



Reports on credentials

First report of the Credentials Committee

1. The Credentials Committee of the 104th Session of the Conference is composed as follows:

Chairperson: Mr Mbaibardoum Djeguedem (Government delegate, Chad)

Vice-Chairpersons: Ms Lidija Horvatić (Employers' delegate, Croatia)

Mr Jens Erik Ohrt (Workers' delegate, Denmark)

Composition of the Conference

2. Since the signing of the brief report presented by the Chairperson of the Governing Body of the International Labour Office (*Provisional Record* No. 5A), the composition of the Conference has been modified as follows.
3. Of the 185 member States of the International Labour Organization, 169 are represented at the Conference, that is, one more (Equatorial Guinea) than were accredited at the time that the brief report was established.

Accredited delegates and advisers

4. A total of 668 delegates, including 335 Government delegates, 166 Employers' delegates and 167 Workers' delegates, have been accredited.
5. A total of 2,282 advisers,¹ including 1,108 Government advisers, 499 Employers' advisers and 675 Workers' advisers, have been accredited.
6. Therefore, a total of 2,950 delegates and advisers have been accredited (see attached table of accredited delegates and advisers established Wednesday, 3 June 2015, at 3 p.m.).

¹ This includes advisers that are also substitute delegates.

Registered delegates and advisers

7. The following is the current status of the registration of delegates which is the basis for determining the quorum for voting (see attached table of registered delegates and advisers established Wednesday, 3 June 2015, at 3 p.m.).
8. Currently, 559 delegates, including 319 Government delegates, 115 Employers' delegates and 125 Workers' delegates are registered.
9. In addition, 1,888 advisers, including 1,048 Government advisers, 350 Employers' advisers and 490 Workers' advisers are registered.

Incomplete and non-accredited delegations

10. The Committee notes that, to date, 16 member States have not accredited a delegation (Antigua and Barbuda, Armenia, Belize, Dominica, Gambia, Grenada, Guyana, Kyrgyzstan, Marshall Islands, Palau, Saint Lucia, Saint Vincent and the Grenadines, Solomon Islands, Timor-Leste, Tuvalu and Vanuatu).
11. The Committee notes that two member States (Tajikistan and Yemen) have accredited delegations that are exclusively governmental and that one member State (Nicaragua) has nominated a Workers' delegate, but no Employers' delegate. As a result, the Workers' delegate is not entitled to vote.
12. The Committee expresses concern at the number of delegations that are either not accredited or incomplete. It strongly urges all governments to comply with the requirement under article 3 of the ILO Constitution to send a complete tripartite delegation to the Conference. In this regard, the Committee recalls that the Credentials Committee of the 103rd Session (June 2014) of the International Labour Conference had requested information on this subject that, in accordance with a standing decision of the Governing Body,² the Director-General solicited from the concerned governments of member States for the period of 2010–13. The information received was communicated to the 323rd Session (March 2015) of the Governing Body.³ The Committee notes the Governing Body's decision⁴ urging all member States to comply with their constitutional obligations to accredit complete tripartite delegations to the Conference to enable the Organization to fully discharge its mandate.
13. The Committee also notes that there are fewer accredited Employers' advisers (499) than accredited Workers' advisers (675). It observes that the composition of some delegations show a serious imbalance between the number of Employers' and Workers' advisers when compared to the number of advisers appointed for the Government delegates. The Committee urges governments with a serious imbalance in their delegation to make a genuine effort to reduce this imbalance when making nominations to the Conference, in light of article 3(1) and (2) of the Constitution.

² See Annex VI, *Compendium of rules applicable to the Governing Body of the International Labour Office* (Geneva, Nov. 2010), p. 73.

³ GB.323/LILS/1.

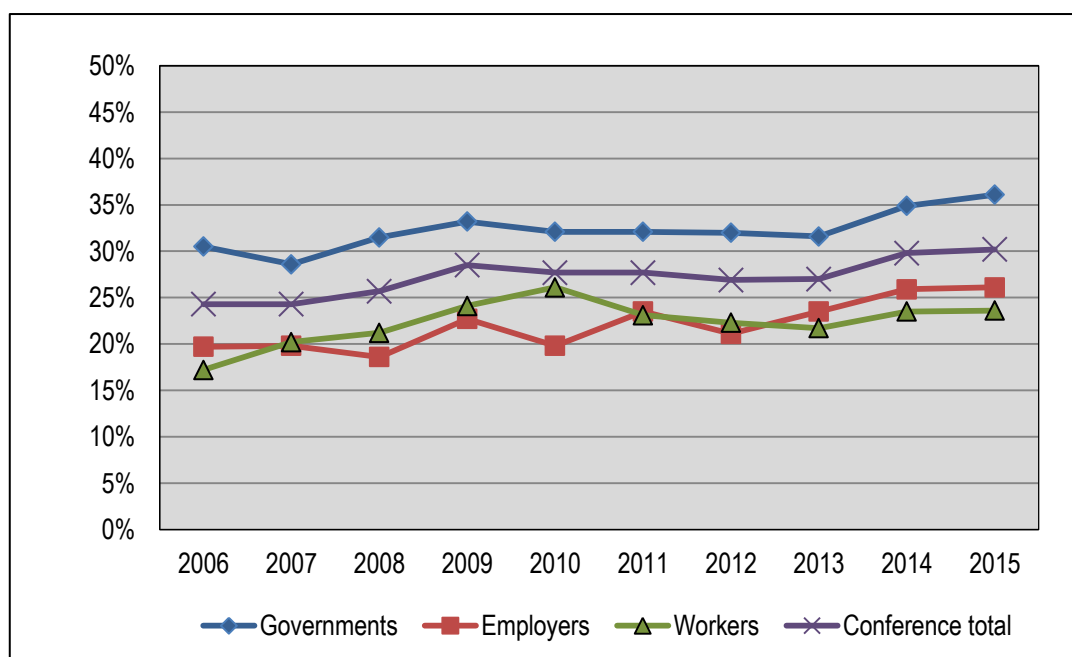
⁴ dec-GB.323/LILS/1.

14. The Committee further recalls the request contained in the resolution concerning the strengthening of tripartism in the overall activities of the International Labour Organization, adopted by the Conference at its 56th Session (1971), and expects governments to accord equal treatment to each of the groups when appointing advisers to their national delegations to the Conference. In this connection, the Committee recalls the Members' obligation under article 13(2)(a) of the Constitution, to pay the travelling and subsistence expenses of their delegates and advisers, and expects that this obligation will be respected for the entire duration of the Conference.

Proportion of women and men accredited in Conference delegations

15. Pursuant to the resolutions concerning the participation of women in ILO meetings⁵ and the United Nations Economic and Social Council Resolution 1990/15 of 24 May 1990, the Credentials Committee examined the proportion of female delegates and advisers among the Government, Employer and Worker delegations. As of 3 June 2015, a total of 892 female delegates have been accredited to this session of the Conference, representing 30.2 per cent of total delegates (as against 29.8 per cent in 2014 and 27 per cent in 2013). The Committee further notes that the proportion of women in Government delegations is 36.1 per cent (as against 34.9 per cent in 2014 and 31.6 per cent in 2013). In Employer delegations, the proportion of female delegates and advisers was 26.1 per cent (as against 25.9 per cent in 2014 and 23.5 per cent in 2013), whereas in Worker delegations the proportion of female delegates and advisers totalled 23.6 per cent (the same as in 2014 and as against 21.7 per cent in 2013). The Committee observes that these figures continue to represent a slight upward trend in female participation across Government, Employer and Worker delegations from 2006 (24.3 per cent) to 2015 (30.2 per cent). This trend is reflected in table 1 below.

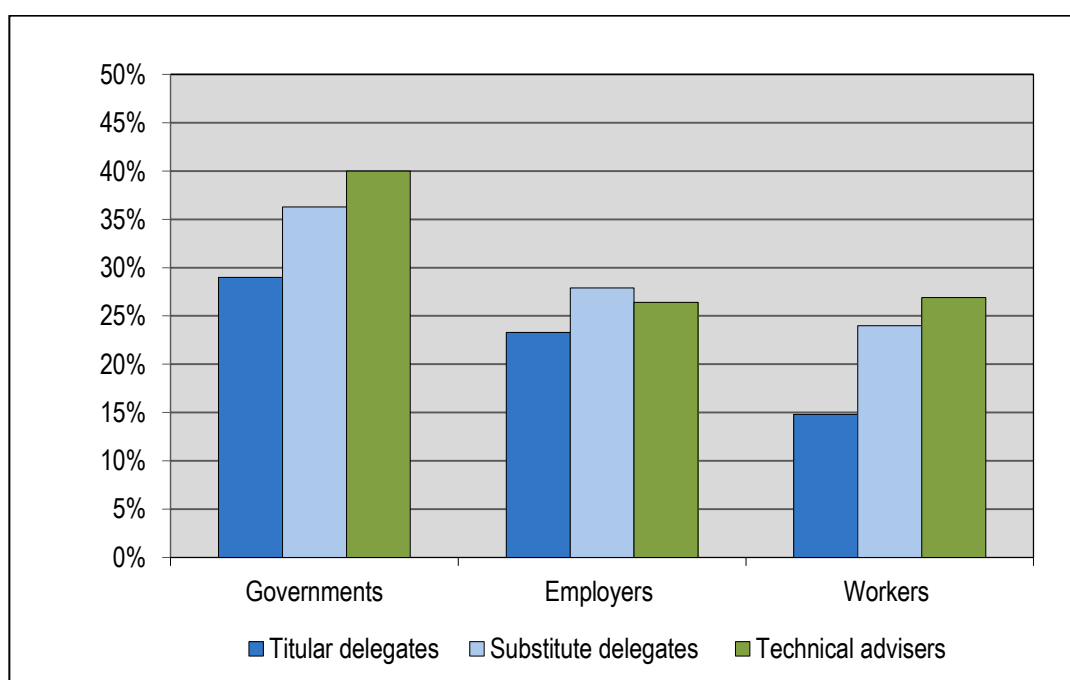
Table 1.



⁵ See International Labour Conference resolutions adopted at its 60th, 67th, 78th and 98th Sessions (1975, 1981, 1991 and 2009).

16. The Committee also considered the distribution of women among the various functions across the Government, Employer and Worker delegations. As of 3 June 2015, a total of 161 titular delegates were women (24.1 per cent) as compared to 507 male titular delegates (75.9 per cent). A total of 347 women (31.6 per cent) were accredited as substitute delegates as against 750 men (68.4 per cent), while a total of 384 women (32.4 per cent) were accredited as advisers as against 801 men (67.6 per cent).
17. The Committee notes that the objective – 30 per cent of women in leadership positions – has been met for the first time in the history of the Conference with a total of 30.2 per cent of females being accredited to the Conference as titular delegates, substitute delegates, or as advisers. Nonetheless, the Committee notes that women are unevenly distributed by group or function. With respect to groups, the Committee observes that a significantly lower proportion of women have been accredited to Employer and Worker delegations as compared with Government delegations. The participation of women in Government delegations is substantially higher (36.1 per cent) than in Employer and Worker delegations (26.1 per cent and 23.6 per cent respectively). With respect to function, male titular delegates from across the Government, Employer and Worker delegations have been accredited in overwhelming proportions. For the present session of the Conference, Government titular delegates are 70.6 per cent male. For the Employer and Worker delegations these figures are even higher, totalling 76.6 per cent and 85.1 per cent respectively. This uneven distribution is illustrated in table 2 below, showing the proportion of women by group and function.

Table 2.



18. In conclusion, despite the increase in the overall proportion of women attending the Conference, the Committee considers that the constituents have still not met the target of 30 per cent of women in *all* leadership and decision-making positions. The Committee therefore calls upon the constituents of all member States to continue to increase the representation of women – placing a particular focus on women in leadership positions – in their respective delegations to future ILO meetings, in order to achieve equal representation.

Quorum

19. Forty-four advisers who are also substitutes to delegates that have not registered have been taken into account in calculating the quorum of the Conference.
20. Fifteen member States that have accredited a delegation to the Conference (Burundi, Comoros, Djibouti, Equatorial Guinea, Gabon, Ghana, Guinea-Bissau, Liberia, Paraguay, Sao Tome and Principe, Sierra Leone, Somalia, South Sudan, Tajikistan and Uzbekistan) are in arrears in their financial contributions to the Organization under the terms of article 13(4) of the Constitution and therefore their delegates may not, at present, participate in the voting in the Conference or its committees. Consequently, 41 registered delegates have not been taken into account in fixing the quorum.
21. At the present time the quorum required to give a vote validity is 281. This number represents 559 registered delegates (see paragraph 8 above), plus 44 substitute delegates (see paragraph 19 above) minus 41 registered delegates not entitled to vote (see paragraphs 11 and 20 above), the total being divided by two.
22. The Committee deeply regrets the fact that so many member States are still in arrears in their payments, thereby depriving their Employers' and Workers' delegates of their right to vote.
23. The Committee strongly appeals to the delegates to the Conference to register in person upon their arrival and to ensure they give formal notice of their departure date, in order to ensure that the quorum is as accurate as possible and that they are not counted as present when they are in fact absent from the Conference. A form for this purpose is at the disposal of delegates on the Conference website.

Observers, organizations and liberation movement invited

24. The Conference is also being attended by:
 - three observers' delegations accredited to the Conference (Bhutan, Cook Islands and the Holy See);
 - a delegation of a liberation movement (Palestine), invited in conformity with article 2(3)(k) of the Standing Orders of the Conference;
 - representatives of the United Nations and some of its bodies invited by virtue of Article II, paragraph 1, concerning reciprocal representation of the Agreement between the United Nations and the International Labour Organisation, which came into effect on 14 December 1946;
 - representatives of specialized agencies and other official international organizations, invited in conformity with article 2(3)(b) of the Standing Orders of the Conference;
 - representatives of non-governmental international organizations with which consultative relations have been established, invited in conformity with article 2(3)(j) of the Standing Orders of the Conference; and
 - representatives of other non-governmental international organizations also invited in conformity with article 2(3)(j) of the Standing Orders of the Conference.

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25. A list of these representatives was appended to the *Provisional list of delegations* published as a supplement to the *Provisional Record* of the Conference on Sunday, 31 May 2015, and will be updated in the *Revised provisional list of delegations* issued on Friday, 5 June 2015.

Objections, complaints and communications

26. To date, the Committee has before it several objections, complaints and communications. It has forthwith commenced their examination. The Committee believes that its work is facilitated by the fact that a substantial number of credentials had reached the International Labour Office prior to the Conference. The Committee notes, however, that only 97 member States had deposited their credentials with the Office by the deadline fixed for the present session of the Conference (11 May 2015).⁶ It notes with regret that this number has not increased substantively in recent years and the Committee therefore expects member States to respect their obligations in this regard, since timely accreditation promotes transparency of the national nomination process and is essential for the employers' and workers' organizations concerned.

Deposit of credentials

27. The Credentials Committee notes that, in the context of the Working Party on the Functioning of the Governing Body and the International Labour Conference, this year the Conference is taking the form of a trial two-week session.⁷ The deadline set for the deposit of credentials has therefore been increased to 21 days (11 May 2015) prior to the opening of the present session of the Conference rather than the minimum 15 days as foreseen in the Standing Orders of the Conference. This adjustment is intended to advance the processing of credentials and permit the Committee to commence its work as early as possible, as well as to facilitate obtaining entry visas into Switzerland. The Committee wishes that this deadline of 21 days for the deposit of credentials be maintained in the future and requests that all member States abide by it, in particular if the two-week session format is maintained.
28. The Committee considers it important that governments utilize the *Online credentials* system⁸ made available by the Office or, where this is not possible, the downloadable form that is available for this purpose on the Conference website. The early utilization of the *Online credentials* system or the downloadable form is important as it assists in providing clear information on the role of each member of the delegation, as well as on organizations consulted in the nomination process and on the payment of travel and subsistence expenses as required, respectively, by articles 3(5) and 13(2)(a) of the Constitution. The Committee observes with satisfaction that this year 95.9 per cent of member States have used either the *Online accreditation* system or the downloadable form to submit their credentials (as compared to 84.9 per cent last year). In addition, it welcomes the marked increase – to 74.6 per cent – of member States using the *Online accreditation* system as compared to only 48.6 per cent in 2014. In the light of proposed

⁶ See para. 7 of *Provisional Record* No. 5A.

⁷ See, GB.322/WP/GBC/1; GB.322/INS/12(Rev.); dec-GB.322/INS/12; GB.323/WP/GBC/1(Rev.1); GB.323/INS/10; dec-GB.323/INS/10.

⁸ See: <http://www.ilo.org/credentials/index.asp>.

reforms to the Conference, the Committee strongly encourages each member State to continue using the *Online credentials* system for future sessions of the Conference, which has the advantages of: reducing transcription errors; allowing the Organization to use better the resources provided to the secretariat; and permitting faster processing of credentials which facilitates obtaining entry visas into Switzerland.

29. The Committee notes that not all member States have clearly identified, in their credentials, the persons who are nominated as delegates and those who are nominated as advisers and it recalls the obligation of governments under article 3(8) of the ILO Constitution to communicate to the Office the names of the delegates and their advisers. Several member States did so only after having received a *note verbale* from the Office requesting this information. The Committee wishes to stress that it is important for governments to identify clearly in the credentials the delegates and advisers nominated. Credentials that do not contain this information cannot be considered as such and may be rejected by the Office.
30. In order to enable the Committee to fulfil its mandate, all governments are required to correctly indicate in their credentials the organizations to which each of the Employers' and Workers' delegates and advisers belong, as well as their functions within those organizations.
31. It is also important that governments avoid making last minute modifications in the composition of their tripartite delegations.
32. The Credentials Committee submits the present report to the Conference so that it may take note of it.

Geneva, 3 June 2015

(Signed) Mr Mbaibardoum Djeguedem,
Chairperson

Ms Lidija Horvatić

Mr Jens Erik Ohrt

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

4) Government advisers
5) Employers' advisers
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.....	2	-	-	5	-	-	Ecuador.....	2	-	1	-	-	1	Luxembourg.....	2	-	1	4	2	5	Seychelles.....	2	1	1	-	-	-
Albania.....	2	-	-	7	-	-	Egypt.....	2	1	1	14	4	5	Madagascar.....	2	-	-	-	-	-	Sierra Leone.....	2	1	1	1	-	1
Algeria.....	2	1	1	13	-	7	El Salvador.....	2	1	1	2	-	1	Malawi.....	2	1	1	1	1	-	Singapore.....	2	1	1	8	3	8
Angola.....	2	1	1	3	2	1	Equatorial Guinea.....	2	1	1	-	-	-	Malaysia.....	2	-	1	8	2	6	Slovakia.....	2	1	1	4	3	3
Antigua and Barbuda.....	-	-	-	-	-	-	Eritrea.....	1	1	1	1	-	-	Maldives.....	2	1	1	3	-	-	Slovenia.....	2	1	-	2	1	-
Argentina.....	2	-	1	9	6	4	Estonia.....	2	1	1	4	-	-	Mali.....	2	1	1	16	1	3	Solomon Islands.....	-	-	-	-	-	-
Armenia.....	-	-	-	-	-	-	Ethiopia.....	2	1	1	3	3	2	Malta.....	2	1	1	5	4	2	Somalia.....	2	-	1	3	-	2
Australia.....	2	1	1	7	2	2	Fiji.....	2	1	1	2	-	-	Marshall Islands.....	-	-	-	-	-	-	South Africa.....	2	1	1	6	4	5
Austria.....	1	1	-	7	1	4	Finland.....	2	1	1	4	3	3	Mauritania.....	2	-	1	5	-	2	South Sudan.....	2	-	-	13	-	-
Azerbaijan.....	2	-	-	5	1	-	France.....	2	1	1	11	3	8	Mauritius.....	2	1	1	3	-	-	Spain.....	2	1	1	9	2	6
Bahamas.....	2	-	-	3	-	-	Gabon.....	1	1	1	10	3	1	Mexico.....	2	-	1	8	7	7	Sri Lanka.....	2	1	1	8	-	7
Bahrain.....	2	1	-	2	2	8	Gambia.....	-	-	-	-	-	-	Republic of Moldova.....	2	1	1	-	-	-	Sudan.....	1	1	1	6	1	5
Bangladesh.....	2	-	1	14	4	1	Georgia.....	2	-	1	2	-	-	Mongolia.....	2	1	-	2	7	1	Suriname.....	1	-	1	-	-	-
Barbados.....	2	1	1	1	-	1	Germany.....	2	1	-	13	4	8	Montenegro.....	1	1	-	3	-	1	Swaziland.....	2	1	1	9	1	3
Belarus.....	2	-	1	8	-	8	Ghana.....	2	-	1	5	6	8	Morocco.....	2	-	-	8	3	2	Sweden.....	2	1	1	5	4	4
Belgium.....	2	1	-	12	5	7	Greece.....	2	-	1	8	3	2	Mozambique.....	2	1	1	8	-	2	Switzerland.....	2	1	1	9	4	8
Belize.....	-	-	-	-	-	-	Grenada.....	-	-	-	-	-	-	Myanmar.....	2	1	1	9	8	4	Syrian Arab Republic.....	2	-	1	1	1	4
Benin.....	2	1	1	16	1	6	Guatemala.....	2	1	1	2	1	2	Namibia.....	2	1	1	9	2	2	Tajikistan.....	1	-	-	-	-	-
Bolivia (Plurinational State).....	2	1	1	6	-	1	Guinea.....	2	1	1	7	6	8	Nepal.....	2	-	1	2	-	2	United Republic of Tanzania.....	2	1	1	9	1	4
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Botswana.....	2	1	1	4	-	7	Guyana.....	-	-	-	-	-	-	New Zealand.....	2	1	1	4	1	1	The former Yug. Rep. Of Macedo	2	-	-	1	1	-
Brazil.....	2	1	-	10	4	5	Haiti.....	2	-	-	3	2	-	Nicaragua.....	2	-	1	1	-	-	Timor-Leste.....	-	-	-	-	-	-
Brunei Darussalam.....	2	-	-	5	-	-	Honduras.....	2	1	1	3	1	-	Niger.....	2	1	1	14	2	8	Togo.....	2	1	1	10	3	4
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Burundi.....	2	-	-	5	-	-	India.....	2	1	1	16	8	8	Oman.....	2	1	1	8	4	5	Turkey.....	2	-	1	14	3	3
Cambodia.....	2	1	1	5	-	-	Indonesia.....	2	1	-	16	8	3	Pakistan.....	2	1	1	7	-	-	Turkmenistan.....	2	1	1	2	-	-
Cameroon.....	1	1	-	9	5	3	Islamic Republic of Iran.....	2	1	1	10	7	7	Palau.....	-	-	-	-	-	-	Tuvalu.....	-	-	-	-	-	-
Canada.....	2	1	1	6	3	4	Iraq.....	2	1	1	3	3	7	Panama.....	2	-	1	6	3	3	Uganda.....	2	1	1	2	3	1
Cabo Verde.....	2	-	-	4	-	-	Ireland.....	1	-	1	1	1	-	Papua New Guinea.....	2	1	1	4	-	-	Ukraine.....	2	-	-	2	-	-
Central African Republic.....	2	-	-	4	-	1	Israel.....	2	1	1	4	-	5	Paraguay.....	2	-	1	1	1	3	United Arab Emirates.....	2	1	1	6	4	4
Chad.....	2	1	1	10	1	4	Italy.....	2	1	1	3	1	2	Peru.....	2	1	1	8	2	4	United Kingdom.....	2	1	-	7	3	5
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China.....	2	1	1	16	5	6	Japan.....	2	1	1	11	3	8	Poland.....	2	1	1	8	5	5	Uruguay.....	2	1	1	6	2	3
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Comoros.....	2	1	-	2	-	-	Kazakhstan.....	2	-	2	-	-	-	Qatar.....	2	1	1	4	1	1	Vanuatu.....	-	-	-	-	-	-
Congo.....	2	-	-	14	-	4	Kenya.....	2	1	1	6	6	8	Romania.....	2	1	1	9	3	3	Venezuela (Bolivarian Republic)...	2	1	-	7	7	7
Costa Rica.....	1	1	1	-	-	-	Kiribati.....	2	1	1	-	-	-	Russian Federation.....	2	1	1	14	3	8	Viet Nam.....	2	-	-	5	4	1
Côte d'Ivoire.....	2	1	-	16	7	5	Republic of Korea.....	2	1	-	15	6	3	Rwanda.....	2	1	-	3	-	-	Yemen.....	2	-	-	-	-	-
Croatia.....	1	1	1	1	1	-	Kuwait.....	2	1	1	7	-	3	Saint Kitts and Nevis.....	2	1	1	1	-	-	Zambia.....	2	1	1	14	6	4
Cuba.....	2	1	1	4	1	2	Kyrgyzstan.....	-	-	-	-	-	-	Saint Lucia.....	-	-	-	-	-	-	Zimbabwe.....	2	1	1	12	-	1
Cyprus.....	2	1	1	2	3	4	Lao People's Democratic Rep.....	2	1	1	2	1	1	Saint Vincent and the Grenadines	-	-	-	-	-	-							
Czech Republic.....	2	1	1	8	2	4	Latvia.....	2	-	-	7	1	1	Samoa.....	1	-	1	-	-	-							
Democratic Republic of the Cong	2	-	-	15	3	1	Lebanon.....	2	-	1	7	2	7	San Marino.....	1	-	-	-	-	2							
Denmark.....	2	1	1	11	6	8	Lesotho.....	2	1	1	4	-	-	Sao Tome and Principe.....	1	1	1	-	-	-							
Djibouti.....	2	-	-	2	-	-	Liberia.....	1	1	1	1	1	2	Saudi Arabia.....	2	1	1	16	5	5							
Dominica.....	-	-	-	-	-	-	Libya.....	2	-	1	10	2	4	Senegal.....	2	1	1	12	2	6							
Dominican Republic.....	2	-	1	7	2	4	Lithuania.....	2	1	1	2	-	-	Serbia.....	2	-	1	1	1	1							

	1)	2)	3)	4)	5)	6)
Total	319	115	125	1048	350	490

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CONTENTS

Page

Reports on credentials

First report of the Credentials Committee

Composition of the Conference.....	1
Accredited delegates and advisers.....	1
Registered delegates and advisers	2
Incomplete and non-accredited delegations	2
Proportion of women and men accredited in Conference delegations	3
Quorum	5
Observers, organizations and liberation movement invited	5
Objections, complaints and communications	6
Deposit of credentials.....	6

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