoring measures remains warranted, with a view to ensuring that the Workers' delegation to the Conference is nominated in agreement with the most representative, genuine and independent workers' organizations in the country.

Objection concerning the failure to deposit credentials of an Employers' and Workers' delegate by the Government of Belize

42. The Credentials Committee received an objection presented by the International Organisation of Employers (IOE) concerning the failure to deposit credentials of a complete tripartite delegation by the Government of Belize. The IOE submitted that the Government had accredited only one Government representative and had failed to accredit the second Government delegate, the Employers' delegate and the Workers' delegate required under article 3(1) of the ILO Constitution. It requested the Committee to examine the matter.
43. In communications addressed to the Committee at its request, the Government stated that, due to the current global instability and uncertainty, Belize had decided to impose constraints on official travel. It further explained that the accreditation of a single Government delegate made through its Permanent Mission in Geneva had been intended as a placeholder and that the delegate had not participated in any formal sessions of the Conference. The Government added that, following instructions from the capital, the accreditation would subsequently be withdrawn.
44. *The Committee notes that, at the time that the objection was lodged, Belize had accredited an incomplete and exclusively governmental delegation to the present session of the Conference. The Committee further notes the information provided by the Government concerning travel constraints and the intended withdrawal of the accreditation concerned. The Committee must stress that governments, in accordance with article 3(1) of the ILO Constitution, remain under the obligation to nominate a tripartite delegation to the Conference. By sending a delegation that is exclusively governmental, or no delegation at all, the Government deprives the employers and workers of the country of their right to be represented in the highest policymaking body of the ILO and to participate in its work. Without the participation of Government, Employer and Worker representatives, the Conference cannot function properly or attain its objectives. The Committee therefore strongly urges the Government to make the necessary efforts to ensure that a fully tripartite delegation is accredited to future sessions of the Conference.*

Objection concerning the failure to deposit credentials of an Employers' delegate of the Plurinational State of Bolivia

45. The Credentials Committee received an objection submitted by the International Organisation of Employers (IOE) concerning the failure to deposit the credentials of a full tripartite delegation by the Government of the Plurinational State of Bolivia. It was submitted that, despite repeated requests made by the Confederation of Private Employers of Bolivia (CEPB) for accreditation, no response had been received from the Ministry of Labour, Employment and Social Security, and that the Government had therefore not fulfilled its obligation under article 3(1) of the Constitution. As a consequence, Bolivian employers had been deprived of any possibility of representation and participation in the debates and decisions of the Organization.

46. In a communication addressed to the Committee at its request, the Government stated that it had reached out to the CEPB to ensure the participation of employers' representatives in the Conference, that there were factors that had affected the usual transmission procedures and that they were currently being addressed, and that it had subsequently taken steps to submit the credentials of the person designated by the CEPB.
47. *The Committee notes that, since the objection was received, the Government has accredited an Employers' delegate. It further notes, however, that the Bolivian delegation is still not fully tripartite, as no Workers' representatives have been nominated. The Committee reminds the Government of its obligation under article 31(1) of the Conference Standing Orders to deposit credentials of its delegates and advisers and of all other members of its delegation with the Office at least 21 days before the date fixed for the opening of the session of the Conference. Respect of the obligation to accredit a full tripartite delegation in a timely manner enables the verification of the credential by all parties concerned and therefore allows the Committee to effectively exercise its mandate under the ILO Constitution and the Conference Standing Orders. The Committee recalls that all Member States have a constitutional obligation to not only designate a fully tripartite delegation but, once they do so, to assume their travel and subsistence expenses so as to ensure that employers and workers are duly represented at the Conference.*
48. *While welcoming the accreditation of the Employers' delegation, the Committee reminds the Government of its constitutional obligations to designate a fully tripartite delegation. Without the participation of Government, employers' and workers' representatives, the Conference cannot function properly or attain its objectives. By not sending a fully tripartite delegation to the Conference, the Government has breached article 3(1) of the ILO Constitution and deprived not only workers of their right to be represented in the highest policymaking body of the ILO and to participate in its work, but also compromised the tripartite integrity of the Conference and its decision-making processes by depriving the other social partner, in this case the Employers' delegation, of the right to vote in the Conference. The Committee expects that next year the Government will send a fully tripartite delegation in consultation with the most representative organizations of employers and workers and in a timely and informed manner.*

Objection concerning the nomination of the Workers' delegation of Djibouti

49. The Credentials Committee had before it an objection submitted by the Intersyndicale UDT/UGTD, challenging the credentials of the Workers' delegation of Djibouti. As noted in this Committee's monitoring of the nomination of the Workers' delegation of Djibouti (see paragraphs 11–18), the authors of the objection reiterated their previous allegations concerning the nomination by the Government of individuals that had usurped the names of the Union Djiboutienne du Travail (UDT) or Union Générale des Travailleurs Djiboutiens (UGTD), and who were not independent from the Government. In addition, the authors had requested from the Minister of Labour, in charge of Formalization and Social Protection their inclusion in the delegation of Djibouti, without receiving any reply. The authors requested the rejection of the Workers' delegation's credentials, and that action be taken against the Government for violation of its constitutional obligations as well as the non-observance of ratified Conventions.
50. In a written communication addressed to the Committee at its request, the Government once again reiterated the information provided in its monitoring report. It again indicated that there was no Intersyndicale UDT/UGTD and that the trade union mandate of the authors of the objection had long since expired. On the contrary, it considered that the UDT and the UGTD were the only two central trade unions in the country, having about 20 base trade unions affiliated to them. The Government again reiterated its wish for a normalization of its relations

with the ILO and its request for the ILO's technical assistance in implementing the necessary reforms concerning the question of social dialogue. Such technical assistance, to be carried out in coordination with other United Nations entities, should be made available to all tripartite stakeholders of Djibouti, without exclusion.

51. *The Committee is obliged to once again observe with concern that, notwithstanding its repeated and consistent conclusions and the monitoring measures renewed by the Conference at its previous sessions, an objection has been lodged against the Government of Djibouti by the UDT and the UGTD concerning the nomination of the Workers' delegation. The Committee reiterates that it considers that the lack of progress in this case is due, to a large extent, to the persistent failure on both sides to provide the Committee with sufficient relevant information and evidence to support their respective claims. As regards the objecting organizations, the Committee again regrets that the objection merely repeats, every year, the same allegations without clarifying the facts of the case. It once again recalls that it is in the interest of the objecting organizations to present specific allegations, supported by relevant documentation that are in line with the mandate of the Committee.*
52. *The Committee deeply regrets that the Government has once again, both in its monitoring report and its reply to the objection, not addressed the allegations repeated every year by the objecting organizations concerning the duplication ("cloning") of the UDT and UGTD and usurpation of their names, other than by stating flatly that the authors of the objection had no legitimate union mandate. With reference to the repeated statement of the Government according to which Mr Adan Mohamed Abdou previously held a political office with which a union mandate was incompatible, the Committee recalls once again that legislation which disqualifies persons from trade union office because of their political beliefs or affiliations is not in conformity with the right of trade unionists to elect their representatives in full freedom (ILC.103/Records No. 5C, paragraph 17). Nevertheless, the Committee notes the continued intention of the Government to submit its draft decree on representativeness for tripartite discussion, and its reliance on technical assistance from the Office to do so.*
53. *In the absence of any new information, the Committee can only once again express serious doubts as to the representative nature of the Workers' delegation to the present session of the Conference. In this regard, the Committee recalls that, in accordance with article 32, paragraph 4, of the Conference Standing Orders, it may propose the invalidation of the credentials of the Workers' delegation to the Conference. In light of these considerations, it reiterates its conclusions under the monitoring measures (see paragraph 18), considering that the situation pertaining to the nomination of the Workers' delegation of Djibouti warrants the continuation of the monitoring measures with a view to ensuring that relevant, effective and concrete actions would continue to be taken regarding the issue of trade union representativeness, and more generally social dialogue, in Djibouti. The Committee once again trusts that an assessment of the trade union movement will be made possible, in a climate of confidence and, in a framework that fully respects the capacity to act of the genuine workers' organizations in Djibouti, in total independence from the Government.*

Objection concerning the nomination of the Workers' delegation of Ecuador

54. The Credentials Committee received an objection presented by the Frente Unitario de Trabajadores (FUT) concerning the nomination of the Workers' delegation. The objecting organization alleged that the Government had accredited the Workers' delegation without conducting a transparent and genuine consultation process with the most representative workers' organizations in the country. It indicated that the FUT had requested the accreditation of its proposed representatives by communication dated 14 May 2026 but had received no formal response from the Ministry of Labour. According to the objecting organization, the

accredited delegation did not reflect the real, independent and plural representativeness of the Ecuadorian trade union movement. The FUT maintained that this was contrary to article 3(5) of the ILO Constitution and requested the Committee to review the legitimacy of the accredited Workers' delegation and the procedure followed for its nomination.

55. In a written communication addressed to the Committee at its request, the Government stated that the nomination of the Workers' delegation had been carried out through the Consejo Nacional de Trabajo y Salario (CNTS), a tripartite body established under national legislation. It indicated that the workers' representatives on the CNTS had been selected through a process conducted in 2025 to determine the most representative workers' organizations and that the FUT was not among the organizations elected to represent the workers in the CNTS for 2025–27. It further indicated that, in 2025, the regulatory framework governing the CNTS had been amended with a view to broadening the participation of workers' and employers' organizations not represented in that body, including through a procedure for the designation of additional representatives. The Government further stated that some organizations not represented in the CNTS, including some organizations affiliated with the FUT, had been invited to participate in the process for the designation of additional representatives to the CNTS but had not responded to those invitations. According to the Government, the nomination of the Workers' delegation to the Conference was discussed at a meeting of the CNTS held on 10 April 2026, following which the Federación Nacional de Trabajadores Públicos y Privados del Ecuador (FTPP) and the Central Unitaria de Trabajadores (CUT) submitted nominations that formed the basis for the designation of the accredited Workers' delegation. The Government maintained that the consultation process complied with the principles of consultation, representativeness and social dialogue and was consistent with article 3(5) of the ILO Constitution.
56. *The Committee notes that this is the fifth consecutive year in which it has been called upon to examine questions concerning the nomination of the Workers' delegation of Ecuador. It recalls that in previous years it had observed that the nomination of the Workers' delegation through the CNTS may not guarantee compliance with article 3(5) of the ILO Constitution where the process does not ensure that all the most representative workers' organizations are effectively consulted.*
57. *The Committee notes that, in reply to the present objection, the Government provided detailed information concerning the determination of representativeness within the CNTS, the election of workers' representatives to that body, the organizations consulted and the procedure followed for the nomination of the Workers' delegation to the Conference. It also notes the Government's indication that some organizations not represented within the CNTS, including some organizations affiliated with the FUT, were invited to participate in the process for the designation of additional representatives in that body but did not submit nominations.*
58. *While taking due note of the information provided by the Government, the Committee emphasizes that, where several most representative organizations exist in one country, the Government must, pursuant to article 3(5) of the ILO Constitution, aim to effect an agreement among them. Failing such an agreement, the Government must assess, on the basis of objective and verifiable criteria, which organization, or group of organizations having agreed on a common proposal, is the most representative. In this connection, the Committee notes that the Committee of Experts on the Application of Conventions and Recommendations, in its most recent report, also addressed the participation of the most representative employers' and workers' organizations in the CNTS in relation to the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and recalled that representativeness must be determined on the basis of objective, pre-established and precise criteria (ILC.114/Report III(A), pages 805–807).*

59. *The Committee regrets that the information before it does not permit it to determine conclusively whether the procedures followed satisfied those requirements. The Committee recalls that, in its previous examinations of this matter, it indicated that persistent failure to comply with article 3(5) of the ILO Constitution could warrant monitoring under article 32(7) of the Standing Orders of the Conference. It urges the Government to continue its efforts to ensure that future nominations of the Workers' delegation are made in full compliance with article 3(5) of the ILO Constitution and the principles recalled above.*

Objection concerning the nomination of the Workers' delegation of the United States of America

60. The Credentials Committee had before it an objection challenging the credentials of the Workers' delegation of the United States of America submitted by the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO). The AFL-CIO submitted that, despite it being the most representative workers' organization in the country, with a long-standing history of representing American workers at the Conference, the Government had not nominated the Workers' delegation it had designated. The AFL-CIO alleged that this had followed its refusal to designate advisors from what it considered to be a non-governmental organization that promoted alternatives to unions. Referring to the Government's repeated refusal to extend credentials to the AFL-CIO and expressing the view that the Government was unlikely to comply with any decision arising from the examination by the Committee, the objecting organization requested the Credentials Committee to put the United States under monitoring under article 32(7) of the Standing Orders of the Conference.
61. The Committee also received additional information from the International Trade Union Confederation (ITUC), which associated itself with the objection of the AFL-CIO and stressed that the AFL-CIO was the most representative workers' organization in the country. The ITUC alleged that at the time of its communication, the only registered member of the Workers' delegation for the United States was the Executive Director of the Institute for Sound Public Policy which, according to its legal status, was not a labour organization and that does not claim to be membership-based workers' organization. The ITUC requested the Credentials Committee to refuse to admit this Workers' adviser and substitute delegate to the Conference.
62. In a communication addressed to the Committee at its request, the Government explained that it maintained an open dialogue with the representative workers' organizations in the United States, including the AFL-CIO, its affiliates, and other trade unions not affiliated with it, and emphasized that it was important to consider a variety of employer and worker voices. In preparing its tripartite delegation, the Government indicated that it had engaged with the relevant workers' and employers' organizations, including the AFL-CIO, to come to an agreement on the nomination of the Workers' delegate and advisers. In the absence of agreement, the Government prioritized nominating a tripartite delegation, the composition of which reflected feedback received in consultations with relevant organizations, including the AFL-CIO. The Government stated that it had nominated a representative from an AFL-CIO affiliate as the delegate and an adviser and substitute delegate from an organization representing rideshare workers that had been included on the list provided by AFL-CIO during the consultations. The Government remained committed to constructive engagement and continued dialogue with its social partners.
63. *The Committee notes that it has, for the second consecutive year, received an objection calling into question the designation of the Workers' delegation from the United States of America and alleging specifically that the Government had not nominated the Workers' delegation designated by the most*

representative workers' organization. Additionally, the legitimacy of a nominated Workers' substitute delegate and adviser has been called into question.

64. *The Committee notes that the Government indicated that it had undertaken efforts to reach an agreement between the objecting organization and other organizations not affiliated with it, to no avail. While the Committee notes that the Government once again appears to accept the representative nature of the objecting organization, it did not explain whether the other organizations with which it had attempted to reach agreement were most representative workers' organizations. The Committee recalls that, in the absence of agreement among most representative organizations, the existence and application of objective and verifiable criteria for determining the representativity of workers' organizations is critical when designating Workers' delegations.*
65. *The Committee notes the Government's indication that the composition of the delegation reflected feedback received in consultations with relevant organizations. The Committee further notes that the Government did not provide any information with regard to the criteria used in the selection. The Committee recalls that in its second report to the 113th Session of the Conference, it had drawn the Government's attention to the need to ensure that objective and verifiable criteria for the determination of representativeness in the country be established in time for the consultations on the nomination of the Workers' delegation to the 114th Session of the Conference (ILC.113/Record No. 1B, paragraph 68). In addition, the Committee noted that the Government nominated only a Workers' delegate and two advisers and substitute delegates in its Workers' delegation to the Conference and significantly larger Government and Employers' delegations. In this regard, the Committee notes that the status of the Workers' substitute delegate and adviser who was not affiliated to a membership-based organization has subsequently been changed to the status of other person attending the meeting. The Committee recalls that the Conference can only work properly if there are sufficient advisers present in the three groups of the Conference.*
66. *In light of the above, the Committee continues to be of the view that the AFL-CIO is among the most representative organizations in the country. Further, and in the absence of information demonstrating that the designation of the Workers' delegation was made in agreement with the most representative workers' organizations concerned, the Committee is unable to conclude that the requirements of article 3(5) were satisfied. The Committee recalls that governments must accept the nominations made by the most representative workers' and employers' organizations and that any refusal to do so is incompatible with the obligations under article 3(5) of the ILO Constitution. The Committee recalls that advisers affiliated to organizations that are not membership-based may be nominated, so long as that nomination is made in agreement with a most representative organization.*
67. *Noting the commitment from the Government to constructive engagement and social dialogue with its social partners, the Committee expects that the Government will ensure that the nomination of the Employers' and Workers' delegations at future sessions of the Conference will be in full compliance with the ILO Constitution. The Committee recalls that persistent failure to comply with article 3(5) of the ILO Constitution could in the future warrant monitoring under article 32(7) of the Standing Orders of the Conference. The Committee once again trusts that objective and verifiable criteria for the determination of representativeness in the country will have been established in time for the consultations on the nomination of the Workers' delegation to the next session of the Conference.*

Objection concerning the nomination of the Workers' delegation of India

68. *The Credentials Committee received an objection presented by nine workers' organizations (AICCTU, AITUC, AIUTUC, CITU, HMS, INTUC, LPF, TUCC, UTUC), concerning the composition of*

the Workers' delegation of India to the present session of the Conference. The authors of the objection submitted that since 2018, the Government had imposed restrictions on the nomination of workers' representatives to the International Labour Conference by limiting the number of times an individual may participate in the Conference. According to the objection, these restrictions were maintained for the present session, despite previous conclusions of the Credentials Committee, and interfered with the right of workers' organizations to nominate their representatives in full independence. The objecting organizations further alleged that representative workers' organizations, including the Indian National Trade Union Congress (INTUC), were once again excluded from the Workers' delegation, as well as, for the first time, the Centre of Indian Trade Unions (CITU). The objecting organizations contended that the nomination process was incompatible with articles 3(2), 3(4) and 3(5) of the ILO Constitution and requested the Committee to take appropriate measures in this regard. The Committee also received a separate objection from the CITU, supported by the World Federation of Trade Unions (WFTU), in relation to its exclusion from the Workers' delegation and alleging that it had not been consulted on its composition despite its representative status.

69. In a written communication addressed to the Committee at its request, the Government once again explained that the restrictions introduced in 2018, limiting the number of times an individual may be nominated as a delegate or adviser, were intended to promote broader participation and provide greater opportunities for new representatives to attend the Conference. The Government stated that the nomination of the Workers' delegation for 2026 had been carried out in accordance with the standard operating procedure adopted by the Ministry of Labour and Employment, the stated objective of which is to ensure the due representation of the most representative workers' organizations in the Indian delegation through an objective, transparent and inclusive process. The Government explained that, in view of prevailing security, travel and logistical concerns, it had taken an administrative decision to reduce the size of the tripartite delegation and consequently to limit the number of representatives from each constituent group. According to the Government, communications were issued on 4 May 2026 to workers' organizations inviting nominations for the Workers' delegation. The Government stated that the position of Workers' delegate was allocated to the Bharatiya Mazdoor Sangh (BMS), while the adviser positions were distributed among representative workers' organizations. It further indicated that INTUC had not been considered because of ongoing litigation concerning the leadership of the organization. As regards CITU, the Government stated that, having regard to the limited number of places available, preference had been accorded to organizations that had historically enjoyed less representation in the delegation, including the National Front of Indian Trade Unions-Dhanbad (NFITU-DHN), with a view to promoting broader participation among smaller organizations.
70. *Recalling that the Government's decision in 2018 to restrict the number of times that a person may be nominated as a Worker delegate or adviser to the International Labour Conference was not agreed to by the most representative trade union organizations, the Committee regrets that, notwithstanding its previous conclusions, the Government has continued to apply these restrictions in the nomination process for the present session of the Conference. The Committee emphasizes that governments must accept the nominations made by the most representative workers' and employers' organizations and that any refusal to do so is incompatible with the obligations under article 3(5) of the ILO Constitution. It therefore once again urges the Government to take the necessary steps to rescind these restrictions without delay and to ensure that future Workers' delegations are nominated in full conformity with the Constitution and in complete independence from government interference.*

71. *The Committee notes from the information provided by the Government that it had requested nominations for the Workers' delegation from the first 8 of the 13 workers' organizations identified in the latest membership verification exercise, with the exception of INTUC and CITU which respectively held the second and fifth places. In relation to INTUC, this is the sixth time that the Committee has been called upon to examine its exclusion from the Workers' delegation, the matter having risen from an internal conflict in the organization. While recalling its consistent line of jurisprudence that where a matter centres on an internal conflict within an organization, it lacks jurisdiction to examine the dispute, the Committee once again calls upon the Government to redouble its efforts and seek the factions' specific agreement on the designation of a common representative for inclusion in the Workers' delegation to future sessions of the Conference. As regards the exclusion of CITU from the Workers' delegation, the Committee notes that the Government does not dispute CITU's status as one of the representative central trade union organizations in the country, nor did it provide information demonstrating that consultations had been undertaken with CITU concerning the composition of the Workers' delegation. The Committee recalls that, where several representative organizations exist, the Government must seek to reach agreement among them and, failing such agreement, must rely on objective and verifiable criteria in determining representation. In the circumstances of the present case, the Committee is not persuaded that the exclusion of allegedly representative trade unions, according to the Government's last membership verification exercise, was consistent with the objective of ensuring the representation of the most representative workers' organizations. The Committee therefore urges the Government to ensure that future Workers' delegations are nominated in full conformity with article 3(5) of the Constitution and that all of the most representative workers' organizations are duly consulted in that process so as to achieve agreement on the nomination of the Workers' delegation.*

Objection concerning the nomination of the Workers' delegation of the Islamic Republic of Iran

72. The Credentials Committee has received an objection concerning the nomination of the Workers' delegation of the Islamic Republic of Iran. The objection was submitted by Ms Behnoosh Sabah on behalf of The Voice of Woman Life Freedom, a non-governmental organization (NGO) based in the United Kingdom of Great Britain and Northern Ireland. The author of the objection alleges that the Workers' delegate and advisers accredited by the Government do not represent independent workers' organizations, referring generally to allegations concerning restrictions on freedom of association and to the arrest and imprisonment of labour activists, teachers and trade unionists. The Committee is requested to examine the nomination process of the Workers' delegation and to challenge the credentials of the representatives concerned.
73. *The Committee notes that the objection was submitted by a non-governmental organization registered in the United Kingdom. With respect to the receivability of the objection, in particular whether it could be validly submitted by the objecting organization, the Committee notes that the Standing Orders do not specify any conditions as to the organizations or individuals that can lodge objections before the Committee. While objections can therefore emanate from a wide variety of juridical or physical persons, the Committee has in the past considered that they must be objections within the spirit of the Standing Orders, which come from members of delegations, from governments or from national or international employers' or workers' organizations. Such individuals or organizations should have a specific interest in the composition of a given delegation at a given session of the Conference. The Committee notes that such specific interest is lacking in the case of the objecting organization in the present case. It therefore finds that the objection is not receivable.*

Objection concerning the nomination of the Workers' delegation of Malaysia

74. The Credentials Committee received an objection submitted by the Secretary-General of the Malaysian Trade Union Congress (MTUC) concerning the nomination of the Workers' delegation of Malaysia. It was alleged that the Government had not fulfilled its obligation under article 3(5) of the ILO Constitution by not nominating the worker representatives designated by the MTUC. The MTUC stated that alternative workers' representatives had been nominated following its temporary dissolution pursuant to a notification issued by the Registrar of Societies on 7 May 2026. It was alleged that the temporary dissolution of the MTUC was based on a failure to provide financial statements and other information within what it considered to be an insufficient deadline, in relation to which a request for extension was not granted.
75. In a communication addressed to the Committee at its request, the Government stated that the temporary dissolution of the MTUC by the Registrar of Societies had been undertaken due to serious non-compliance with core requirements under national law, including the failure to submit financial statements and to disclose the receipt of foreign funds, that the time frame for these requirements was reasonable, and that MTUC's request for extension was not sufficiently justified. The MTUC had historically been recognized by the Government as the most representative union. In light of the MTUC's legal incapacity to operate under national law following its temporary dissolution, the Government was compelled to approach other workers representatives, namely the UNI Malaysia Labour Centre (UNI-MLC), as the second most representative workers' organization, to nominate representatives, in order to ensure the participation in the Conference of a fully tripartite delegation. The Government confirmed that the MTUC's temporary dissolution is currently being evaluated by the Ministry of Home Affairs.
76. *For a third consecutive year, the Committee has received an objection regarding the Workers' delegation of Malaysia submitted by the MTUC. Recalling that the Government had failed to name a Workers' delegate last year, the Committee recognizes that the Government has sent a full tripartite delegation to participate in the International Labour Conference this year. Nevertheless, the Committee recalls that, under article 3(5) of the ILO Constitution, the nomination of the Workers' delegation to the Conference must be carried out in agreement with the most representative workers' organizations, on the basis of established, objective and verifiable criteria concerning the representativeness of the organizations. While the Government confirms the MTUC as a most representative workers' organization, the Committee notes that due to the temporary dissolution of the MTUC, it only sought nominations from the second most representative workers' organization in the country. While noting the Government's reply that the MTUC was legally incapable of operating under national law and it therefore had to approach other workers representatives, the Committee recalls that the sole fact that an organization may have no legal recognition does not exempt a government from consulting it, as article 3(5) of the ILO Constitution refers simply to the existence of – not to the legal existence of – employers' and workers' organization. Noting that the appeal by the MTUC against the temporary dissolution is currently being evaluated by the Ministry of Home Affairs, the Committee expects the Government to take the necessary steps to ensure that the Workers' delegation to the next session of the Conference is designated by the most representative workers' organizations, in complete independence from government interference.*

Objection concerning the failure to deposit credentials of Workers' delegates by the Government of Maldives

77. The Credentials Committee received an objection submitted by the Maldives Trade Union Congress (MTUC) concerning the Government's failure to deposit the credentials of the Workers' delegates and advisers designated by the MTUC, as the most representative workers' organization. It was alleged that, after designating workers' representatives in response to a request from the Ministry of Higher Education, Labour and Skills Development, the MTUC had been informed that all travel arrangements relating to participation in the 114th Session of the International Labour Conference had been cancelled. These actions prevented the duly nominated workers' representatives from attending the International Labour Conference, in contravention of article 3 of the ILO Constitution.
78. In a communication addressed to the Committee at its request, the Government indicated that it had invited the MTUC to nominate its representatives, but that, after nominations had been finalized, due to a Government-wide travel suspension it had ultimately been unable to provide travel and subsistence expenses for the Maldivian delegation. As the MTUC had informed the Government of its decision not to participate in the Conference in the absence of Government funding, the Government had not accredited the MTUC-nominated delegates and advisers. The Government emphasized that the situation resulted from administrative and operational constraints, rather than any intention to exclude or prevent the participation of workers' representatives.
79. *The Committee notes that the Government accredited an incomplete delegation composed of Government representatives from the country's diplomatic mission in Geneva, and an Employer delegate and advisers. The Committee recalls that whereas a government has the ability to assure its representation through a diplomatic mission, the same cannot be assumed for workers' organizations or, for that matter, employers' organizations. While noting the explanation of the Government, the Committee reminds Member States of their constitutional obligations to designate a fully tripartite delegation. By not sending a fully tripartite delegation to the Conference, the Government has breached article 3(1) of the ILO Constitution and deprived the workers of the country of their right of being represented in the highest policymaking body of the ILO and to participate in its work. Without the participation of Government, employers' and workers' representatives, the Conference cannot function properly or attain its objectives. Accreditation of an incomplete delegation not only deprives workers of their right to be represented but also compromises the tripartite integrity of the Conference and its decision-making processes by depriving the other social partner, in this case the Employers' delegation of the Maldives, of the right to vote in the Conference. The Committee expects that next year the Government will send a fully tripartite delegation, whose travel and subsistence expenses it covers.*

Objection concerning the nomination of the Workers' delegation of Namibia

80. The Credentials Committee received an objection presented by the Trade Union Congress of Namibia (TUCNA), concerning the credentials of the Workers' delegation. The objecting organization alleged that the Government had again nominated the Workers' delegate and adviser exclusively from the National Union of Namibian Workers (NUNW) without genuine consultation with the TUCNA. It contended that the Government had failed to apply objective and verifiable criteria in determining representativeness, had not demonstrated that the NUNW was the most representative workers' organization in the country, and had continued to exclude the TUCNA from the nomination process despite repeated requests, including to participate in the delegation at its own expense. The objecting organization further alleged

that the composition of the Namibian delegation revealed a serious and manifest imbalance between the Government delegation and the Employers' and Workers' delegations, which it considered inconsistent with the principles of tripartism and meaningful social dialogue. It requested the Committee to find that the nomination process did not comply with article 3(5) of the ILO Constitution and to recommend that the Government establish transparent and non-discriminatory procedures for determining representativeness and selecting workers' delegates.

81. In a written communication addressed to the Committee at its request, the Government acknowledged that consultations with workers' representatives were less than adequate in that only the NUNW had been engaged. Following receipt of the objection, it had held further in person discussions with the TUCNA on 4 June 2026, during which the organization expressed its concerns regarding the consultation process and the composition of the Workers' delegation. The Government acknowledged these concerns and undertook to address them, upon its return to Namibia, through a structured and inclusive tripartite consultation process. The Government indicated that going forward, tripartite consultations for the composition of tripartite delegation to the Conference would be held to ensure compliance with article 3(5) of the ILO Constitution. Indicating that the short time frame had not permitted a detailed response to all aspects of the objection, the Government assured the Committee that the issues raised would be fully examined and addressed.
82. *The Committee notes that the objection raises concerns regarding the consultation process followed in the nomination of the Workers' delegation. The Committee further notes the Government's acknowledgement that consultations with workers' organizations were inadequate, its commitment to address the concerns raised through a structured and inclusive tripartite consultation process, and that it did not dispute the representative character of the TUCNA. Recognizing that the Government has undertaken to address these matters through future consultations, the Committee expects the Government to ensure that future nominations of Workers' delegates and advisers are made following genuine consultations with the representative workers' organizations concerned so as to ensure full compliance with article 3(5) of the ILO Constitution.*
83. *Turning to the allegation that there is a serious and manifest imbalance in the Namibian delegation, the Committee recalls that article 13(2)(a) of the ILO Constitution imposes on its Members an obligation to pay the travel and subsistence expenses of the delegates and their advisers nominated to the Conference. In alleged cases of serious and manifest imbalance as between the number of Employers' or Workers' advisers whose expenses have been covered in the delegation and the number of advisers appointed for the Government delegates, the Committee recalls that the financial means available for the participation of a tripartite delegation to the Conference should be distributed between the Government, the Employers' and the Workers' delegations at least in a proportion similar to that envisaged in the Constitution for the composition of delegations to the Conference. Recalling that its mandate is limited to reviewing the number of accredited advisers between the groups whose expenses have been covered in the delegation concerned, the Committee notes that the Conference can only work properly if there are sufficient advisers present in the three groups of the Conference. The Committee expects the Government to ensure that the composition of future delegations fully reflects the principles of tripartism and enables the effective participation of representative workers' and employers' organizations in the work of the Conference.*

Objection concerning the nomination of the Workers' delegate of Pakistan ¹

84. The Credentials Committee received an objection submitted by the General Secretary of the Pakistan Workers Federation (PWF) concerning the nomination of the Workers' delegate of Pakistan. It was submitted that the Government had not respected the nomination of the Workers' delegation proposed by the PWF, which included representatives from the National Labour Federation (NLF), the All Pakistan Federation of Trade Union (APFTU) and the PWF, the three most representative workers' organizations in the country. Instead, the Workers' delegate nominated by the Government was a Workers' Deputy member of the ILO Governing Body, who was from the Pakistan United Workers Federation (PUWF), the seventh most representative workers' organization in the country. In addition, the objecting organization alleged that the registration of the PUWF by the National Industrial Relation Commission (NIRC) was currently suspended after having been legally contested. The designation by the Government of the Workers' delegate was therefore allegedly in violation of article 3(5) of the ILO Constitution.
85. The Committee also received a communication by the All Pakistan Labour Federation (APFL) and the Pakistan Central Mines Labour Federation (PCMLF) concerning the nomination of the Workers' delegate of Pakistan. It was submitted that the PUWF was the seventh most representative organization in the country, whereas the most representative organization should have nominated the Workers' delegate.
86. In a communication addressed to the Committee at its request, the Government explained that the list of most representative workers' organizations in the country was maintained by the NIRC. Its last list dated from May 2025 and was in the process of being updated. According to the latest numbers, the PUWF had become the second most representative workers' organization due to an increase in affiliations. The Government indicated that it had received proposals for nomination from many organizations and that, taking into account the PWF's proposal, it had nominated the Secretary-General of the NLF, who had been included in the PWF's proposal, as Workers' adviser. The Government indicated that, in light of financial constraints, it had limited the Pakistani delegation to two persons per group. The Government had decided to nominate Mr Saad Muhammad as Workers' delegate, primarily based on his status as a member of the ILO Governing Body as well as his role as Secretary-General of the PUWF, which had a growing membership. The Government stated that it had consulted the most representative workers' organizations regarding the finalization of the nominations and considered that concerns regarding the nomination could have been raised earlier and addressed through consultation. Finally, the Government expressed doubt as to the legal capacity of the authors of the objection as office-bearers of the PWF, due to ongoing legal proceedings.
87. *The Committee notes that, for the third time since 2023, an objection has been filed regarding the designation of the Workers' delegation of Pakistan. While in previous years the objection challenged the capacity of individuals to represent the PWF, this year the objection calls into question the representativeness of the PUWF. In this regard, the Committee notes that conflicting information was provided to the Committee. According to the latest figures published by the NIRC, the PUWF was the seventh most representative workers' organization, while according to the Government, new figures showed it was the second most representative one. In light of the indication that the matter of the registration of the PUWF with the NIRC was pending with national courts, the Committee*

¹ The Chairperson of the Committee recused himself from the consideration of and adoption of the conclusions in this case, and was accordingly replaced by his substitute.

considers that it does not have the necessary elements to ascertain the representativeness of the PUWF under article 3(5) of the ILO Constitution. Insofar as the Government justified the designation of the Workers' delegate primarily by reference to his mandate as Worker deputy member of the ILO Governing Body, the Committee notes that those facts do not in themselves establish his representativeness as the Workers' delegate at this session of the Conference.

- 88.** *The Committee recalls that several most representative organizations may exist in one country and that, in such cases, the Government must aim to effect an agreement among them. Failing an agreement among the most representative organizations, the Government must assess, based on objective and verifiable criteria, which organization (or group of organizations that have agreed on a common proposal) is the most representative. The Committee notes from the information provided by the Government that, while consultations have taken place, it appears that an agreement between the most representative workers' organizations was sought only to finalize the nomination decided by the Government rather than at an earlier stage. The Committee hopes that the question of the representativeness of the different workers' organizations will be settled in time for the Government to seek the agreement of or, failing that, to undertake the necessary consultations with, the most representative organizations recognized as such, regarding the nomination of the Workers' delegation at the next session of the Conference, in accordance with article 3(5) of the ILO Constitution.*

Objections concerning the nomination of the Workers' delegation of Panama

- 89.** The Credentials Committee received two objections concerning the nomination of the Workers' delegation of Panama: one from the Confederación Nacional de Unidad Sindical Independiente (CONUSI), and the other jointly from the Confederación de Trabajadores de la República de Panamá (CTRP) and the Confederación de Trabajadores y Trabajadoras Convergencia Sindical (CS). CONUSI, which had objected at the 113th Session of the Conference to the nomination of a Workers' delegation composed solely of representatives from the Consejo Nacional de Trabajadores Organizados (CONATO), alleged that the Government had again failed to accredit its proposed representatives as part of the Workers' delegation, despite the role which, according to CONUSI, article 1066 of the Labour Code recognizes for representative trade union organizations in designating their representatives to international bodies, including the International Labour Conference. CONUSI maintained that this constituted undue interference in the right of workers' organizations to designate their representatives freely. CTRP and CS alleged that the Workers' delegate and adviser accredited by the Government had been designated by CONATO, which, according to them, no longer legitimately represented Panamanian workers following what they described as the takeover of its leadership in October 2025. They further alleged that independent and representative workers' organizations, including CTRP and CS, had been excluded from CONATO and from the nomination process. They maintained that the resulting nomination was contrary to article 3(5) of the ILO Constitution and requested the Committee to recommend the rejection of the credentials of the Workers' delegate and adviser.
- 90.** In a communication addressed to the Committee at its request, the Government stated that the designation of the Workers' delegation had been carried out in accordance with article 3(5) of the ILO Constitution and the applicable national legislation. It indicated that the Workers' representatives had been designated by CONATO, which it considered to be the most representative workers' organization in the country on the basis of objective criteria, including its membership and organizational structure. The Government explained that it had consulted CONATO and accredited the representatives nominated by that organization, while refraining from interfering in the internal affairs of workers' organizations. It maintained that the

objection raised by CONUSI concerned the outcome of a process conducted by the workers' organizations themselves and that the consultation requirement had been fulfilled through consultation with the most representative organization. As regards the allegations made by CTRP and CS, the Government considered that they related to internal trade union disputes concerning the leadership and representativeness of CONATO, matters in which it could not intervene without infringing freedom of association. It added that CTRP and CS were registered as members of CONATO according to official records. The Government concluded that the nomination process had complied with the requirements of the Constitution and reiterated its commitment to freedom of association and tripartism.

91. *The Committee notes that this is the second consecutive year in which it has been seized of objections concerning the nomination of the Workers' delegation of Panama. It recalls that, where several representative workers' organizations exist in a country, the Government must, pursuant to article 3(5) of the ILO Constitution, seek to reach agreement among them through genuine consultation procedures. Only where such procedures do not result in agreement may the Government determine, in good faith and on the basis of objective and verifiable criteria, which organization should be regarded as the most representative.*
92. *The Committee notes the Government's position that it had consulted CONATO, and accredited the representatives that it had nominated, as it was the most representative workers' organization, and that the allegations raised by CTRP and CS concerned internal trade union disputes. The Committee further notes that, in its most recent observation concerning the application of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Committee of Experts on the Application of Conventions and Recommendations observed that the tripartite committees in Panama had not been operating since April 2020 because of a "major disagreement among the trade unions regarding criteria for representativeness" and urged the Government, in consultation with the social partners, to seek "a prompt solution regarding the representativeness of the various trade union organizations which comprise them" (ILC.114/Report III (Part A), page 220).*
93. *In these circumstances, the Committee has again no basis on which to reach a conclusion in relation to Panama's compliance with article 3(5) of the ILO Constitution. The Committee expects that the Government will, in the future, resort to consultation procedures that ensure full and effective consultation with the most representative workers' organizations in the country, in accordance with the requirements of article 3(5) of the ILO Constitution.*

Objection concerning the nomination of the Workers' delegate of Somalia

94. The Credentials Committee received an objection presented by the Somali Congress of Trade Unions (SOCOTU), concerning the nomination of the Workers' delegate of Somalia for the second consecutive year. The objecting organization alleged that that the Ministry of Labour and Social Affairs once again failed to consult SOCOTU, a representative trade union centre in the country claiming to represent 250,000 workers, and engaged in interference, intimidation, and exclusion from national consultation processes. It further alleged that no objective and verifiable criteria were applied in the nomination process and that the Government had failed to implement the guidance provided by the Credentials Committee at its 113th Session concerning consultation with representative workers' organizations where more than one such organization exists. It requested the examination of the nomination process of the Workers' delegate and referral of the case to the Committee on Freedom of Association.
95. In a written communication addressed to the Committee at its request, the Government stated that the nomination of the Workers' delegate complied with article 3(5) of the ILO Constitution.

It indicated that constructive consultations had been conducted with the Federation of Somali Trade Unions (FESTU), which it considered to be the most representative workers' organization. The Government once again alleged that FESTU was the national trade union centre in Somalia, representing 206,840 workers through 12 affiliated trade unions, participating in the Somali National Tripartite Consultative Council and other national social dialogue mechanisms, and affiliated with the International Trade Union Confederation (ITUC) and the Organization of African Trade Union Unity (OATUU). It stated that SOCOTU had failed to provide any evidence in response to requests for information concerning the organization's structure, membership, affiliated unions and labour relations activities. The Government further contended that the SOCOTU leadership had only recently returned to reside in Somalia and had not demonstrated sustained engagement in national labour relations and social dialogue. As SOCOTU was not recognized as a representative workers' organization, the Government considered that it had no obligation to consult it.

96. *For a second consecutive year, the Committee has received an objection from SOCOTU concerning the nomination of the Workers' delegation of Somalia. The Committee notes that, once again, the Government refers only to consultation with FESTU and does not indicate that any other organizations, including SOCOTU, were consulted in the nomination of the Workers' delegation. The Committee further notes that neither the objecting organization nor the Government provided documentary evidence to substantiate claims concerning the identity of most representative workers' organizations in Somalia. In the absence of documentation, the Committee once again does not have sufficient information to draw conclusions as to the relative representative strength of the organizations concerned and so is not in a position to conclude that the nomination was not made in accordance with article 3(5) of the ILO Constitution. The Committee expects the Government to ensure that, where more than one representative organization exists, future nominations are made in agreement with them, based on objective and verifiable criteria. It trusts that the Government will ensure that the nomination of the Workers' delegation to future sessions of the Conference will be in full compliance with article 3(5) of the ILO Constitution.*

Complaints

97. The Committee also received three complaints, for non-payment of travel and subsistence expenses, in accordance with article 13(2)(a) of the ILO Constitution, which are listed below.

Complaint concerning the non-payment of travel and subsistence expenses of the Workers' adviser of Cabo Verde

98. The Credentials Committee received a complaint presented by the Secretary-General of the National Workers' Union of Cape Verde – Trade Union Confederation (UNTC-CS) concerning the partial payment of her travel and subsistence expenses as the Workers' adviser of Cabo Verde. She alleged that these expenses were limited to five days of the Conference. She also objected to the nomination of the Workers' delegation of Cabo Verde, alleging that her organization had not been consulted and that she had been accredited only as an adviser rather than as the delegate.
99. In a communication addressed to the Committee at its request, the Government stated that the matter fell under the competence of the Ministry of Family, Inclusion and Social Development, and that the Directorate General of Labour was not involved in the process of appointing or determining the composition of the delegation to the Conference.

100. *The Committee regrets that the Government has not responded to its request for information. Noting that such a lack of cooperation curtails its ability to discharge its mandate under article 8(2)(b) of the Conference Standing Orders, the Committee recalls that the absence of a reply does not preclude the Committee from examining the matter.*
101. *Noting that it has not received detailed information to substantiate a serious and manifest imbalance in the payment of travel expenses for the Cabo Verde delegation, the Committee recalls that article 13(2)(a) of the ILO Constitution imposes on its Members an obligation to pay the travel and subsistence expenses of the delegates and their advisers nominated to the Conference. The Committee recalls that the financial means available for the participation of a tripartite delegation to the Conference should be distributed between the Government, the Employers' and the Workers' delegations at least in a proportion similar to that envisaged in the Constitution for the composition of delegations to the Conference. The Committee expects the Government to ensure that the composition of future delegations fully reflects the principles of tripartism and enables the effective participation of representative workers' and employers' organizations in the work of the Conference.*
102. *In relation to the objection to the nomination of the Workers' delegation, the Committee recalls that article 32(1)(c) of the Conference Standing Orders provides that an objection shall not be receivable if the author of the objection was serving as adviser to the delegate to whose nomination objection was taken. Consequently, as this was the situation in this case, the Committee considers that the objection is not receivable.*

Complaints concerning the non-payment of travel and subsistence expenses of the Employers' and Workers' delegates and advisers of Nigeria

103. The Credentials Committee received two complaints, submitted respectively by the International Organisation of Employers (IOE) and the Nigeria Labour Congress (NLC), concerning the alleged non-payment by the Government of Nigeria of travel and subsistence expenses of the Employers' and Workers' delegates and advisers, under article 13(2)(a) of the ILO Constitution. The IOE alleged that the duly accredited Employers' delegate and advisers of the Nigeria Employers' Consultative Association (NECA) had not received the travel and subsistence support to which they were entitled and had therefore been required to assume these costs themselves in order to participate in the Conference. The NLC alleged that, despite the timely submission of nominations, the Government had persistently failed to sponsor the duly nominated Workers' delegates, including by withholding or delaying the release of funds necessary for travel, accommodation and participation, and requested that this year's payment be made as required. The IOE and NLC alleged that the situation reflected a recurring failure of the Government to meet its obligations, despite previous exchanges, reminders or assurances from the relevant authorities. They requested that the Committee call upon the Government to assume the expenses concerned for the present session and ensure full and timely compliance with its constitutional obligations at future sessions.
104. *The Committee regrets that the Government has not responded to its request for information. Noting that such a lack of cooperation curtails the Committee's ability to discharge its mandate under article 8(2)(b) of the Conference Standing Orders, the Committee recalls that the absence of a reply does not preclude it from examining the matter. The Committee notes that the complaints allege that the Government failed to pay the travel and subsistence expenses of the Employers' and Workers' delegates and advisers to the present session of the Conference. The Committee recalls that all Member States have a constitutional obligation not only to designate a fully tripartite delegation but, once they do so, to assume responsibility for the travel and subsistence expenses of non-governmental delegates and their advisers so as to ensure their effective participation in the work of the Conference. The Committee therefore urges the Government to take the necessary steps to*

ensure that it fulfils its constitutional obligations to assume responsibility for the travel and subsistence expenses of the Employers' and Workers' delegates and advisers at this and future sessions of the Conference.

Communications

105. The Committee also received the following communications.

Communication concerning the nomination of the Employers' delegation of the Bahamas

- 106.** The Credentials Committee received a communication from the International Organisation of Employers (IOE) concerning the nomination of the Employers' delegation. The author of the communication indicates that the Bahamas Chamber of Commerce and Employers Confederation, the most representative employers' organization in the country, was not involved in the nomination of certain individuals accredited in the Employers' delegation, understanding that some may hold public functions.
- 107.** *The Committee requests its Secretariat to follow up, considering that the communication calls for no further action on its part.*

Communication concerning the non-payment of travel and subsistence expenses of a Workers' delegate by the Government of Colombia

- 108.** The Credentials Committee received a communication from Mr Jorge Mario Gomez Ariza, presented as a complaint concerning the alleged failure of the Government to cover travel or subsistence expenses of a delegate.
- 109.** *The Committee notes that Mr Gomez Ariza was not accredited to the Conference as a Workers' delegate or adviser, but as "other person attending the Conference", and therefore does not meet the receivability requirements under article 33(3)(b) of the Conference Standing Orders. Consequently, the Committee considers that the communication, insofar as it concerns the alleged non-payment of travel and subsistence expenses, is not receivable.*

Communication concerning the composition of the delegation of the International Trade Union Confederation

- 110.** The Credentials Committee received a communication from the President of the Federation of Trade Unions of Belarus (FPB), the Workers' delegate of Belarus. The author of the communication objected to the inclusion of five representatives of the Belarusian Congress of Democratic Trade Unions (BKDP) in the delegation of the International Trade Union Confederation (ITUC). The author alleged that the BKDP did not exist, and that the persons concerned had not been elected by the workers of Belarus, had no connection with enterprises or workers in Belarus and did not possess objective information on the situation in labour collectives. The author further alleged that, for several years, the ITUC had unlawfully presented these persons as workers of Belarus and that they used their participation in the Conference to make politically motivated statements against the interests of Belarusian workers, distort facts and call for measures restricting interaction with the Republic of Belarus. The author requested that the situation be rectified and prevented in future.
- 111.** *The Committee recalls that it considered similar communications at the 113th Session of the Conference and concluded that they called for no action on its part (ILC.113/Record No. 1B, paragraphs 97–98). The Committee, therefore, notes again that under article 8(2) and article 32 of*

the Conference Standing Orders, objections may only relate to nominations of the delegates or advisers of the tripartite delegations of Member States which are alleged not to have been made in accordance with the provisions of article 3 of the ILO Constitution. The Constitution and the Standing Orders do not provide for a procedure to challenge the nomination of other participants to the Conference, such as representatives from non-governmental international organizations with which standing arrangements for their participation in the Conference have been made (article 2(2)(j) of the Standing Orders). As it is in the latter capacity that the ITUC participates in the Conference, the present communication calls for no action on the part of the Committee.

Communication concerning the composition of the delegation of the International Trade Union Confederation

112. The Credentials Committee had before it a Note verbale dated 2 June 2026, addressed to the Committee from the Permanent Mission of Myanmar in Geneva. The Permanent Mission objected to the participation in the Conference, within the delegation of the International Trade Union Confederation (ITUC), of members of the Confederation of Trade Union of Myanmar (CTUM), due to the latter's affiliation to the Committee Representing Pyidaungsu Hlutaw (CRPH) and the National Unity Government (NUG). Both the CRPH and the NUG had been declared unlawful organizations and terrorist groups by the State Administration Council of Myanmar.
113. *With respect to the author of the communications, the Committee recalls its conclusions on the question of the representation of Myanmar (ILC.114/Record No. 1A, paragraphs 18–25).*
114. *The Committee recalls once again, as it did when it received similar communications from the Government of Myanmar in 2001 and 2002 and from the military authorities between 2021 and 2023, that under articles 8(2) and 32 of the Conference Standing Orders, objections may only relate to nominations of the delegates or advisers of the tripartite delegations of Member States which are alleged not to have been made in accordance with the provisions of article 3 of the ILO Constitution. The Constitution and the Standing Orders do not provide for a procedure to challenge the nomination of other participants to the Conference, such as representatives from non-governmental international organizations with which standing arrangements for their participation in the Conference have been made (article 2(2)(j) of the Standing Orders). As it is in the latter capacity that the ITUC participates in the Conference, these communications call for no action on the part of the Committee.*
115. *The Committee regrets that, for the fourth time and despite the clear and repeated conclusions of the Committee, the author of the communications continues to transmit manifestly irreceivable objections to the Committee.*

Communication regarding the representation of Myanmar

116. The Credentials Committee received a communication from the Permanent Mission of the Republic of the Union of Myanmar in Geneva objecting to its conclusions in relation to the representation of Myanmar that were published in its first report and noted by the Conference (ILC.114/Record No. 1A, paragraphs 18–25).
117. *The Committee recalls that there is no basis in the ILO Constitution or in the Conference Standing Orders permitting conclusions of the Credentials Committee, duly noted by the Conference, to be challenged. Accordingly, this communication calls for no action on the part of the Committee.*

- 118.** The Credentials Committee adopts this report unanimously. It submits it to the Conference in order that the Conference may take note of it and adopt the proposals contained in paragraphs 10 (Belarus), 18 (Djibouti), 28 (Nicaragua) and 35 (Bolivarian Republic of Venezuela).

Geneva, 10 June 2026

(Signed) Mr Shah Nazar Khan,
Chairperson

Mr Abdullah Bin Mahabub,
(Substitute Chairperson)

Mr Fernando Yllanes Martínez

Ms Miriam Pinto Lomeña,
(Substitute Employer Vice-Chairperson)

Mr Magnús M. Norðdahl

Appendix I

Incomplete delegations (2022-2026)

2022	2023	2024	2025	2026 (as of 10 June)
Yemen (exclusively governmental)	Antigua and Barbuda (exclusively governmental)	Haiti (exclusively governmental)	Equatorial Guinea (exclusively governmental)	Afghanistan (exclusively governmental)
Sudan (no Workers' delegate)	Gambia (exclusively governmental)	Yemen (exclusively governmental)	El Salvador (no Employers' delegate)	Belize (exclusively governmental)
	Sudan (exclusively governmental)	Rwanda (no Employers' delegate)	Malaysia (no Workers' delegate)	Vanuatu (exclusively governmental)
	Yemen (exclusively governmental)	El Salvador (no Employers' delegate)		Yemen (exclusively governmental)
	Armenia (no Employers' delegate)			Bolivia (Plurinational State of) (no Workers' delegate)
	Suriname (no Employers' delegate)			Maldives (no Workers' delegate)

Appendix II

- 1) Government delegates
- 2) Employers' delegates
- 3) Workers' delegates

- 4) Government advisers
- 5) Employers' advisers
- 6) Workers' advisers

List of accredited delegates and advisers

	1)	2)	3)	4)	5)	6)		1)	2)	3)	4)	5)	6)		1)	2)	3)	4)	5)	6)
Afghanistan.....	1	-	-	1	-	-	Ecuador.....	2	1	1	4	4	3	Madagascar.....	2	1	1	1	-	-
Albania.....	2	1	1	-	1	3	Egypt.....	2	1	1	10	7	10	Malawi.....	2	1	1	7	-	1
Algeria.....	2	1	1	10	10	10	El Salvador.....	2	1	1	8	2	9	Malaysia.....	2	1	1	13	2	10
Angola.....	2	1	1	3	1	7	Equatorial Guinea.....	-	-	-	-	-	-	Maldives.....	2	1	-	3	10	-
Antigua and Barbuda.....	2	1	1	-	-	-	Eritrea.....	2	1	1	1	-	1	Mali.....	2	1	1	14	10	10
Argentina.....	2	1	1	14	10	10	Estonia.....	2	1	1	2	-	-	Malta.....	2	1	1	8	5	5
Armenia.....	2	1	1	3	3	2	Eswatini.....	2	1	1	3	2	2	Marshall Islands (the).....	-	-	-	-	-	-
Australia.....	2	1	1	13	1	3	Ethiopia.....	2	1	1	5	10	10	Mauritania.....	2	1	1	14	1	5
Austria.....	2	1	1	8	2	6	Fiji.....	2	1	1	7	1	-	Mauritius.....	2	1	1	-	3	2
Azerbaijan.....	2	1	1	8	8	7	Finland.....	2	1	1	3	2	3	Mexico.....	2	1	1	9	10	10
Bahamas (the).....	2	1	1	12	6	10	France.....	2	1	1	13	6	6	Mongolia.....	1	1	1	2	1	1
Bahrain.....	2	1	1	3	1	7	Gabon.....	2	1	1	17	10	10	Montenegro.....	2	1	1	5	1	1
Bangladesh.....	2	1	1	14	8	10	Gambia (the).....	2	1	1	4	-	4	Morocco.....	2	1	1	16	4	10
Barbados.....	2	1	1	4	-	1	Georgia.....	2	1	1	1	6	2	Mozambique.....	2	1	1	8	-	1
Belarus.....	2	1	1	3	2	10	Germany.....	2	1	1	14	5	7	Namibia.....	2	1	1	6	1	1
Belgium.....	2	1	1	19	4	10	Ghana.....	2	1	1	15	8	7	Nepal.....	2	1	1	7	-	1
Belize.....	1	-	-	-	-	-	Greece.....	2	1	1	13	6	7	Netherlands (Kingdom of the).....	2	1	1	19	5	10
Benin.....	2	1	1	1	-	1	Grenada.....	2	1	1	-	-	-	New Zealand.....	2	1	1	-	1	-
Bolivia (Plurinational State of).....	1	1	1	-	-	-	Guatemala.....	2	1	1	3	3	4	Nicaragua.....	-	-	-	-	-	-
Bosnia and Herzegovina.....	2	1	1	1	-	-	Guinea.....	2	1	1	20	10	10	Niger (the).....	2	1	1	15	7	6
Botswana.....	2	1	1	15	1	10	Guinea-Bissau.....	2	1	1	4	-	1	Nigeria.....	2	1	1	20	10	9
Brazil.....	2	1	1	14	10	10	Guyana.....	2	1	1	3	1	-	North Macedonia.....	2	1	1	2	-	1
Brunei Darussalam.....	2	1	1	4	-	-	Haiti.....	2	1	1	6	-	2	Norway.....	2	1	1	3	3	6
Bulgaria.....	2	1	1	3	3	2	Honduras.....	2	1	1	4	2	7	Oman.....	2	1	1	20	10	10
Burkina Faso.....	2	1	1	18	2	9	Hungary.....	2	1	1	6	4	4	Pakistan.....	2	1	1	15	1	1
Burundi.....	2	1	1	1	-	-	Iceland.....	2	1	1	5	1	1	Palau.....	-	-	-	-	-	-
Cabo Verde.....	2	1	1	4	-	1	India.....	2	1	1	16	4	4	Panama.....	2	1	1	3	1	1
Cambodia.....	2	1	1	10	4	8	Indonesia.....	2	1	1	20	10	10	Papua New Guinea.....	2	1	1	5	1	1
Cameroon.....	2	1	1	3	7	10	Iran (Islamic Republic of).....	2	1	1	11	7	7	Paraguay.....	2	1	1	5	1	9
Canada.....	2	1	1	14	5	4	Iraq.....	2	1	1	4	6	8	Peru.....	2	1	1	5	5	10
Central African Republic (the).....	2	1	1	7	1	5	Ireland.....	2	1	1	9	2	1	Philippines (the).....	2	1	1	6	3	3
Chad.....	2	1	1	20	2	7	Israel.....	2	1	1	5	-	3	Poland.....	2	1	1	9	4	5
Chile.....	2	1	1	5	5	5	Italy.....	2	1	1	8	4	9	Portugal.....	2	1	1	11	6	8
China.....	2	1	1	20	8	7	Jamaica.....	2	1	1	5	-	-	Qatar.....	2	1	1	4	2	1
Colombia.....	2	1	1	7	10	10	Japan.....	2	1	1	18	3	8	Republic of Korea (the).....	2	1	1	18	3	9
Comoros (the).....	2	1	1	-	-	-	Jordan.....	2	1	1	11	-	8	Republic of Moldova (the).....	2	1	1	3	2	1
Congo (the).....	2	1	1	20	9	10	Kazakhstan.....	2	1	1	1	9	9	Romania.....	2	1	1	1	4	8
Cook Islands (the).....	-	-	-	-	-	-	Kenya.....	2	1	1	14	8	10	Russian Federation (the).....	2	1	1	13	4	7
Costa Rica.....	2	1	1	2	2	2	Kiribati.....	2	1	1	1	-	-	Rwanda.....	2	1	1	2	1	2
Côte d'Ivoire.....	2	1	1	20	10	9	Kuwait.....	2	1	1	11	1	2	Saint Kitts and Nevis.....	-	-	-	-	-	-
Croatia.....	2	1	1	5	1	2	Kyrgyzstan.....	2	1	1	2	1	2	Saint Lucia.....	2	1	1	-	-	-
Cuba.....	2	1	1	3	1	1	Lao People's Democratic Republic (the).....	2	1	1	3	1	1	Saint Vincent and the Grenadines.....	-	-	-	-	-	-
Cyprus.....	2	1	1	9	7	6	Latvia.....	2	1	1	4	-	1	Samoa.....	2	1	1	1	-	-
Czechia.....	2	1	1	7	3	3	Lebanon.....	2	1	1	5	5	8	San Marino.....	2	1	1	2	3	2
Democratic Republic of the Congo (the).....	2	1	1	16	10	9	Lesotho.....	2	1	1	7	-	-	Sao Tome and Principe.....	2	1	1	-	-	-
Denmark.....	2	1	1	9	-	6	Liberia.....	2	1	1	3	-	1	Saudi Arabia.....	2	1	1	11	4	5
Djibouti.....	2	1	1	3	1	1	Libya.....	2	1	1	12	1	10	Senegal.....	2	1	1	12	5	10
Dominica.....	-	-	-	-	-	-	Lithuania.....	2	1	1	7	-	1	Serbia.....	2	1	1	3	1	2
Dominican Republic (the).....	2	1	1	8	10	10	Luxembourg.....	2	1	1	8	4	7	Seychelles.....	2	1	1	5	-	-

Appendix III

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

List of registered delegates and advisers

	1)	2)	3)	4)	5)	6)		1)	2)	3)	4)	5)	6)		1)	2)	3)	4)	5)	6)		1)	2)	3)	4)	5)	6)
Afghanistan.....	1	-	-	-	-	-	Ecuador.....	2	-	1	4	4	-	Madagascar.....	2	1	1	1	-	-	Sierra Leone.....	2	1	1	1	-	1
Albania.....	2	-	-	-	1	-	Egypt.....	2	1	1	10	7	10	Malawi.....	2	1	1	6	-	1	Singapore.....	2	1	1	17	6	10
Algeria.....	2	1	1	9	9	5	El Salvador.....	2	1	1	7	2	9	Malaysia.....	2	1	1	13	2	10	Slovakia.....	2	1	1	2	3	3
Angola.....	2	1	1	3	1	6	Equatorial Guinea.....	-	-	-	-	-	-	Maldives.....	2	1	-	2	5	-	Slovenia.....	2	1	1	4	1	1
Antigua and Barbuda.....	-	-	-	-	-	-	Eritrea.....	1	-	-	1	-	-	Mali.....	2	1	1	14	2	9	Solomon Islands.....	-	-	-	-	-	-
Argentina.....	2	1	1	6	10	9	Estonia.....	2	1	1	2	-	-	Malta.....	2	1	1	6	5	5	Somalia.....	2	1	1	6	2	5
Armenia.....	2	1	1	3	3	2	Eswatini.....	2	1	1	3	1	2	Marshall Islands (the).....	-	-	-	-	-	-	South Africa.....	2	1	1	9	5	9
Australia.....	2	1	1	4	1	3	Ethiopia.....	2	1	1	5	3	10	Mauritania.....	2	1	1	9	1	1	South Sudan.....	-	-	-	1	-	-
Austria.....	2	-	1	8	2	5	Fiji.....	2	1	1	4	1	-	Mauritius.....	2	1	1	-	-	1	Spain.....	2	1	1	7	8	9
Azerbaijan.....	2	1	1	8	7	6	Finland.....	2	1	1	3	2	3	Mexico.....	2	1	1	9	10	10	Sri Lanka.....	2	1	1	5	-	3
Bahamas (the).....	2	1	1	12	6	10	France.....	2	1	1	11	5	6	Mongolia.....	1	1	1	2	1	1	Sudan (the).....	1	1	1	5	-	4
Bahrain.....	2	1	1	3	1	5	Gabon.....	2	-	1	13	3	4	Montenegro.....	2	1	1	5	1	1	Suriname.....	2	1	1	-	-	-
Bangladesh.....	2	1	1	10	4	2	Gambia (the).....	2	1	1	4	-	4	Morocco.....	2	1	1	13	4	9	Sweden.....	2	1	1	5	3	3
Barbados.....	2	1	1	3	-	1	Georgia.....	2	1	1	1	2	2	Mozambique.....	2	1	1	8	-	1	Switzerland.....	2	1	1	13	4	8
Belarus.....	2	1	1	3	2	10	Germany.....	2	1	1	13	5	6	Namibia.....	2	1	1	6	1	1	Syrian Arab Republic (the).....	2	1	1	5	3	3
Belgium.....	2	1	1	16	4	9	Ghana.....	2	1	1	15	6	7	Nepal.....	2	1	1	7	-	-	Tajikistan.....	-	-	-	-	-	-
Belize.....	1	-	-	-	-	-	Greece.....	2	1	1	9	4	7	Netherlands (Kingdom of the).....	2	1	1	16	5	6	Thailand.....	2	1	1	20	10	10
Benin.....	2	1	1	1	-	1	Grenada.....	2	1	1	-	-	-	New Zealand.....	2	1	1	-	-	-	Timor-Leste.....	2	1	1	2	-	-
Bolivia (Plurinational State of).....	1	1	-	-	-	-	Guatemala.....	2	1	1	3	2	2	Nicaragua.....	-	-	-	-	-	-	Togo.....	2	1	1	15	6	10
Bosnia and Herzegovina.....	2	1	1	1	-	-	Guinea.....	1	1	1	5	4	3	Niger (the).....	2	1	-	12	6	3	Tonga.....	-	-	-	-	-	-
Botswana.....	2	1	1	11	1	9	Guinea-Bissau.....	1	-	-	2	-	-	Nigeria.....	2	1	1	19	7	7	Trinidad and Tobago.....	2	1	1	2	1	-
Brazil.....	2	1	1	14	10	9	Guyana.....	2	1	1	2	-	-	North Macedonia.....	2	1	1	2	-	1	Tunisia.....	2	1	1	3	1	1
Brunei Darussalam.....	2	1	1	4	-	-	Haiti.....	2	1	1	5	-	1	Norway.....	2	1	1	3	3	6	Türkiye.....	2	1	1	15	8	10
Bulgaria.....	2	1	1	3	3	2	Honduras.....	2	1	1	4	1	5	Oman.....	2	1	1	19	9	10	Turkmenistan.....	2	1	1	5	-	-
Burkina Faso.....	2	1	1	18	2	7	Hungary.....	2	1	-	4	1	2	Pakistan.....	2	1	1	10	1	1	Tuvalu.....	-	-	-	-	-	-
Burundi.....	2	1	1	1	-	-	Iceland.....	2	1	1	2	-	1	Palau.....	-	-	-	-	-	-	Uganda.....	2	1	1	3	6	7
Cabo Verde.....	2	1	1	3	-	1	India.....	2	1	1	16	4	4	Panama.....	2	1	1	3	1	1	Ukraine.....	2	1	1	3	1	6
Cambodia.....	2	1	1	10	3	8	Indonesia.....	2	1	1	19	9	10	Papua New Guinea.....	-	-	-	-	-	-	United Arab Emirates (the).....	2	1	1	9	4	4
Cameroon.....	2	1	1	3	3	5	Iran (Islamic Republic of).....	2	-	-	6	-	1	Paraguay.....	2	1	1	5	-	4	United Kingdom of Great Britain and Northern Ireland (the).....	2	1	1	18	3	7
Canada.....	2	1	1	12	5	4	Iraq.....	2	1	1	2	5	7	Peru.....	2	1	1	4	5	10	United Republic of Tanzania (the).....	2	1	1	14	2	8
Central African Republic (the).....	1	1	1	7	-	5	Ireland.....	2	1	1	8	2	1	Philippines (the).....	2	1	1	6	3	3	United States of America (the).....	1	1	1	15	10	-
Chad.....	2	1	1	19	2	6	Israel.....	2	-	1	5	-	3	Poland.....	2	1	1	9	4	5	Uruguay.....	2	1	1	7	3	3
Chile.....	2	1	1	3	5	5	Italy.....	2	1	1	8	1	7	Portugal.....	2	1	1	11	6	7	Uzbekistan.....	2	1	1	5	2	1
China.....	2	1	1	20	8	7	Jamaica.....	2	1	1	3	-	-	Qatar.....	2	1	1	4	2	1	Vanuatu.....	2	-	-	1	-	-
Colombia.....	1	1	1	3	9	10	Japan.....	2	1	1	18	3	8	Republic of Korea (the).....	2	1	1	18	3	9	Venezuela (Bolivarian Republic of).....	2	1	1	7	5	7
Comoros (the).....	-	1	-	-	-	-	Jordan.....	2	1	1	10	-	6	Republic of Moldova (the).....	2	1	1	3	2	1	Viet Nam.....	2	1	1	1	-	6
Congo (the).....	-	1	1	13	1	1	Kazakhstan.....	2	1	1	1	8	9	Romania.....	2	1	1	1	2	7	Yemen.....	2	-	-	-	-	-
Cook Islands (the).....	-	-	-	-	-	-	Kenya.....	2	1	1	14	7	9	Russian Federation (the).....	1	1	-	6	3	5	Zambia.....	2	1	1	15	10	7
Costa Rica.....	2	1	1	2	2	2	Kiribati.....	2	1	1	1	-	-	Rwanda.....	1	-	1	2	-	1	Zimbabwe.....	2	1	1	19	8	9
Côte d'Ivoire.....	2	1	1	18	10	8	Kuwait.....	2	1	1	9	1	2	Saint Kitts and Nevis.....	-	-	-	-	-	-							
Croatia.....	2	1	1	1	1	1	Kyrgyzstan.....	2	1	1	2	1	2	Saint Lucia.....	2	1	1	-	-	-							
Cuba.....	2	1	1	3	1	1	Lao People's Democratic Republic (the).....	2	1	1	3	-	1	Saint Vincent and the Grenadines.....	-	-	-	-	-	-							
Cyprus.....	2	1	1	9	3	6	Latvia.....	2	1	1	2	-	1	Samoa.....	2	1	1	1	-	-							
Czechia.....	2	1	1	7	3	3	Lebanon.....	2	1	1	5	3	4	San Marino.....	2	1	1	2	2	2							
Democratic Republic of the Congo (the).....	2	1	1	12	8	7	Lesotho.....	2	1	1	7	-	-	Sao Tome and Principe.....	1	1	1	-	-	-	Total	321	157	156	1137	457	680
Denmark.....	2	1	1	7	-	6	Liberia.....	-	1	-	-	-	-	Saudi Arabia.....	2	1	1	11	4	5							
Djibouti.....	2	1	1	3	1	1	Libya.....	2	-	1	9	-	2	Senegal.....	1	1	1	9	4	10							
Dominica.....	-	-	-	-	-	-	Lithuania.....	2	1	1	3	-	1	Serbia.....	2	1	1	2	1	2							
Dominican Republic (the).....	2	1	1	7	4	7	Luxembourg.....	2	1	1	8	3	7	Seychelles.....	2	1	1	5	-	-							

Appendix IV

Proportion of women accredited by delegation

10.06.2026

	G	E	T	Tot		G	E	T	Tot		G	E	T	Tot		G	E	T	Tot
Afghanistan.....	-	-	-	-	El Salvador.....	60	-	30	39.13	Maldives.....	60	45.45	-	50	Sri Lanka.....	42.86	-	-	25
Albania.....	50	-	50	37.5	Eritrea.....	33.33	-	-	16.67	Mali.....	12.5	27.27	18.18	18.42	Sudan (the).....	50	-	33.33	37.5
Algeria.....	-	9.09	27.27	11.76	Estonia.....	75	100	100	83.33	Malta.....	50	-	16.67	27.27	Suriname.....	50	-	100	50
Angola.....	20	-	50	33.33	Eswatini.....	40	33.33	33.33	36.36	Mauritania.....	6.25	-	-	4.17	Sweden.....	87.5	50	100	81.25
Antigua and Barbuda.....	100	100	-	75	Ethiopia.....	28.57	18.18	18.18	20.69	Mauritius.....	100	50	33.33	55.56	Switzerland.....	37.5	20	66.67	43.33
Argentina.....	43.75	36.36	18.18	34.21	Fiji.....	11.11	-	-	8.33	Mexico.....	45.45	36.36	18.18	33.33	Syrian Arab Republic (the).....	28.57	-	-	11.76
Armenia.....	80	25	33.33	50	Finland.....	60	33.33	50	50	Mongolia.....	100	50	-	57.14	Thailand.....	63.64	54.55	36.36	54.55
Australia.....	66.67	50	75	66.67	France.....	46.67	85.71	57.14	58.62	Montenegro.....	71.43	-	50	54.55	Timor-Leste.....	50	-	-	33.33
Austria.....	60	66.67	42.86	55	Gabon.....	47.37	18.18	45.45	39.02	Morocco.....	44.44	20	27.27	35.29	Togo.....	22.22	25	27.27	24.32
Azerbaijan.....	20	44.44	62.5	40.74	Gambia (the).....	-	100	-	8.33	Mozambique.....	50	-	-	38.46	Trinidad and Tobago.....	75	42.86	45.45	50
Bahamas (the).....	64.29	71.43	54.55	62.5	Georgia.....	33.33	14.29	33.33	23.08	Namibia.....	62.5	50	50	58.33	Tunisia.....	40	-	-	20
Bahrain.....	20	50	25	26.67	Germany.....	43.75	33.33	62.5	46.67	Nepal.....	-	-	-	-	Türkiye.....	11.76	44.44	27.27	24.32
Bangladesh.....	6.25	11.11	27.27	13.89	Ghana.....	35.29	44.44	12.5	32.35	Netherlands (Kingdom of the).....	57.14	50	81.82	63.16	Turkmenistan.....	42.86	-	40	38.46
Barbados.....	66.67	100	50	66.67	Greece.....	66.67	42.86	62.5	60	New Zealand.....	50	50	100	60	Uganda.....	33.33	27.27	45.45	35.29
Belarus.....	40	-	45.45	36.84	Grenada.....	100	100	-	75	Niger (the).....	29.41	37.5	28.57	31.25	Ukraine.....	20	-	25	20
Belgium.....	52.38	60	45.45	51.35	Guatemala.....	40	25	-	21.43	Nigeria.....	36.36	36.36	-	27.91	United Arab Emirates (the).....	63.64	40	20	47.62
Belize.....	-	-	-	-	Guinea.....	18.18	18.18	27.27	20.45	North Macedonia.....	25	100	-	28.57	United Kingdom of Great Britain and Northern Ireland (the).....	61.9	40	62.5	58.82
Benin.....	33.33	100	-	33.33	Guinea-Bissau.....	33.33	-	-	22.22	Norway.....	100	75	42.86	68.75	United Republic of Tanzania (the).....	37.5	50	18.18	32.26
Bolivia (Plurinational State of).....	-	-	-	-	Guyana.....	60	100	-	62.5	Oman.....	18.18	27.27	9.09	18.18	United States of America (the).....	52.94	63.64	100	60
Bosnia and Herzegovina....	66.67	100	-	60	Haiti.....	62.5	-	-	41.67	Pakistan.....	-	-	-	-	Uruguay.....	66.67	-	25	41.18
Botswana.....	58.82	100	18.18	46.67	Honduras.....	-	66.67	37.5	29.41	Panama.....	60	-	-	33.33	Uzbekistan.....	50	40	-	40
Brazil.....	50	18.18	27.27	34.21	Hungary.....	75	60	40	61.11	Papua New Guinea.....	28.57	50	50	36.36	Vanuatu.....	50	-	-	50
Brunei Darussalam.....	83.33	-	100	75	Iceland.....	57.14	50	50	54.55	Paraguay.....	85.71	-	40	52.63	Venezuela (Bolivarian Republic of).....	44.44	25	18.18	28.57
Bulgaria.....	60	75	-	50	India.....	22.22	20	20	21.43	Peru.....	28.57	50	36.36	37.5	Viet Nam.....	66.67	-	28.57	36.36
Burkina Faso.....	40	33.33	10	30.3	Indonesia.....	22.73	36.36	9.09	22.73	Philippines (the).....	25	-	25	18.75	Yemen.....	-	-	-	-
Burundi.....	66.67	-	-	40	Iran (Islamic Republic of).....	46.15	12.5	12.5	27.59	Poland.....	63.64	20	16.67	40.91	Zambia.....	33.33	18.18	10	23.08
Cabo Verde.....	66.67	-	100	66.67	Iraq.....	-	-	-	-	Portugal.....	76.92	28.57	33.33	51.72	Zimbabwe.....	47.62	33.33	36.36	41.46
Cambodia.....	25	-	11.11	15.38	Ireland.....	63.64	33.33	50	56.25	Qatar.....	66.67	-	-	36.36					
Cameroon.....	80	25	9.09	29.17	Israel.....	42.86	-	50	41.67	Republic of Korea (the)....	60	50	50	55.88					
Canada.....	68.75	66.67	100	74.07	Italy.....	70	40	40	52	Republic of Moldova (the)..	40	33.33	-	30					
Central African Republic (the).....	22.22	50	-	17.65	Jamaica.....	42.86	100	-	44.44	Romania.....	33.33	60	33.33	41.18					
Chad.....	27.27	-	25	24.24	Japan.....	30	50	33.33	33.33	Russian Federation (the)...	46.67	20	12.5	32.14					
Chile.....	14.29	16.67	16.67	15.79	Jordan.....	30.77	-	22.22	26.09	Rwanda.....	25	100	-	33.33					
China.....	59.09	22.22	75	53.85	Kazakhstan.....	-	30	30	26.09	Saint Lucia.....	100	-	-	50					
Colombia.....	11.11	27.27	36.36	25.81	Kenya.....	43.75	44.44	27.27	38.89	Samoa.....	100	-	100	80					
Comoros (the).....	100	100	-	75	Kiribati.....	66.67	-	100	60	San Marino.....	50	50	33.33	45.45					
Congo (the).....	18.18	50	45.45	32.56	Kuwait.....	30.77	-	-	22.22	Sao Tome and Principe.....	50	-	-	25					
Costa Rica.....	50	66.67	66.67	60	Kyrgyzstan.....	25	50	33.33	33.33	Saudi Arabia.....	38.46	40	-	29.17					
Côte d'Ivoire.....	27.27	36.36	20	27.91	Lao People's Democratic Republic (the).....	20	50	-	22.22	Senegal.....	21.43	-	54.55	29.03					
Croatia.....	85.71	100	100	91.67	Latvia.....	66.67	-	100	66.67	Serbia.....	40	50	66.67	50					
Cuba.....	80	-	50	55.56	Lebanon.....	57.14	33.33	-	27.27	Seychelles.....	57.14	100	100	66.67					
Cyprus.....	63.64	25	28.57	42.31	Lesotho.....	77.78	100	-	72.73	Sierra Leone.....	-	33.33	66.67	33.33					
Czechia.....	33.33	75	50	47.06	Liberia.....	20	-	-	12.5	Singapore.....	55	28.57	36.36	44.74					
Democratic Republic of the Congo (the).....	22.22	18.18	-	15.38	Libya.....	28.57	-	18.18	22.22	Slovakia.....	25	50	-	25					
Denmark.....	54.55	100	57.14	57.89	Lithuania.....	66.67	100	50	66.67	Slovenia.....	87.5	50	50	75					
Djibouti.....	-	50	-	11.11	Luxembourg.....	40	40	50	43.48	Somalia.....	40	-	-	21.05					
Dominican Republic (the)..	60	36.36	36.36	43.75	Madagascar.....	33.33	100	-	40	South Africa.....	36.36	66.67	60	51.85					
Ecuador.....	33.33	40	-	26.67	Malawi.....	44.44	-	-	33.33	South Sudan.....	44.44	50	33.33	42.86					
Egypt.....	25	12.5	27.27	22.58	Malaysia.....	73.33	-	27.27	48.28	Spain.....	55.56	66.67	60	60.71					

	G	E	T	Tot
%	42.75	33.72	31.34	37.42