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2B

International Labour Conference – 111th Session, Geneva, 2023

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Reports on Credentials

Second report of the Credentials Committee

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Composition of the Conference

1. Since 9 June 2023, when the Credentials Committee adopted its first report ([ILC.111/ Record No. 2A\(Rev.1\)](#)), there has been no change in the number of Member States (172) that have accredited a delegation. However, since then, two Member States (Equatorial Guinea and the Plurinational State of Bolivia) have regained the right to vote.
2. There are altogether 6,095 persons accredited to the Conference (as compared to 4,445 in 2022, 4,467 in 2021, 7,661 in 2019 and 6,438 in 2018) of whom 4,774 have registered. Among the persons accredited, there are 165 ministers and vice-ministers.
3. The overall proportion of women delegates and advisers remains at a low 36.5 per cent. The appendix contains more details on the proportion of women accredited in delegations.

Monitoring

4. The Committee was seized of three 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 110th Session (2022).

Djibouti

5. At its 110th Session (2022), 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.110/Record No. 2B](#), paragraph 11), 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 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.
6. The credentials of Djibouti for the current session of the Conference were submitted through the online accreditation system on 25 May 2023 after having first been communicated to the Office by letter of 9 May 2023. The Government submitted on 30 May 2023 a brief report to the secretariat of the Committee.
7. In the report, the Government reiterated information provided previously regarding the existence of three main representative organizations: the Union Générale des Travailleurs Djiboutiens (UGTD), the Union Djiboutienne du Travail (UDT), and the Confédération Nationale des Employeurs de Djibouti (CNED). The Government stated that the two Workers' organizations – the UGTD and the UDT – as well as the Employers' organization had been consulted before the credentials of the delegation of Djibouti had been submitted. Formal invitations to designate their representatives within the delegation were sent to the three

organizations by letters dated 25 April 2023. In a communication dated 7 May 2023, the UDT designated its President, Mr Mohammed Youssouf Mohamed as Workers' adviser. In a communication dated 24 May 2023, the UGTD designated its Secretary- General, Mr Said Yonis Waberi as Workers' titular delegate.

8. As for concrete measures undertaken with respect to the establishment of criteria for the independent representation of workers in the country, the Government recalled that it had received, following its request for technical assistance, technical comments from the ILO concerning a draft decree on this topic. The Government would keep the Office informed in the near future about the development around this draft text.
9. *The Committee notes that the Government's report is largely similar to, and even less detailed than, its report submitted last year. The Committee regrets that the Government's report again does not provide satisfactory replies to some of the questions raised by the Conference. As in previous years, the Government does not address the allegations repeated every year by the objecting organizations concerning the duplication ("cloning") of the UDT and UGTD and usurpation of their names, to which the Committee has given credence in the past. In this regard, the Committee notes that the Committee of Experts on the Application of Conventions and Recommendations, when examining the application of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) by the Government, has noted with deep concern the indication by the Credentials Committee at the last session of the Conference regarding the trade union situation in Djibouti and has firmly urged the Government to take concrete measures to avail itself of the technical assistance from the Office to proceed with an evaluation of the situation of the trade union movement in the country in the near future, with a view to ensuring the development of free and independent trade unions in accordance with Convention No. 87 (ILC.111/III(A) page 126).*
10. *The Committee regrets once again that, while it had noted at a previous session of the Conference some progress with regard to the reform of the national legislation on the representativeness of workers' and employers' organizations (ILC.109/Records No. 3C, paragraph 12), the brief report provided this year did not confirm either the progress or highlight any further steps in this direction.*
11. *The Committee expresses concern regarding some contradictory or doubtful information provided in the brief report. Firstly, the Government declared that it had submitted for the first time its credentials on 9 May 2023, which included Mr Said Yonis Waberi of the UGTD as the Workers' titular delegate, whereas it had only received the nomination by the UGTD on 25 May 2023. Second, the signature of Mr Said Yonis Waberi on this nomination letter does not match his signature contained in multiple documents submitted to the Committee at previous sessions of the Conference. Finally, the Government has accredited as the Workers' titular delegate the Secretary-General of the UGTD, and as an adviser the President of the UDT, whereas, in their nomination letters, the two organizations seemed to expect the opposite, and those nominations do not appear to be in line with the rotation system that, according to the Government's report submitted to the Committee last year, had been put in place since 2017.*
12. *Taking into account also the examination of the objection (see paragraphs 60-63 below), 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 its credentials for the delegation of Djibouti, 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

13. At its 110th Session (2022), 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.110/Records No. 2B](#), paragraph 18), 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.
14. According to the credentials deposited through the online accreditation system on 12 May 2023, the Workers' delegate for this year's Conference was the Secretary-General of the Union des Travailleurs de Mauritanie, accompanied by one substitute delegate (the Secretary-General of the Confédération mauritanienne des Travailleurs) and one adviser (the Secretary-General of the Confédération Générale des Travailleurs de Mauritanie). On 15 and 17 May 2023, the Government accredited another adviser (the Secretary-General of the Union générale du Travail et de la Santé en Mauritanie).
15. In its report submitted on 7 June 2023 in response to the decision taken by the Conference at its last session, the Government recalled that, regarding the progress made in relation to the organization of elections, the Government had adopted the necessary regulatory framework, had mobilized funding for elections and attempted to bring together the views of the trade unions. Due to the profound division between them, however, elections had not been organized. This problem was compounded by the increased number of registered trade unions, from 44 last year to 48. The 48 legally constituted workers' organizations had been invited at a meeting on 27 April 2023 to determine the composition of the delegation to the Conference, but no consensus had been reached between the 17 trade unions which attended

the meeting. For this reason, the Government had to resort to identifying the workers' organizations to be represented at the Conference. This was a difficult task in the absence of elections to determine the representativeness, so the Government had relied on the result of the administrative inquiry used to determine Government subsidies. This inquiry weighed different criteria such as the number of shop stewards, period of existence, geographical coverage, number of professional trade unions, number of individual or collective disputes brought by the organizations, international affiliations, existence of dedicated headquarters, and the number of permanent employees.

16. *The Committee notes the information provided by the Government on the situation prevailing in Mauritania. It once again regrets that the process to determine the representativeness of the workers' organizations has still not been completed. It notes in this regard that the Government committed already more than ten years ago to organizing trade union elections (ILC.101/Records No. 4C, paragraph 69) and had provided to the Committee a detailed roadmap for the holding of elections by the end of 2022, approved at the ministerial level (ILC.110/Records No. 2B, paragraph 15). Under decree 156-2014 of 2014, professional elections became a necessary requirement for trade unions to be able to claim representativeness, yet none were organized.*
17. *The Committee recalls that the Government at the last session of the Conference highlighted certain developments towards improved social dialogue and the holding of elections. The Committee notes that the Government reiterates this year that an adequate regulatory framework has been put in place and funding is available to organize trade union elections. The Committee notes with concern that the Government continues to hide behind what it describes as an ever-increasing number of trade unions which are profoundly divided. It urges the Government to follow through its commitment to organize elections as soon as possible with a view to determine the representativeness of trade unions and expects that this process will be completed in time to benefit the nomination of the Workers' delegation to the next session of the Conference.*
18. *As regards the criteria used by the Government to determine the most representative workers' organizations, the Committee notes once again that they are different from those provided in decree 156-2014 and that some raise questions, such as how the number of shop stewards – which accounts for 25 per cent of the evaluation – could be determined in the absence of trade union elections for at least ten years. In addition, the Government does not indicate whether workers' organizations have been consulted on the establishment of those criteria and on their application for the purpose of the nomination of the Mauritanian Workers' delegation and does not provide the results of their application for this year.*
19. *Considering, on the one hand, the remaining doubts as to those nominations and, on the other hand, the commitments made by the Government, the Committee considers that the situation justifies the renewal of the monitoring under analogous terms to those decided by the Conference at its last two sessions. 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 Mauritania to submit for the next session of the Conference, at the same time that it submits 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.*

Bolivarian Republic of Venezuela

20. At its 110th Session (2022), 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.110/Records No. 2B, paragraph 26), 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.
21. In the report, which was submitted on 18 May 2023, the Government provided the affiliation data available from the National Trade Union Registry (NTUR) pertaining to six workers' organizations. The Government indicated that the Central Bolivariana Socialista de Trabajadores y Trabajadoras de la Ciudad, el Campo y la Pesca (CBST-CCP) remained the most representative organization, with 34 affiliate organizations and 1,311,988 workers, according to the latest update on 30 May 2022. It was followed by the Alianza Sindical Independiente (ASI) with 15 affiliate organizations and 129,938 workers, last updated on 31 May 2022; the Confederación de Sindicatos Autónomos de Venezuela (CODESA) with 10 affiliate organizations and 1,829 workers, last updated on 9 June 2021; the Confederación de Trabajadores de Venezuela (CTV) with 25 affiliate organizations and 574 workers, last updated on 5 June 2018; the Confederación General de Trabajadores (CGT) with 6 affiliate organizations and 37 workers, last updated on 29 April 2005; and the Unión Nacional de Trabajadores de Venezuela (UNETE) with one affiliate organization with seven workers, last updated on 16 May 2003.
22. As in previous years, the Government indicated again that the data contained in the NTUR was in many cases not up-to-date. In this regard, the Government stated again that most organizations did not comply with article 388 of the Organic Labour Law, which established that each workers' organization must submit within the first three months of each calendar year a completed list of its workers affiliates and information related to its internal administration. This year again, the Government extended, through a Circular, the annual registration and updating period for trade union organizations by 60 days. However, some organizations had not carried out the update. The Government pointed out that the objective and verifiable criteria used to determine the representativeness of the workers' organizations included a review of the number of collective bargaining negotiations and the number of collective agreements signed. With respect to the organizations that promoted such agreements, it was found that the CBST-CCP had achieved the highest number of these.
23. The Government detailed the actions it had taken for the purposes of designating the Workers' delegation to the present session of the Conference. It indicated that it sent a communication

to all workers' organizations (CBST-CCP, ASI, CTV, CGT, CODESA and UNETE), urging them to come up with a proposal for the composition the Workers' delegation to this session of the Conference. Subsequently, CBST-CCP, ASI, CGT and CTV were invited to a meeting concerning the agenda of the Conference and the nomination of the delegation. After a reminder was sent to all workers' organizations, insisting on the need to reach consensus for the nomination of the workers' delegation, CBST-CCP sent a proposal suggesting that the Workers' delegate and substitute delegate be appointed from within its ranks and that half of the remaining advisers be appointed from ASI, CGT and CTV. Separate proposals were also subsequently received from ASI, CGT, CODESA, CTV and UNETE. The Government nominated the Workers' delegation based on a proposal received from CBST-CCP which included representatives from ASI, CGT and CTV, that is, organizations that had participated in the Social Dialogue Forum.

24. In this connection, the Government recalled, once again, that it has continuously and repeatedly requested the Office's technical assistance with the determination of representativeness of employers' and workers' organizations. It pointed to the fact that it had reiterated its request during the Governing Body discussion in March 2023 on the follow-up report on further developments concerning the Social Dialogue Forum and the implementation by the Government of the Bolivarian Republic of Venezuela of the agreed plan of action to give effect to the recommendations of the Commission of Inquiry in respect of Conventions Nos 26, 87 and 144 (see [GB.347/INS/PV](#), para. 581). This assistance would contribute not only to improving the criteria and methods used for the designation of the tripartite delegations to ILO meetings, but also to improving the social dialogue within the country.
25. *The Committee notes that the Workers' delegation to the present session of the Conference was nominated on the basis of a proposal received from CBST-CCP. While in addition to the Workers' delegate, substitute delegate and advisers from CBST-CCP, the Workers' delegation also includes representatives from ASI, CGT and CTV, their inclusion of the latter does not appear to result from an agreement amongst the organizations concerned. Furthermore, despite proposals received from CODESA and UNETE, no representatives from these organizations were included in the Workers' delegation. The Committee also notes that the Workers' delegation only includes representatives of workers' organizations that participated in the Social Dialogue Forum.*
26. *In this respect, the Committee notes that three in-person sessions of the Social Dialogue Forum have been held by the Government, with the participation of the ILO. CODESA and UNETE, the two workers' organizations that were not part of the consensus on the adoption of the Plan of Action adopted at the first such Forum held in April 2022 and that had filed an objection concerning the nomination of the Workers' delegation of the Bolivarian Republic of Venezuela to the previous session of the Conference (see [GB.347/INS/13\(Rev.1\)](#) and [GB.347/INS/PV](#)), have claimed that they were not invited to the second in-person session of the Forum held in September 2022 and that their participation in social dialogue has been made conditional upon the signature of the Plan of Action adopted in April 2022 (see [GB.346/INS/12\(Rev.1\)](#), para. 9, and [GB.347/INS/13\(Rev.1\)](#), para. 31.) In addition, the Committee notes that in its proposal for the composition of the Workers' delegation to the present session of the Conference, ASI had indicated that the issue of representativeness has not yet been subject to a discussion at the Social Dialogue Forum and that this was confirmed by the absence of reference to the topic in the latest Office reports to the Governing Body relating to the Social Dialogue Forum (see [GB.347/INS/13\(Rev.1\)](#) and [GB.346/INS/12\(Rev.1\)](#)).*
27. *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 amongst most representative organizations, the Government must assess, based on objective and verifiable criteria, which organization is the most representative.

28. *As regards representativeness, the Committee recalls that the Commission of Inquiry appointed under article 26 of the ILO Constitution to examine the observance by the Government of the Bolivarian Republic of Venezuela of the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No.144) specifically recommended, in consultation with the representative organizations, “the establishment, with ILO assistance, of criteria that are objective, verifiable and fully in accordance with freedom of association to determine the representativeness of both employers’ and workers’ organizations” (see [Report of the Commission of Inquiry](#), paragraph 497(2)(iv)). In this regard, the Committee notes that the Governing Body has requested the Director-General “to continue collaborating with the Government and the social partners of the Bolivarian Republic of Venezuela on the full implementation of the recommendations of the Commission of Inquiry and the effective application of Conventions Nos 26, 87 and 144 in law and practice, and to submit to the 349th Session (November 2023) of the Governing Body a further report on any developments concerning the above” (see [GB.347/INS/13\(Rev.1\)](#), para. 33 (c)).*
29. *Given the absence of apparent progress as regards the determination of representativeness of workers’ organizations in the country, the Committee considers it still necessary to remain automatically seized of the matter at the next session of the Conference by renewing the monitoring measures. 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 its 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

30. The Committee has received and dealt with 20 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 5 June 2023 and in the revised provisional list of delegations of 9 June 2022, as well as to incomplete delegations. The Committee has completed the examination of all objections, which are listed below.

Objection concerning the failure to deposit credentials of a Workers’ delegate by the Government of Antigua and Barbuda

31. The Credentials Committee received an objection presented by the International Trade Union Confederation (ITUC) concerning the failure to deposit credentials of a Workers’ delegate by the Government of Antigua and Barbuda. The ITUC submitted that the Government of Antigua and Barbuda had failed to fulfil its obligation under article 3(1) of the ILO Constitution to

accredit a complete delegation to the Conference. It requested the Committee to reject and withdraw the credentials of this delegation to the Conference.

32. *The Committee regrets that, despite sending it a request, the Government has failed to reply to the objection.*
33. *The Committee notes that the Government has accredited a complete delegation to the three preceding sessions of the Conference (110th (2022), 109th (2021) and 108th (2019)), but that it failed to accredit any delegation to the 107th (2018) and the 106th (2017) sessions. The Committee strongly urges the Government to make serious efforts and to ensure that a fully tripartite delegation is accredited to future sessions of the Conference. In this connection, the Committee must stress that the Government, in accordance with article 3(1) of the ILO Constitution, remains under the obligation to nominate a tripartite delegation to the Conference, which it has not met. By sending a delegation that is exclusively governmental, the Government deprives the employers and 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, Employer and Worker representatives, the Conference cannot function properly or attain its objectives.*
34. *With respect to the ITUC's request to reject and withdraw the credentials of this delegation, the Committee recalls that neither the ILO Constitution nor the Standing Orders of the Conference confer upon the Conference the authority to invalidate the credentials of an incomplete delegation and consequently the Committee cannot propose it.*

Objection concerning the failure to deposit credentials of an Employers' delegate by the Government of Armenia

35. The Credentials Committee received an objection concerning the failure to deposit credentials of an Employers' delegate by the Government of Armenia presented by the President of the Republican Union of Employers of Armenia (RUEA). According to the objection and the previous communications addressed to the Committee, the Government had rejected the nomination by the RUEA as part of the national tripartite delegation, after initially accrediting the President of the RUEA as Employers' delegate. Accordingly, the Government had refused to pay for the travel of the President of the RUEA to the Conference. The author of the objection recalled that the RUEA had suspended its cooperation with the Government, in order to draw attention to the poor level of social dialogue in the country caused by the Government. In particular, the RUEA noted that the Government had only convened one meeting of the national tripartite consultative body when the Government was chairing it in 2020-21, and had not promoted social dialogue in the country. This suspension of cooperation by the RUEA – regarding which the Government had not commented on for a year, although it was now basing on it its rejection of the RUEA credentials – was unrelated to the ILO and the Conference. The author of the objection further recalled that the RUEA was an active organization which promoted social dialogue. The author thus objected to the absence of Employers' representation in the national delegation.
36. In a written communication addressed to the Committee at its request, the Government explained that the designation of the RUEA President as Employers' delegate had been withdrawn, since this organization had suspended its cooperation with the Government in all domestic and international forums, including at the ILO. This suspension of cooperation had been announced in a letter dated 30 August 2022 signed by the RUEA President and, within the last year, the RUEA had not replied to the Government's requests for consultation regarding draft national reports on the application of ILO Conventions or draft legal texts. In addition, the RUEA had not been cooperative in 2021-22 when chairing the Republican

Tripartite Commission, the national tripartite consultative body established through the tripartite Republican Collective Agreement. The Government indicated that it was attempting to cooperate with Employers' and Workers' organizations, in particular the RUEA and the Confederation of Trade Unions of Armenia, as well as other organizations representing Employers' interests. The Government noted that it was not possible to include representatives of these organizations in the delegation since the RUEA was the only Employers' organizations that was a party to the Republican Collective Agreement.

37. *The Committee notes that the Government had initially, on 3 May 2023, accredited a fully tripartite delegation to the Conference, including the RUEA President, and that it had informed the Secretariat of the Credentials Committee of its intention to remove the RUEA President from the delegation on 26 May 2023, which was formally done on 8 June 2023. The Committee further notes that while the signatory of the objection was still the Employers' delegate at the time of the objection, his accreditation had then been withdrawn and he did not appear in the [Revised list of delegations](#) that was published on 9 June 2023. Accordingly, the Committee considers this objection to be receivable.*
38. *The Committee notes that the Government is not disputing the most representative character of the RUEA, which had represented the Employers at the last three Sessions of the Conference. Rather, it argues that the withdrawal of the designation of the President of the RUEA is simply a consequence of this organization's refusal to cooperate with the Government. The Committee observes with concern that social dialogue appears to be impaired in the country. Notwithstanding, the Committee does not find that the explanation provided by the Government justifies the withdrawal of the Employers' delegate to the Conference. Indeed, the Government has not shown that it had consulted with the RUEA prior to its designation to the Conference – despite initially stating so in the accreditation form of 3 May 2023 –, and apparently simply assumed that the RUEA did not intend to participate on the basis of a letter written one year before. In addition, upon receiving the objection, the Government should have realized that the RUEA intended to participate to the Conference and requested that its President be accredited again, however it did not do so.*
39. *The Committee stresses that, as a Member of the ILO, the Government, in accordance with article 3(1) of the ILO Constitution, is under the obligation to nominate a tripartite delegation to the Conference, which it has not met. By sending a delegation without an Employers' delegate, the Government deprives the employers of the country of their right of being represented in the highest policymaking body of the ILO and to participate in its work, and deprives the workers of the country of their right to vote. Without the participation of Government, Employer and Worker representatives, the Conference cannot function properly or attain its objectives. Nevertheless, the Committee notes that the Government had accredited a complete delegation for the three preceding sessions of the Conference (110th (2022), 109th (2021) and 108th (2019)). The Committee strongly urges the Government to resume compliance with its obligations under the ILO Constitution and to ensure that a fully tripartite delegation is accredited to future sessions of the Conference.*

Objection concerning the nomination of the Workers' delegation of Belarus

40. *The Credentials Committee had before it an objection challenging the credentials of the Workers' delegation of Belarus submitted by the International Trade Union Confederation (ITUC), alleging that the Government had not designated the Workers' delegation in conformity with article 3(5) of the ILO Constitution according to which delegates to the Conference must be genuine representatives of the social partners and be nominated in agreement with the most representative workers' and employers' organizations in the country. The objecting organization submitted that both the Workers' delegate and the substitute delegate, as well as six out of the 13 Workers' advisers, had been nominated from within the ranks of the Federation of Trade Unions of Belarus (FPB), an organization that did not genuinely and truly*

represent the workers of Belarus as it was neither free nor independent from the Government. According to the ITUC, the only independent trade union confederation in the country was the Belarusian Congress of Democratic Trade Unions (BKDP), with 10,000 members in four affiliated unions. However, as a result of the recent onslaught by the Government to destroy the independent trade unions, BKDP was no longer part of the national tripartite bodies, such as the National Council on Labour and Social Issues (NCLSI) and the tripartite Council for the Improvement of Legislation in the Social and Labour Sphere (tripartite Council), both set up following recommendations made by the 2004 Commission of Inquiry. In 2022, the Supreme Court had issued rulings to discontinue the activities of the BKDP and four other major trade unions, and several BKDP leaders and activists had been detained and sentenced to prison.

41. The objecting organization alleged that the FPB officials had engaged in the suppression of workers' protests at enterprises and had actively contributed to trials against the BKDP leaders. It referred to the observations made by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) in its report submitted to the last session of the Conference ([ILC.110/III\(A\)](#), p. 104) where it noted, with regard to the demand by the President for the setting up of trade unions in all private companies by 2020 at the request of the FPB, that the Conference Committee on the Application of Standards had inter alia "urged in the strongest terms the Government to refrain from any interference with the establishment of trade unions in private companies" and "to put an immediate stop to the interference with the establishment of trade unions and refrain from showing favouritism towards any particular trade union in private companies." The ITUC further referred to the observations made by the CEACR in its most recent report submitted to this session of the Conference ([ILC.111/III\(A\)](#), p. 121) where it deplored "that 18 years [after the Commission of Inquiry], the recent developments indicate continuing steps backward as all space for the safe existence of an independent trade union movement in Belarus has virtually disappeared" and urged the Government "to abandon its policy of destroying the independent trade union movement and silencing the free voices of workers." The ITUC also noted that the Governing Body had adopted in March 2023 a draft resolution for the adoption by this session of the Conference concerning measures under article 33 of the ILO Constitution, as well as other measures, to secure compliance by the Government of Belarus with the recommendations of the Commission of Inquiry in respect of Conventions Nos 87 and 98 (see [GB.347/INS/14\(Rev.1\)](#)).
42. The ITUC requested the Committee to reject the credentials of the Workers' delegation of Belarus for its lack of representativeness and genuineness.
43. In a written communication addressed to the Committee at its request, the Government indicated that the FPB was the only association of trade unions operating in the country, with a membership of over four million people from 15 sectoral trade unions. In addition to the FPB, the following trade unions were registered in the country: the Minsk City Trade Union of Citizens-Entrepreneurs and Employees, the Trade Union of Workers of the National Olympic Committee, the Trade Union of Employees of the Open Joint-Stock Company "United Directorate of Objects under Construction", the Trade Union of Employees of the Unitary Production Enterprise "Zapad-transnefteprodukt", the Trade Union of Employees of the Limited Liability Company "KOMPO" and four other trade unions operating each within one specific organization. However, the FPB was the most representative workers' organization within the meaning of article 3(5) of the ILO Constitution. Consequently, the Government requested the FPB to designate its representatives to the Workers' delegation to the present session of the Conference, which it did, independently and freely, without any Government interference. The Government nominated the Workers' delegation based on the information received from the FPB.

44. As regards the question of representativeness, the Government explained that, in accordance with the Law on Trade Unions, the FPB carried out its activities independently, in accordance with its Charter. Its activities, which included active participation in social dialogue, collective bargaining processes and the protection of workers' rights, are not financed or controlled by the Government. The Government emphasized the role of the FPB and its member organizations in achieving a high number of collective agreements providing additional social and labour guarantees for workers with respect to the legislation. As a Co-Chairperson of the NCLSI, the Chairman of the FPB indeed signed the General Agreement on behalf of the workers. In this connection, the Government pointed to the communication addressed by the Moscow-based General Confederation of Trade Unions to the General Affairs Committee of this session of the Conference, voicing its disagreement with the draft resolution concerning measures under article 33 of the ILO Constitution to secure compliance by the Government of Belarus with the recommendations of the Commission of Inquiry in respect of Conventions Nos 87 and 98, and praising the FPB's activity in protecting labour rights and legitimate socio-economic interests of workers as one of the best in the countries of the Commonwealth of Independent States (CIS). The Government considered that the objection should be rejected as unfounded and politically motivated.
45. *The Committee recalls that article 3(5) of the ILO Constitution requires consultation by the Government of the most representative workers' organizations. According to Advisory Opinion No. 1 of the Permanent Court of International Justice, the most representative organizations for this purpose are those organizations which best represent the employers and the workers respectively. Numbers are not the only test of the representative character of the organizations, but they are an important factor. Other things being equal, the most numerous will be the most representative. In terms of membership, there is little doubt that the FPB is the most numerous workers' organization in the country. As regards the BKDP, which once was a member of the NCLSI and the tripartite Council, the Committee notes that, according to the observations concerning the application by Belarus of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) of the CEACR in its most recent report submitted to this session of the Conference (ILC.111/III(A), p. 118), it has completely ceased to operate in the country following its dissolution by the Supreme Court. In this regard, the Committee notes that the CEACR observed that the recent developments have led to the disappearance of "all space for the safe existence of an independent trade union movement in Belarus", and urged the Government "to abandon its policy of destroying the independent trade union movement and silencing the free voices of workers." The Committee further notes the CEACR observations to the effect that the FPB enjoyed the publicly expressed support from State authorities at the highest level and that the Conference Committee on the Application of Standards had urged the Government in the strongest terms to refrain from showing favouritism towards any trade union (idem, pp. 120 and 121).*
46. *The Committee observes that the issues raised by the objection relate to serious violations of the principles of freedom of association which are already being examined by the competent ILO supervisory bodies, including the Committee on Freedom of Association (CFA). While, in accordance with its case law, such questions fall outside the mandate of this Committee, there is, however, nothing to impede the Committee from taking into account findings of competent ILO supervisory bodies on questions of freedom of association when in examining allegations of non-respect of article 3(5) of the ILO Constitution. Indeed, at the time of the introduction of the possibility for the Credentials Committee to refer matters concerning violations of freedom of association to the CFA (current article 32(6) of the Conference Standing Orders), it was clearly envisaged that the Committee could base itself on the conclusions of the CFA, following the consideration of the matter by that body, when seized at a later session of the Conference of an objection based on the same circumstances and when drawing conclusions on the respect of the obligation under article 3(5) of*

the ILO Constitution ([GB.288/LILS/4](#), paragraph 19). The Committee notes that in the first case in which the Committee made use of that possibility, it stated that the requirement of consultation and agreement with the most representative workers' organizations under article 3(5) of the ILO Constitution could only be satisfied if the organizations consulted were genuine organizations of workers, free and independent from the Government ([ILC.99/Record 5C](#), paragraph 60).

47. Based on the findings of the ILO supervisory bodies cited above, the Committee is not convinced that the FPB is a free and independent workers' organization and that it best represents the workers of Belarus. While it therefore seriously doubts that the nomination of the Workers' delegation has been done in accordance with article 3(5) of the ILO Constitution, it does not recommend the invalidation of the credentials of the Worker's delegation this year, in the hope that the Government will promptly and in good faith comply with the requests and recommendations of the ILO's supervisory bodies and thereby ensure that the Workers' delegation to the next session of the Conference is nominated in agreement with the most representative, genuine and independent workers' organizations. It nourishes such hope in view of the adoption, by the present session of the Conference, of measures under article 33 of the ILO Constitution to secure compliance by the Government of Belarus with the recommendations of the Commission of Inquiry in respect of Conventions Nos 87 and 98.

Objection concerning the nomination of the Workers' delegation of Chile by CAT

48. The Credentials Committee received an objection presented by the Central Autónoma de Trabajadores y Trabajadoras de Chile (CAT) concerning the nomination of the Workers' delegation of Chile. The objecting organization contended that, despite the previous recommendations of the Credentials Committee, the Workers' delegation had been unilaterally nominated by the Government without consulting CAT and other legally recognized workers' organizations. It argued that the Government's rationale of using numerical strength as the primary criterion for representativeness was flawed given the absence of a membership registry for all workers' organizations in Chile. The objecting organization considered instead that the number of workers participating in each organization's internal elections accurately reflected their numerical strength. It further claimed that the internal elections of the nominated organization, the Central Unitaria de Trabajadores were marred by allegations of anomalies and had seen a participation of only 32,000 workers, while 35,277 workers had participated in the CAT's leadership elections. Additionally, CAT contended that, in the past, other criteria besides representativeness had been used in the nomination of the Workers' delegation and that previous delegations to the Conference had included representatives of different workers' organizations as advisers. In recent years, however, the Government had discriminated against CAT for its lack of alignment with any political party. Finally, the CAT contended that the attitude of the Government violated ILO's Conventions and requested that the nomination of the Workers' delegation be rejected.
49. In a written communication addressed to the Committee at its request, the Government stressed that the nomination of the Workers' delegation adhered to article 3(5) of the ILO Constitution. The Government indicated that the CUT had been identified as the most representative workers' organization in the country based on official membership information. It provided documentary information clarifying that the CUT had 460,504 members, while CAT and UNT had 25,233 and 8,561 members, respectively. The Government stated that, during 2023, it held one meeting with the leadership of UNT, two meetings with CAT, and one meeting with CUT, to explain in a detailed manner the criteria established in ILO rules and the decisions of the ILO's organs for the nomination of the Workers' delegation. The three organizations were informed that if an agreement could not be reached regarding the composition of the Workers' delegation to the Conference, the Government would employ objective criteria such

as numerical strength when nominating the Workers' delegation. The Government recalled its efforts to encourage CUT to reach an agreement with the most representative workers' organizations and to nominate a diverse Workers' delegation including the leadership of the most representative workers' organizations. It submitted, in support of its claims, two communications addressed to CUT, dated 20 April 2023, expressing the Government's desire to reach an agreement and inviting it to consider a composition of the Chilean Workers' delegation that would take into consideration the diversity of workers' organizations in the country. The Government emphasized that, by abstaining from imposing a plurality in the Workers' delegation, it had acted in line with the 1922 Advisory Opinion of the Permanent Court of International Justice (PCIJ) and the case law of the Credentials Committee.

50. *The Committee recalls that, as stated in Advisory Opinion No. 1 of 1922 of the PCIJ and subsequent case law of the Committee, several most representative organizations may exist in one country and that, in such cases, the Government must, pursuant to the terms of article 3(5) of the ILO Constitution, aim to effect an agreement amongst them. Employers' and Workers' delegates represent, respectively, all the employers and all the workers in a country, and not just their respective organizations.*
51. *Consequently, 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 imposed by the Government. Failing an agreement amongst 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 Employers' and Workers' delegate and advisers will have to be chosen in agreement with such most representative voice. In this connection, while numbers are not the only test of representative character and other criteria may also be borne in mind, everything else being equal the most numerous organization, or group of organizations, will be the most representative.*
52. *The Committee notes that conflicting information has been provided by the Government and CAT concerning the numerical strength of the most representative organizations. It observes, however, that the Government has provided sufficient evidence to assert that CUT remains, at present, the most representative workers' organization in the country. It is also evidenced from the Government's communications to CUT that it made its best efforts to foster an agreement between workers' organizations in order to nominate the delegation and that, faced with the impossibility of reaching an agreement, the Government relied on the nomination of the most representative organization. The Committee has, therefore, no element before it to question that the Government complied with its obligations under article 3(5) of the ILO Constitution.*
53. *The Committee welcomes the efforts of the Government to strengthen social dialogue and to broaden the representativeness of its delegations.*

Objection concerning the nomination of the Workers' delegation of Chile by UNT

54. The Credentials Committee received an objection from the Unión Nacional de Trabajadores (UNT) regarding the nomination of the Workers' delegation of Chile. The objecting organization argued that, as in the previous Conference session, the government failed to consider all representative organizations when nominating the Workers' delegation from a single workers' organization. It claimed that the exclusive representation of a single organization at the Conference infringes on UNT's right to participate in the platform where trade unionism

coordinates its political action, it limits the freedom of workers to be represented according to their values and sensibilities and promotes internal divisions among different workers' organizations in the country.

55. In a written communication addressed to the Committee at its request, the Government stressed that the nomination of the Workers' delegation adhered to article 3(5) of the ILO Constitution. The Government clarified that the Central Unitaria de Trabajadores (CUT) had been identified as the most representative workers' organization in the country based on official membership information. The Government stated that, during 2023, it held one meeting with the leadership of UNT, two meetings with CAT, and one meeting with CUT, to explain in a detailed manner the criteria established in ILO rules and the decisions of the ILO's organs for the nomination of the Workers' delegation. The three organizations were informed that if an agreement could not be reached regarding the composition of the Workers' delegation to the Conference, the Government would employ objective criteria such as numerical strength when nominating the Workers' delegation. The Government recalled its efforts to encourage CUT to reach an agreement with the most representative workers' organizations and to nominate a diverse Workers' delegation including the leadership of the most representative workers' organizations. It submitted, in support of its claims, two communications addressed to CUT, dated 20 April 2023, expressing the Government's desire to reach an agreement and inviting it to consider a composition of the Chilean Workers' delegation that would take into consideration the diversity of workers' organizations in the country. The Government emphasized that, by abstaining from imposing a plurality in the Workers' delegation, it had acted in line with the 1922 Advisory Opinion of the Permanent Court of International Justice (PCIJ) and the case law of the Credentials Committee.
56. *The Committee recalls that, as stated in Advisory Opinion No. 1 of 1922 of the PCIJ and subsequent case law of the Committee, several most representative organizations may exist in one country and that, in such cases, the Government must, pursuant to the terms of article 3(5) of the ILO Constitution, aim to effect an agreement amongst them. Employers' and Workers' delegates represent, respectively, all the employers and all the workers in a country, and not just their respective organizations.*
57. *Consequently, 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 imposed by the Government. Failing an agreement amongst 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 Employers' and Workers' delegate and advisers will have to be chosen in agreement with such most representative voice. In this connection, while numbers are not the only test of representative character and other criteria may also be borne in mind, everything else being equal the most numerous organization, or group of organizations, will be the most representative.*
58. *The Committee takes note that neither UNT nor the Government dispute that the CUT remains at present the most representative workers' organization in the country. It is also not disputed that the Government made its best efforts to foster an agreement between workers' organizations in order to nominate the delegation and that, faced with the impossibility of reaching an agreement, the Government relied on the nomination of the most representative organization. The Committee has, therefore, no element before it to question that the Government complied with its obligations under article 3(5) of the ILO Constitution.*

59. *The Committee welcomes the efforts of the Government to strengthen social dialogue and to broaden the representativeness of its delegations.*

Objection concerning the nomination of the Workers' delegation of Djibouti

60. The Credentials Committee received an objection concerning the nomination of the Workers' delegation of Djibouti presented by Mr Adan Mohamed Abdou, Secretary-General of the Union Djiboutienne du Travail (UDT), and Mr Kamil Diraneh Hared, Secretary-General of the Union Générale des Travailleurs Djiboutiens (UGTD). The authors of the objection alleged that the Government had, once again, nominated representatives from fake unions to participate in the present session of the Conference, and continued to usurp the name of the UDT and of the UGTD. They argued that this situation demonstrated the Government's continued ignorance of the Committee's repeated conclusions. They also once again referred to a commitment that had yet to be respected, made by the Government to respect the recommendations of the Conference and of the ILO stakeholders. They requested the Committee to take an effective and definitive decision with respect to the Workers' delegation of Djibouti.
61. In a written communication addressed to the Committee at its request, the Minister of Labour, Formalization and Social Protection noted that the objection contained once again an incorrect reference to the title of the Minister of Labour, which was evidence that the signatories were out of touch with the social reality of Djibouti. The Government explained that it had not received a nomination letter from the intersyndicale UDT-UGDT. The Government referred to the report it had submitted to the Committee in 2017, as regards the existence and numerical importance of organizations of workers and employers and reiterated that there was no intersyndicale UDT-UGDT and that the authors of the objection were not active and possessed no legitimate union mandate. The Government recalled that Mr Adan Mohamed Abdou had been a member of Parliament in 2013-2018, a function with which the exercise of a union mandate was incompatible. In order to close definitively this issue, the Minister recalled that it had accepted the terms of an evaluation mission by the ILO and international observers. The Government 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. Finally, the Government explained that a draft decree establishing criteria for the independent representation of workers in the country would be submitted to the National Council for Labour, Employment and Social Security (CONTESS) in September 2023 for tripartite consultation, a meeting to which the Director of the ILO Office in Addis Ababa was invited. The Government explained that this draft decree would resolve the issue of representativeness of employers and workers' organizations which had been raised in various forums of the ILO.
62. *The Committee, once again, observes 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 for the 20th consecutive session. The Committee considers that the lack of progress in this case is due, to a large extent, to the continued 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 reiterates its regret that the objection merely repeats, every year, the same allegations without clarifying the facts of the case. It wishes to recall that it is in the interest of the objecting organizations to present specific allegations, supported by relevant documentation in relation with the mandate of the Committee. In*

addition, the Committee notes that the objection received contained, for the third year in a row, an incorrect reference to the title of the Minister of Labour, which is a further element that casts doubts as to the objecting organizations' diligence in pursuing their case before the Committee. As regards the Government's comments on the objection, the Committee regrets that the Government has, once again, 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 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 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). The Committee also regrets that the Government's reply does not provide details regarding the legitimacy of the UDT and UGDT representatives included in the delegation, although it had, at a previous session, considered that the mandate of the UDT leadership had expired and noted that the UGDT had been planning a new congress to renew its leadership. Nevertheless, the Committee notes the intention of the Government to submit its draft decree on representativeness for tripartite discussion in September 2023 – submission which, according to the Government's report in 2021, was to happen imminently - and expects that this process will be completed in time to inform the nomination of the Workers' delegation to the next session of the Conference.

- 63.** *Consequently, the Committee can only once again expresses serious doubts as to the representative nature of the Workers' delegation to the present session of the Conference. The Committee notes that the Government stated having accepted the terms of technical assistance to be provided by the Office. The Committee expects 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. In this respect, the Committee once again calls upon the Government to facilitate tangible measures by the ILO, in a very near future. It trusts that such action will benefit from the full support of the Government and all the parties involved, and take due account of the observations and recommendations of the Credentials Committee as well as those of the ILO supervisory bodies. The Committee 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

- 64.** The Credentials Committee received an objection, jointly presented by the President of the Frente Unitario de Trabajadores (FUT) and the Coordinator of Public Services International (PSI) Ecuador. The authors of the objection alleged that, this year again, the nomination of the Workers' delegate and the Workers' advisor had not been done in agreement with the most representative workers' organizations. The nomination had been based on the determination made by the representatives of the Consejo Nacional de Trabajo y Salario (CNTS), elected from amongst 10 legally recognized organizations arbitrarily considered by the Government as the "most representative." It was recalled that the rules governing the election of representatives to the CNTS (Acuerdo Ministerial MDT-2015-0240) only enabled the participation of legally recognized organizations and excluded de facto organizations and coalitions opposed to the Government such as the FUT and PSI-Ecuador. As a result, pro-governmental organizations such as the Central Unitaria de los Trabajadores (CUT) and the Confederación de Trabajadores del Ecuador (CTE), which were not the most representative in terms of their membership, were represented, year after year, both in the CNTS and at the Conference.

65. The authors of the objection recalled that the Credentials Committee of the 110th Session of the Conference had observed, in respect of a similar objection presented last year, that the FUT and PSI enjoyed a significant aggregate membership, exceeding the numbers communicated for the CUT and CTE. The Committee had therefore concluded that, “insofar as the exclusion of coalitions from the list of electors of the representatives of the CNTS makes it impossible for the voice of such coalitions to be heard in the process of nomination of the Workers’ delegate, the nominations made through this system may not always fulfil the requirements of article 3(5) of the ILO Constitution.” The Committee had also observed that “the required approval by the Minister of Labour of the list of electors of the representatives of the CNTS potentially provides the Government with the possibility to interfere in the election process, which should be undertaken in such a manner as to respect the capacity of the workers’ organizations to designate the Workers’ delegation to the Conference in absolute independence from the Government.” The Committee had invited the Government to address these flaws in the system that leads to the nomination of the Workers’ delegates, with the technical assistance of the Office if so requested (see [ILC.110/Record No. 2B](#), paras 63–65). However, the authors of the objection observed that the rules governing the election of representatives to the CNTS had not been amended since.
66. The authors of the objection request the Committee to suspend the credentials of the Workers’ delegation and to refer the matter to the Committee on Freedom of Association of the Governing Body in application of article 32(6) of the Standing Orders of the Conference.
67. In a written communication addressed to the Committee at its request, the Government explained that the workers’ representatives of the CNTS, who had been requested to designate Workers’ delegation, had been elected by the most representative workers’ organizations as determined by their numerical membership registered with the Ministry of Labour. Amongst the 17 organizations that had been included in the list of electors of the workers’ representatives of the CNTS, the most representative were CUT with 32,327 members, the Confederación Ecuatoriana de Organizaciones Sindicales Libres (CEOSL) with 24,533 members, the Confederación Ecuatoriana de Organizaciones Clasistas Unitarias de Trabajadores (CEDOCUT) with 22,608 members, the CTE with 18,611 members, the Comité de Empresa Único de los Trabajadores de Servicios del Ministerio de Educación del Ecuador with 8,200 members and the Unión General de Trabajadores del Ecuador (UGTE) with 5,716 members. However, the Government conceded that several from amongst these organizations – including the CEOSL, the CEDOCUT and UGTE, all affiliated to FTU – had left the CNTS election meeting held on 22 September 2021.
68. *The Committee notes that the Workers’ delegation has again been chosen by the elected representatives of the CNTS, which is a system that, as the Committee’s explained last year, may not guarantee compliance with article 3(5) of the ILO Constitution as it excludes de facto organizations. According to the Committee’s case-law, the sole fact that an organization may have no legal recognition does not exempt the 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. The Committee, therefore, reiterates its invitation to the Government to address the flaws identified by the Committee in the system that leads to the nomination of the Workers’ delegates, with the technical assistance of the Office, if requested, so as to ensure that in future sessions of the Conference the Workers’ delegation will be nominated in full compliance with article 3(5) of the ILO Constitution. The Committee recalls that persistent failure by the Government to abide by its constitutional obligation to nominate the Workers’ delegation in agreement with the most representative workers organizations’ in the country may ultimately require that the situation be monitored in the future in application of article 32(7) of the Standing Order of the Conference.*

Objection concerning the nomination of the Workers' delegation of El Salvador

69. The Credentials Committee received an objection presented by the Employers' group of the Conference concerning the nomination of the Employers' delegation of El Salvador. The Employers' group contended that the Government nominated the Employers' delegation without consulting the most representative employers' organization in the country, the Asociación Nacional de la Empresa Privada (ANEP). It submitted that the Government had invited the tripartite Instituto Salvadoreño de Formación Profesional (INSAFORP) to designate a tripartite delegation to the Conference, which INSAFORP did, under Government's pressure and without consulting ANEP. Despite the lack of consultation by the Government, ANEP still transmitted the names of its designated delegates to the Conference without receiving a reply from the Government. Subsequently, the Government invited the Chamber of Commerce and Industry of El Salvador (CAMARASAL), the Salvadoran Association of Industrialists (ASI), the Corporation of Salvadoran Exporters (COEXPORT) and the Sugar Association of El Salvador, all ANEP-affiliated employers' organizations, to submit their delegation to the Conference, which they refused to do arguing that ANEP needed to be consulted directly. The Government then arbitrarily accredited two representatives of INSAFORP and one representative of the Asociación Azucarera de El Salvador and of the Cámara Salvadoreña de la Industria de la Construcción, respectively. These individuals had explicitly stated to the Government that their duties were not related to the ILC and that they did not wish to attend the Conference. The Employers' group considered that the Government's actions violated its obligations under article 3(5) of the ILO Constitution and requested the Credentials Committee to take all measures to ensure that ANEP could nominate legitimate Employers' representatives to this and future sessions of the Conference.
70. In a written communication addressed to the Committee at its request, the Government explained that the Governing Board of INSAFORP had a tripartite character, which in its composition and voting structure, favoured the employers. The Government stressed that the employers' representatives in the Board had been designated by ANEP and that, under the tripartite composition of the Governing Board of INSAFORP, all its representatives had an autonomous right to speak and to vote without interference from the Government. Additionally, the Government submitted that, apart from inviting INSAFORP, it extended invitations to four ANEP-affiliated employers' organizations, namely, the CAMARASAL, the ASI, the COEXPORT and the Sugar Association of El Salvador. The Government alleged that these organizations were invited given the lack of response to previous communications submitted to ANEP and refuted the claims that they had requested their invitations to be submitted to ANEP. In fact, ASI and COEXPORT had expressed their inability to attend due to conflicting commitments. The Government contended that it was respectful of its national and international obligations and, as such, it was bound to comply with the timeframes of the present session of the Conference, therefore, having not received a timely answer from ANEP, it nominated a delegation consisting of its affiliated organizations and of its representatives in INSAFORP.
71. *The Committee recalls the obligation that all governments have, under article 3(5) of the ILO Constitution, to nominate non-governmental delegates and advisers chosen in agreement with the most representative employers' or workers' organizations, as the case may be, in their respective countries. The Committee notes that, according to the Employers' group, ANEP is the most representative Employers' organization of El Salvador and that this is not questioned by the Government. As regards the consultations carried out for the purpose of the nomination of the Employers' delegation, the Committee notes that, rather than consulting with ANEP directly, the Government requested designations from INSAFORP which according to the information at the*

Committee's disposal is a vocational training institution with a tripartite governance comprising employers' representatives designated by ANEP. In addition, it has requested designations from organizations affiliated with ANEP.

- 72.** *The Committee notes the contradictory information provided by the parties as to whether the Government has consulted directly with ANEP. The Government claims that it has - without providing any details on such consultation - whereas ANEP states that it has not, but that ANEP nevertheless submitted designations. As regards the nominations from ANEP-affiliated organizations, the Committee notes that some of them, if not all, have declined their nomination and, as at 15 June 2023, none of the accredited Employers' delegate and advisers have registered at the Conference.*
- 73.** *The Committee observes that, in these circumstances, the very fact that ANEP has filed an objection indicates that the consultations with ANEP, to the extent there were any, were ineffective. Unless there was an agreement between the Government and ANEP to proceed as the Government did - which does not seem to be the case - the consultation of INSAFORP or of organizations affiliated with ANEP could not replace direct consultations with ANEP, the most representative employers' organization of the country. The Government could in particular not expect fulfilling the requirements of article 3(5) of the ILO Constitution by requesting the designation of the Employers' delegate and advisers from an institution whose tripartite governance included government and worker representatives.*
- 74.** *The Committee has therefore no evidence before it that the Government has effectively consulted the most representative employers' organization and, thus, that the Employers' delegation of El Salvador to this session of the Conference was nominated in accordance with article 3(5) of the ILO Constitution. It trusts, nevertheless, that the Government will in the future resort to a consultation procedure that will ensure full and effective consultation with the most representative employers' organization in accordance with the requirements of the ILO Constitution.*

Objection concerning the failure to deposit credentials of a Workers' delegate by the Government of the Gambia

- 75.** The Credentials Committee received an objection presented by the International Trade Union Confederation (ITUC) concerning the failure to deposit credentials of a Worker's delegate by the Government of the Gambia. The ITUC submitted that the Government had failed to fulfil its obligation under article 3(1) of the ILO Constitution to accredit a complete delegation to the Conference. It requested the Committee to reject and withdraw the credentials of this delegation to the Conference.
- 76.** In a written communication addressed to the Committee at its request, the Government recognized that a delegation to the Conference should be tripartite. It stressed that resource constraints had impacted its ability to participate at the Conference and to undertake national coordination. It explained that it had requested the Office's technical assistance and that the Ministry of Trade, Industry, Regional Integration and Employment had suffered from staff attrition and redeployment processes, impacting its ability to effectively coordinate between tripartite stakeholders. It acknowledged that the Gambian Trade Union Bureau (GTUB) had requested a discussion regarding the Conference, but that in a prior discussion the GTUB had been informed of resources constraints and that the Government may not be able to support this year's event. It also indicated that the lack of resources had led the Government to be in default with regard to its annual ILO membership fees. The Government stressed that it had good working relations with tripartite stakeholders and cited examples. The Government urged the Credentials Committee to accept its apology for not being able to accredit a tripartite

delegation to the Conference and it undertook to fulfil its obligations related to the ILO in the future.

77. *The Committee notes that the Government has accredited a complete delegation to only two of the five preceding sessions of the Conference (109th (2021) and 108th (2020)), having failed to accredit any delegations to the 110th (2022), 107th (2017) and 106th (2016) sessions. The Committee further notes the Government's explanations and its commitment to fulfil its obligations. The Committee strongly urges the Government to make serious efforts and to ensure that a fully tripartite delegation is accredited to future sessions of the Conference. The Committee must stress that the Government, in accordance with article 3(1) of the ILO Constitution, remains under the obligation to nominate a tripartite delegation to the Conference, which it has not met. By sending a delegation that is exclusively governmental, the Government deprives the employers and 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, Employer and Worker representatives, the Conference cannot function properly or attain its objectives.*
78. *With respect to the ITUC's request to reject and withdraw the credentials of this delegation, the Committee recalls that neither the ILO Constitution nor the Standing Orders of the Conference confer upon the Conference the authority to invalidate the credentials of an incomplete delegation and consequently the Committee cannot propose it.*

Objection concerning the nomination of the Workers' delegation of Guinea-Bissau

79. The Credentials Committee received an objection concerning the nomination of the Workers' delegation of Guinea-Bissau submitted by the International Trade Union Confederation (ITUC). According to ITUC, the Government nominated the Workers' delegate and adviser that do not meet the criteria of genuineness and representativeness required by the ILO Constitution and the case law of the Credentials Committee. The nominated Workers' delegate and adviser forcibly occupied the Offices of the União Nacional dos Trabalhadores da Guiné – Central Sindical (UNTG-CS), under the protection of the Government's security forces, and supplanted the elected and judicially recognized leadership of the UNGT-CS. It alleged that the Government's nomination of the illegitimate representatives of UNGT-CS and its interference in trade union affairs violated its obligations regarding freedom of associations and those laid down in article 3(5) of the ILO Constitution to nominate delegates that genuinely represent employers and workers. The objecting organization requested that the Credentials Committee rejects the workers' delegation of Guinea-Bissau to the Conference due to the violation of the ILO Constitution and the Conference Standing Orders.
80. In a written communication addressed to the Committee in response to its request, the Government indicated that it submitted invitation letters to UNTG-CS and to the Camara Comercial Industrial, Agrícola e de Serviços (CCIAS) as partner institutions, not to particular individuals, requesting them to nominate their representatives for inclusion in the Guinea-Bissau delegation. The Government also provided the nomination acceptance by the Workers' delegate and adviser representing UNTG-CS in this session of the Conference. The Government argued that by doing so, it had fulfilled the essential requirements of tripartism, and any other concerns raised related to internal matters of Member States which were for their competent institutions to address when requested.
81. *The Committee observes that this is the second consecutive time it has before it an objection concerning the Workers' delegation of Guinea-Bissau. The Committee takes note of the Government's response, but is concerned about the incomplete nature of the information provided. It notes in particular that the Government did not address the allegation that the nominated Workers' delegate*

and adviser forcibly took over the UNTG-CS under the control and direction of the Government. Insofar as the Government may consider this to be an internal matter of the State, the Committee observes that while it lacks jurisdiction to examine the dispute concerning the UNTG-CS leadership, it can and must consider the allegations of Government interference in the affairs of that organization to the extent that they may have had a bearing on the nomination of the Workers' delegation of Guinea-Bissau to the Conference. For there can be no valid designation of delegates and advisers under article 3(5) of the ILO Constitution that is the result of Government interference.

82. *In view of the allegations contained in the objection, the Committee has serious doubts as to whether the nomination of the Workers' delegation was made in full independence from the Government.*
83. *With regard to the allegations of violations of freedom of association that go beyond the question concerning the nomination of the Workers' delegation to the Conference, the Committee reiterates that it has no jurisdiction to investigate such allegations for which only the Committee on Freedom of Association is competent. In this regard, the Committee recalls that it has the power under article 32(6) of the Standing Orders of the Conference to recommend to the Conference to refer such a matter to the Committee on Freedom of Association. However, as, in this case, the Committee has not been presented with sufficient documentary evidence supporting the allegations contained in the objection. It therefore considers that the matter before it is not ripe for such referral and leaves it to the objecting organizations to submit a complaint to the Committee on Freedom of Association as they see fit.*

Objection concerning the nomination of the Workers' delegation of India

84. The Credentials Committee received an objection presented by ten workers' organizations (AICCTU, AITUC, AIUTUC, CITU, HMS, LPF, SEWA, TUCC, UTUC and INTUC), concerning the Workers' delegation of India. It was supported by the International Trade Union Confederation (ITUC). The authors of the objection submitted that the Government had placed restrictions on the number of International Labour Conference sessions that an individual may attend in a lifetime (total of five) and consecutively (no more than three). The objecting organizations submitted that such restrictions were unnecessary, unconstitutional, unfair and in violation of the ILO Constitution. Joined to the objection was, among other documents, a letter from the Ministry of Labour and Employment to the HMS dated 20 April 2023 requesting the nomination of advisers for the Workers' delegation and a letter dated 2 July 2018 from the Ministry to the central trade unions, which was referred to in the former and which set out the restrictions on attendance at the Conference with the intention, amongst other things, of providing a fair chance to all representatives and to give scope to other participants. The objecting organizations recalled their opposition to the Government's restrictions, through a jointly signed letter dated 24 July 2018, as they considered the Ministry's actions as undue interference in the internal functioning of the unions incompatible with their prerogative to nominate themselves any person for any national or international conference. They also objected to the ongoing exclusion of the INTUC, one of the major central trade unions in national, international bipartite and tripartite forums.
85. In a written communication addressed to the Committee at its request, the Government noted that some employers' and workers' representatives had been repeatedly nominated by their organizations as delegates and advisers to the International Labour Conference in Geneva, which had led to multiple visits (over 10 to 15 times) for some delegates. This deprived new members from attaining international exposure in tripartite forums and, thus following various complaints, it had been decided since 2018 to apply the principle of fair participation in the Conference by limiting total participation for an individual in their lifetime to five and no more than three consecutive sessions. The Government considered that this had proven

beneficial and fair to representatives and had also resulted in achieving gender balance in the composition of its tripartite delegation as mandated by the ILO, something it considered otherwise not possible. No complaints about this system had been received before or during the nomination process or prior to the Conference having commenced. Three tripartite meetings and consultations had been held with the central trade union organizations and employers' organizations in the Ministry on 27 April 2023, 18 May 2023 and 25 May 2023, one of which had been chaired by the Minister of Labour and Employment. At none of the tripartite meetings had the issue of the restrictions been raised.

86. Concerning the INTUC, the Government stated that it was involved in a factional dispute which was now in legal process with the Sanjeeva Reddy Group, the Dubey Group and the Tiwari Group, regarding the representatives of the Union. As the Government could not identify the appropriate group representing the INTUC, it had decided to temporarily exclude INTUC until the legal dispute would be resolved. Prior to 2017, the INTUC had always been part of the country's tripartite delegation to International Labour Conferences, but in 2018 the same question concerning INTUC representation had been before the Credentials Committee. It added that the Bharatiya Mazdoor Sangh (BMS), from whom the Workers' delegate had been drawn, was the largest democratically elected workers' organization as it had 6.2 million members as against 3.9 million members of the next largest trade union. The Government sought ITUC support, but as the BMS was not an ITUC affiliate, ITUC had remained uncooperative. The Government continued trying to resolve this issue with a spirit of constructive cooperation and accommodation. It requested the Committee to dismiss the objection.
87. *The Committee observes, from the Government's reply, that it does not contest the representative nature of the INTUC, but rather the group that is authorized to represent it. The Committee recalls its consistent line of jurisprudence that where a matter centres on an internal conflict within an organization, it lacks jurisdiction to examine the dispute. However, as recalled by the Government itself, the exclusion of the INTUC came before the Credentials Committee in 2018 (ILC.108/Record No. 3C, paragraph 34). At that time, the Committee was of the view that the Government could have sought the factions' specific agreement on the designation of a common representative for inclusion in the Workers' delegation to this session of the Conference. As no information was provided with respect to the Government's efforts on this point, the Committee calls upon it once again to re-double its efforts so that the nomination of the Workers' delegation of India to future sessions of the Conference will be in full compliance with article 3(5) of the ILO Constitution.*
88. *Turning to the question concerning restrictions on the designation of the Workers' delegate or adviser, the Committee notes the explanations provided by the Government concerning its intentions to broaden the participation of employers' and workers' representatives at the Conference, along with its aim to achieve gender balance in the composition of its tripartite delegation. The Committee also notes that, as is evident from the immediate protest raised by the objecting organizations against the Government's decision of 2 July 2018, the restrictions were not agreed to by the central trade unions. Under such circumstances, the Committee cannot but consider that the Government has interfered with the independence of the decision-making processes of employers' and workers' organizations in contravention of its obligations under article 3 (5) of the ILO Constitution. As the Committee has stressed in the past, governments must accept the most representative organizations' choice regarding the persons they nominate. Refusal to do so is a clear violation of their obligation under article 3 (5) of the ILO Constitution. The Committee trusts that the Government will take the necessary action to rescind such a restriction with immediate effect, thus permitting the social partners to designate their representatives in complete independence from Government interference.*

89. *The Committee adds that while it strongly supports the call for increased participation of women in the Conference, this may not be used as a pretext to refuse to nominate a delegate duly designated by the most representative employers' or workers' organizations in the country. The Committee encourages governments to call on the social partners to bear gender equality in mind when choosing their representatives, but it cannot impose it on them.*

Objection concerning the nomination of the Workers' delegate of Liberia

90. The Credentials Committee received an objection presented by the International Trade Union Confederation (ITUC) concerning the nomination of the Workers' delegate. According to the information received by the objecting organization from Mr John Nyemah Natt, the Deputy Secretary-General of the Liberia Labour Congress (LLC), the Government had again unilaterally nominated Mr Obadiah D. Tarlue, the LLC's former Acting Secretary General, as the Workers' delegate. This nomination had therefore been done in breach of article 3(5) of the ILO Constitution which required that the Workers' delegates and advisers be chosen in agreement with the most representative workers' organizations.
91. In a written communication addressed to the Committee at its request, the Government explained that it had initially accredited Mr Tarlue as the Workers' delegate and Mr Natt as the Workers' adviser in agreement with both LLC factions involved in the legal dispute over the organization's leadership. However, subsequently, Ms Jane Doe had been nominated to replace Mr Natt because of his inability to travel. The Government recalled that, the Circuit Court had determined that the elected leadership of the LLC was illegal and had ordered a new election, and that this decision had been upheld by the Supreme Court. In its ruling, the Supreme Court had also determined that members of the Civil Servants Association (CSAL) could not hold membership in the LLC as such affiliation was contrary to the Decent Work Act. While the Supreme Court had mandated the Minister of Labour to appoint a committee to conduct new elections of the LLC, this process had been delayed due to lengthy appeal process against the invalidation of the election results. After the appeal had been dismissed by the Supreme Court on 15 December 2022, the committee had eventually been constituted, and had held three meetings with the two LLC factions. The Government submitted that it had not threatened nor harmed or interfered with trade union or workers affairs. It considered that the efforts aimed at harmonizing the Civil Service Act and the Decent Work Act were crucial to reaching a lasting solution to the conflict between the factions in the LLC. The Government considered that the Office should provide technical assistance in this connection.
92. *The Committee regrets that the Government has failed to provide a detailed account and evidence of consultations held for the purpose of nominating the Workers' delegation to the Conference, let alone any evidence of the alleged consent of both LLC factions to the nominated Workers' delegation. The Committee is concerned that by failing to provide information and documents expressly requested by the Committee, the Government hampers the Committee's ability to reach conclusions.*
93. *The Committee also notes that, while the representativeness of the LLC is not called into question, the issue of its leadership, which remains pending, is linked to a wider question of freedom of association in the country, especially as regards the rights of civil servants. Indeed, the Committee recalls that the LLC election results were invalidated on the basis that the CSAL was not a labour union or trade union within the meaning of the Decent Work Act of 2015, and could therefore not join the LLC nor participate in its elections (see [ILC.110/Record No. 2B](#), para. 74). In this regard, the Committee notes that in its observations concerning the application by Liberia 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 (CEACR) has again requested, in its most recent report submitted to this session of the Conference ([ILC.111/III\(A\)](#), p. 178) that the*

Government provide information on all developments with regard to the creation of a framework to harmonize the Decent Work Act and the Civil Service Standing orders, and to ensure that public sector workers enjoy the rights set out in the Convention.

94. *Insofar as the Committee has no jurisdiction to examine questions of freedom of association that go beyond the question concerning the nomination of the Workers' delegation to the Conference, it is unable to reach a conclusion on the objection. However, it strongly urges the Government to comply with the requests and recommendations of the ILO's supervisory bodies in this regard, as the respect for freedom of association is essential to determining representativeness which lies at the heart of article 3(5) of the ILO Constitution.*

Objection concerning the nomination of the Workers' delegation of Namibia

95. The Credentials Committee received an objection presented by the International Trade Union Confederation (ITUC) concerning the nomination of the Workers' delegation of Namibia. The ITUC submitted that the Government of Namibia had failed to comply with article 3 of the ILO Constitution, which provides that the Workers' delegates and advisers must be chosen in agreement with the most representative workers' organizations. It contended that the Government had unilaterally imposed the Workers' delegation at the present session of the Conference and excluded the Trade Union Congress of Namibia (TUCNA). The ITUC joined to its objection a letter dated 29 May 2023 from the TUCNA to the Ministry of Labour, Industrial Relations and Employment Creation that questioned the Government's understanding of "most representative" and that requested reconsideration of the Workers' delegation to the Conference, so as to include representatives drawn from the TUCNA's ranks. The ITUC requested the Committee to call upon the Government to provide clarifications on the matter.
96. In a written communication addressed to the Committee at its request, the Government submitted that in designating the Workers' delegation to the Conference it had been guided by article 3(5) of the ILO Constitution, which provides that non-government delegates and advisers be chosen in agreement with the most representative of employers or workers. On the basis of information at its disposal, the Ministry indicated that the National Union of Namibia Workers (NUNW), from whose ranks the Workers' delegate and adviser and substitute delegate had been drawn, was registered in 1993 and had ten affiliates as illustrated in their most recent financial statement for the year 2021. On the other hand, TUCNA was registered in 2005 but had submitted no annual returns since 2014 in violation of its obligations under applicable laws. The Government did not dispose of TUCNA's numerical membership or number of affiliates, despite numerous reminders. The Office of the Labour Commissioner had therefore engaged a legal procedure that could lead to cancellation of TUCNA's registration.
97. The Government stated that it had taken steps in the past to guide TUCNA on the correct approach for the purposes of nominating a workers' representative to the International Labour Conference. TUCNA could approach NUNW to discuss whether the latter was able or prepared to include one or more TUCNA representatives in the Workers' delegation; or it could participate in a capacity other than as the most representative trade union. On 1 June 2023, the Government replied to the TUCNA's letter dated 29 May 2023, indicating that it was too late to reconsider the composition of the Workers' delegate as it was the eve of departure, but the Government expressed its commitment to conducting wider consultations and social dialogue for a permanent solution to the matter with the aim to resolve the matter before the next Conference. However, the Government stressed that if TUCNA was claiming most representative status, it was necessary that the Government be provided supporting documents and facts to substantiate this claim.

98. *The Committee notes that it has been provided information regarding the representative character of the NUNW from which the Workers' delegation has been drawn, but that no such information has been provided for the TUCNA by any of the parties. Taking note of the Government's assertion that it does not dispose of such information, the Committee wishes to recall that it is in the interest of objecting organizations to present specific allegations, supported by relevant documentation in relation with the mandate of the Committee. The Committee also notes that there is an absence of details regarding the consultative process undertaken with the most representative workers' organization(s) for the purposes of designating the Workers' delegation to the present session of the Conference, although the Committee had expressly asked the Government to provide relevant details. The Committee, therefore, considers that it has not been provided with enough information to conclude that the Workers' delegation present at the Conference is not representative or that the representativity of the TUCNA is such that it should have been consulted in the meaning of article 3(5) of the ILO Constitution. Nevertheless, the Committee expects that the Government will uphold its commitment to undertake wider consultations, as well as social dialogue for a permanent solution to the matter before the next session of the Conference. Consequently, the Committee decides not to uphold the objection.*

Objection concerning the nomination of the Employers' delegation of Nicaragua

99. The Credentials Committee received an objection presented by the Employers' group of the Conference concerning the nomination of the Employers' delegation of Nicaragua. The Employers' group submitted that the Government violated article 3(5) of the ILO Constitution by nominating the Employers' delegation without consulting or reaching an agreement with the most representative employers' organizations. It emphasized that the Consejo Superior de la Empresa Privada (COSEP), which had participated in previous Conference sessions, was the most representative employers' organization in the country. It stated that the Government had cancelled the juridical personality of COSEP and that of 18 other employers' organizations, and joined the official notification of the relevant ministerial decision. According to the Employers' group, the disappearance of COSEP as a legal entity made it in effect impossible for the Government to fulfil its obligation of appointing representatives in consultation with the most representative organizations. The Government had also persecuted and systemically repressed COSEP leaders, forcing several employers' organizations leaders to leave the country. The Employers' group considered that these actions constituted a systematic violation of the ILO Constitution, tripartism and freedom of association principles. It urged the Credentials Committee to address the legitimacy of the nominated Employers' delegation.
100. *The Committee deplores that the Government has, as last year, not responded to its request for information nor provided an explanation as to its inability to do so. Such a lack of cooperation curtails the Committee's ability to discharge its mandate under article 8(2)(a) of the Conference Standing Orders. As the Committee has often recalled, in the absence of a reply, the Committee can decide to examine the objection and to give credence to the allegations of the objecting organizations.*
101. *As regards the cancellation by the Government of the juridical personality of COSEP, which the Employers' group regards as the most representative employers' organization of the country, as well as that of 18 other employers' organizations, the Committee recalls its case-law according to which the sole fact that an organization may have no legal recognition does not exempt the 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.*
102. *The Committee also observes that the very serious allegations contained in this objection add to those contained in the objections received at the 108th (2019) and 110th (2022) Sessions, as well as*

in the communication received at the 109th Session (2021) of the Conference. They portray a deteriorating situation for employers' organizations characterized by persecution, intimidation, and repression, which despite the gravity of the allegations, the Government continues to fail to respond to.

103. *In the light of the above, considering the repeated objections concerning the nomination of the Employers' delegation of Nicaragua and the repeated absence of reply by the Government to the Committee's requests for information notwithstanding the seriousness of the allegations, as well as the new developments regarding the legal status of COSEP, the Committee unanimously considers that the nomination of the Employers' delegation of Nicaragua should be monitored. By virtue of article 32(7) of the Conference Standing Orders, the Committee proposes that the Conference request that the Government of Nicaragua submit for the next session of the Conference, at the same time that it submits 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.*

Objection concerning the nomination of the Workers' delegation of Pakistan

104. The Credentials Committee received an objection presented by Mr Chaudhary Muhammed Yaseen, General Secretary of the Pakistan Workers Federation (PWF), concerning the nomination of two members of the Workers' delegation of Pakistan. The author of the objection alleged that the nominations of Mr Muhammad Zahoor Awan, as Workers' delegate, and Mr Saad Muhammad, as adviser and substitute delegate, had been made without his consent as General Secretary of the PWF. Therefore, their designation as workers' representatives was dubious since they had no organizational capacity or mandate to represent Pakistani workers on behalf of the PWF. The author of the objection furnished a document from the National Industrial Relations Commission (NIRC) for the purposes of demonstrating that he had been elected as General Secretary of the PWF (Case Order No. 13(67)/2023 of 5 April 2023). He added that the PWF was the most representative workers' organization and considered that the ILO should have consulted him with respect to the designation of the Workers' delegation to the Conference. The author requested the Committee to withdraw the accreditations of Messieurs Awan and Muhammad.

105. In a supplementary communication, Mr Yaseen stated that he had learned that the PWF had sent the Government a nomination letter dated 3 April 2023 containing the names of the contested workers' representatives. He alleged that the letter was fraudulent and intended to mislead the Government. One signatory, Mr Abdul Salam Baloch, Chairman, could not be the PWF Chairman on the day that the letter was sent since he was ill and passed away shortly thereafter on 15 April 2023. His signature could only be falsified. The other signatory, Mr Nasim Iqbal, President, was alleged to not be the true PWF President. The author of the objection stressed that legal recourse had been sought regarding these and other matters. He provided a letter dated 23 May 2023 in which he sought to rebut the view taken by the International Trade Union Confederation - Asia Pacific (ITUC-AP) in a letter dated 19 May 2023 that he had been validly expelled from the PWF. He also submitted various annexes for the purpose of

demonstrating that the results of the 4 March 2023 election were contested in court. The author of the objection stressed that the ITUC-AP had been purposefully misled.

106. In a written communication addressed to the Committee at its request, the Government indicated that the most representative workers' organization in the country was the PWF and that it had received the names of PWF's representatives to participate at the Conference through a letter dated 3 April 2023. On the basis of these nominations, the Government designated Mr Awan, as Workers' delegate, and Mr Muhammad, as adviser through letters dated 22 and 23 May 2023. The Government recalled that Mr Awan had attended several sessions of the International Labour Conference as part of Pakistan's tripartite delegation and had been elected as a deputy member of workers from Pakistan to the ILO Governing Body for the period 2021-2024. Until this year when internal rifts arose within the PWF, his candidature and nomination to attend the Conference had remained undisputed. The Government explained that Mr Yaseen had been democratically expelled from the PWF in February-March 2023, as indicated in the letter dated 19 May 2023 from the ITUC-AP which also specified that Mr Yaseen's election as General Secretary failed to meet constitutional requirements and that a National Delegate Conference would occur on 21 June 2023 to elect three key positions, i.e., President, Chairman and General Secretary. The Government reiterated that the nomination of Messieurs Awan and Muhammad had been made after due consultation with the PWF and, therefore, it submitted that the objection lacked merit.
107. *The Committee notes that the representativeness of the PWF is not called into question, but rather the individuals representing it. It also notes that the objection before it arises from a conflict within the PWF, certain aspects of which have been referred to national courts. The Committee recalls its consistent line of jurisprudence that where a matter centres on an internal conflict within an organization, it lacks jurisdiction to examine the dispute.*
108. *The Committee notes that the Government had designated Messrs Awan and Muhammad on the basis of the nominations received by letter from the PWF dated 3 April 2023, at a time when, according to the documents submitted by the parties, the Government should have been aware of the internal dispute within the PWF. The Committee also notes that the Government had relied, in part, on the fact that Mr Awan had been designated as Workers' delegate to prior sessions of the Conference.*
109. *In these circumstances, the Committee is unable to reach any conclusion on the matter. It expresses its hope that the parties will endeavour to resolve their differences before the next session of the Conference.*

Objection concerning the failure to deposit credentials of a Workers' delegate by the Government of the Sudan

110. The Credentials Committee received an objection presented by the International Trade Union Confederation (ITUC) concerning the failure to deposit credentials of a Worker's delegate by the Government of the Sudan. The ITUC submitted that the Government had failed to fulfil its obligation under article 3(1) of the ILO Constitution to accredit a complete delegation to the Conference. It requested the Committee to reject and withdraw the credentials of this delegation to the Conference.
111. *The Committee regrets that the Government has not responded to its request for information nor has it accredited a fully tripartite delegation. Nevertheless, the Committee notes that the Government has accredited a complete delegation in five of the six preceding sessions (109th (2021), 108th (2019), 107th (2018) and 106th (2017)), but not at the 110th (2022) session.*

- 112.** *The Committee notes that the situation in the Sudan has deteriorated dramatically and that while some progress was being made in the political landscape, large-scale fighting erupted on 15 April 2023. In these conditions, the Committee limits itself to recalling that governments, in accordance with article 3(1) of the ILO Constitution, are under the obligation to nominate a tripartite delegation to the Conference and the Committee hopes that the situation will be resolved in the near future so as to permit the Sudan to once again be in a position to be represented by a complete tripartite delegation at future sessions of the Conference.*
- 113.** *With respect to the ITUC's request to reject and withdraw the credentials of this delegation, the Committee recalls that neither the ILO Constitution nor the Standing Orders of the Conference confer upon the Conference the authority to invalidate the credentials of an incomplete delegation and consequently the Committee cannot propose it.*

Objection concerning the nomination of the Workers' advisers of Togo

- 114.** The Credentials Committee received an objection, concerning the nomination of two Workers' advisers of Togo presented by Mr Tabana Essohanam Mouzou, Secretary-General of the Groupe des Syndicats autonomes (GSA). The author of the objection claimed that Mr Awoula Yati Baba, Secretary-General of the GSA, and Ms Afi Dotchou, Treasurer of the GSA, had not been nominated in agreement with the properly elected national executive committee of the GSA, and should therefore not be allowed to participate in the Conference. The author of the objection explained that Mr Mouzou and his colleagues had been sued before national courts for claiming to represent the GSA. However, the judicial process had not been completed due to obstruction by Mr Mouzou, who was supported by the Government.
- 115.** *The Committee notes with regret that the Government had not replied to its request for information regarding the conditions of the nomination of the Workers' substitute delegate and adviser. It recalls that, in the absence of a reply, the Committee could decide to examine the matter and to give credence to the allegations of the author of the objection.*
- 116.** *The Committee notes that the objection does not call into question the representativity of the GSA but rather the persons representing it, Mr Awoula Yati Baba and Ms Afi Dotchou, respectively accredited as Workers' substitute delegate and adviser. The Committee further notes that the objection arises from an internal conflict in the GSA. The Committee observes that it lacks jurisdiction to examine a dispute concerning a trade union election which is pending before the national courts and that, consequently, it is unable to reach any conclusion on the matter.*

Late objection concerning the nomination of the Workers' delegation of the Bolivarian Republic of Venezuela by ASI

- 117.** The Credentials Committee received a communication presented by Ms Leida Marcela León Molina, accredited as an adviser from the Alianza Sindical Independiente (ASI) in the Workers' delegation. The communication included a complaint filed within the time limit stipulated in article 33, paragraph 3(a) of the Conference Standing Orders regarding the non-payment of the travel and subsistence expenses of the Workers' advisers by the Government of the Bolivarian Republic of Venezuela (see paragraphs 131-135 below), as well as an objection concerning the nomination of the Workers' delegation.
- 118.** *The objection was received by the Credentials Committee on 7 June 2023 at 4:41 p.m., that is, after the expiry of the time limit established by article 32, paragraph 1(a) of the Conference Standing Orders, which for this session of the Conference fell on Wednesday 7 June 2023 at 10 a.m. for objections based on the Provisional list of delegations published on 5 June 2023. The Committee, therefore, considers that the objection is time-barred and not receivable. Furthermore, insofar as,*

according to the Provisional list of delegations published on 5 June 2023, the author of the objection is an adviser to the delegate to whose nomination the objection is made, the case is not receivable pursuant to article 32, paragraph 1(c), of the Conference Standing Orders.

Late objection concerning the nomination of the Workers' delegation of the Bolivarian Republic of Venezuela by CODESA and UNETE

- 119.** The Credentials Committee received an objection concerning the nomination of the Workers' delegation of the Bolivarian Republic of Venezuela, submitted by the leaders of the UNETE and of the CODESA.
- 120.** *The objection was received by the Credentials Committee on Monday 12 June 2023 at 4:28 a.m., that is, after the expiry of the time limit established by article 32, paragraph 1(a) of the Conference Standing Orders, which for this session of the Conference fell on Wednesday 7 June at 10 a.m. for objections based on the Provisional list of delegations published on 5 June and on Saturday 10 June at 10 a.m., for objections based on the Revised list of delegations published on 9 June. The Committee, therefore, considers that the objection is time-barred and not receivable.*

Objection concerning the failure to deposit credentials of a Workers' delegate by the Government of Yemen

- 121.** The Credentials Committee received an objection presented by the International Trade Union Confederation (ITUC) alleging that the Government of Yemen had failed to fulfil its obligation under article 3(1) of the ILO Constitution to accredit a complete delegation to the Conference. It requested the Committee to reject and withdraw the credentials of this delegation to the Conference.
- 122.** *The Committee deeply regrets that the Government has, as last year, not responded to its request for information, nor has it accredited a fully tripartite delegation. The Committee notes that the Government has not made efforts to accredit a complete delegation for the preceding five sessions of the Conference (110th (2022), 109th (2021), 108th (2019), 107th (2018) and 106th (2017)). It also notes that in response to two previous objections, the Government explained that it had failed to accredit a tripartite delegation as, despite its request, it had not received any nominations, either from the workers' or the employers' side, and because of the armed conflict in the country (ILC.104/Record No.5C, paragraph 89; ILC.106/Record No. 5C, paragraph 147). The Committee regrets that the Government has failed again to send a fully tripartite delegation to the present session of the Conference or furnish information.*
- 123.** *The Committee stresses that the Government, in accordance with article 3(1) of the ILO Constitution, remains under the obligation to nominate a tripartite delegation to the Conference, which it has not met. By sending a delegation that is exclusively governmental, the Government deprives the employers and 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, employer and worker representatives, the Conference cannot function properly or attain its objectives. The Committee strongly urges the Government to make serious efforts and to ensure that a fully tripartite delegation is accredited to future sessions of the Conference.*
- 124.** *With respect to the ITUC's request to reject and withdraw the credentials of this delegation, the Committee recalls that neither the ILO Constitution nor the Standing Orders of the Conference confer upon the Conference the authority to invalidate the credentials of an incomplete delegation and consequently the Committee cannot propose it.*

Complaints

125. The Committee also received and dealt with two complaints, which are listed below.

Complaint concerning an act or omission by the Government of Malawi by which an accredited delegate or adviser has been prevented from attending the Conference

- 126.** The Credentials Committee received a complaint presented by the International Trade Union Confederation (ITUC) alleging that the Government of Malawi had prevented the physical attendance of one of the Workers' representatives at the Conference by failing to facilitate and provide travel arrangements, subsistence and accommodation. The ITUC joined to the complaint a letter dated 1 June 2023 from the Malawi Congress of Trade Union (MCTU) that explained that while the Government delegation had obtained visas, those of the social partners had not been secured due to incomplete support documentation, namely travel insurance. The ITUC requested the Committee to call upon the Government to provide clarifications on the matter and to fulfil its constitutional obligations.
- 127.** In a written communication addressed to the Committee at its request, the Government submitted that it had transmitted visa applications for all members of the tripartite delegation on 9 May 2023, but that those of the Employers' delegate, Workers' delegate and Workers' adviser had been rejected on 26 May 2023, purportedly due to the inadequacy of the medical insurance that it had obtained. The Government joined to its reply three insurance certificates dated 23 May 2023, which it understood should have been adequate for the travel in question and was the same as for the other members of the delegation. Following an exchange between the Government and the host State, visa applications with the necessary travel documentation were re-filed on 26 May 2023 and on 31 May 2023, and the three individuals were then invited to contact the Swiss Embassy in Pretoria to submit complete applications. However, the earliest appointment the Embassy could offer to re-examine the applications was 7 June 2023 and then only for one applicant. The social partners desisted, as their applications would have been processed after the opening of the Conference. Throughout the process, the Government consulted the Employers' Consultative Association of Malawi and the MCTU, from whose ranks the Employers' delegate and Workers' delegation, respectively, had been drawn. It also communicated directly with the host State authorities with a view to rectifying the situation. The Ministry of Labour had undertaken to meet the cost of air travel and travel allowances for the Employers' and Workers' delegates to this session of the Conference and was committed to continue doing so for future sessions of the Conference and to make every effort to ensure timely and successful visa applications for all its delegates.
- 128.** *The Committee notes that the tripartite delegation of Malawi is composed of 19 members of which 13 are Government representatives, four Employers' and two Workers' representatives. The Committee further notes that of the foregoing, 12 members of the Government delegation registered at the Conference, including six from capital, whereas only one adviser for the Employers' delegation had registered and none for the Workers' delegation.*
- 129.** *The Committee also takes note of the Government's explanations that it had undertaken the necessary travel formalities on behalf of the Employers' delegate and Workers' delegation, including by obtaining the necessary travel insurance. The Committee observes from the exchange provided by the Government that six delegates, including the Employers' delegate and Workers' delegation, arrived late for their appointment at the Swiss Embassy in Pretoria on the morning of 26 May 2023 and that the Employers' delegate and Workers' delegation presented incomplete applications, in which the travel insurance certificates were missing. The applications thus required a further re-*

examination that could only be proposed for 7 June 2023 by the Embassy due to the high volume of visa applications during this period.

- 130.** *The Committee notes the importance of the social partners being fully informed of travel requirements, including the necessary documentation to ensure successful visa applications thus permitting them to travel to Switzerland thereby ensuring the effective participation of a fully tripartite delegation at the Conference. In this regard, the Committee trusts that the Government will fulfil its commitment to make every effort to ensure timely and complete visa applications for all its delegates in the future.*

Complaint regarding the non-payment of travel and subsistence expenses of the Workers' advisers of the Bolivarian Republic of Venezuela

- 131.** The Credentials Committee received a communication presented by Ms Leida Marcela León Molina, accredited as an adviser from the Alianza Sindical Independiente (ASI) in the Workers' delegation. The communication included a late objection (see paragraphs 117-118 above) and a complaint filed within the time limit stipulated in article 33, paragraph 3(a) of the Conference Standing Orders regarding the non-payment of the travel and subsistence expenses of the Workers' advisers by the Government. According to the author of the complaint, the Government had only paid the travel and subsistence expenses of the Employers' titular delegate and the Workers' titular delegate, but not of their advisers. By not paying their travel and subsistence expenses, the Government denied them the possibility of attending the Conference or forced them to cover their own expenses, despite the monthly minimum wage in the country (USD 4.6) being largely insufficient.
- 132.** In a written communication addressed to the Committee at its request, the Government stated that it had undertaken to cover the travel and subsistence expenses of the Employers' delegate from FEDECAMARAS and the Workers' delegate from the Central Bolivariana Socialista de Trabajadores y Trabajadoras de la Ciudad, el Campo y la Pesca (CBST-CCP). The Government had complied with its obligations under the ILO Constitution, account being taken of the existing budgetary restrictions due to coercive measures against the country. It had been guided by the criteria of representativeness based on the affiliation data available from the National Trade Union Registry (NTUR) and the number of collective agreements signed by the organizations in question. In this connection, the Government made a plea to the Committee to take into consideration the progress made in the framework of the three editions of the Social Dialogue Forum and reiterated its request for the technical assistance of the ILO.
- 133.** *The Committee recalls that article 13, paragraph 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 competence conferred on the Committee to examine complaints concerning the non-observance of this provision is limited to the situations set out in article 33, paragraphs 1(a) and (b), of the Conference Standing Orders: the non-payment of expenses one or more of the delegates that it has nominated in accordance with article 3(1) of the Constitution and cases of serious and manifest imbalance between the number of Employers' or Workers' advisers whose expenses have been covered and the number of advisers appointed for the Government delegates. The purpose is to ensure that the financial means available for the participation of a tripartite delegation to the Conference would 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.*
- 134.** *The Committee notes that the Government delegation comprises two titular delegates and five advisers, all of which have registered at the Conference. According to the credentials submission*

form, the Government has paid the travel and subsistence expenses of five out of the seven members of the Government delegation. It is relevant to note that two members of the Government delegation are diplomats from the Permanent Mission in Geneva. However, as the Committee has often stated, while most governments can rely on the support of their respective Permanent Missions in Geneva to ensure participation of a governmental delegation, the social partners cannot rely on such a system. In this respect, the Committee recalls that the ability for the social partners to actively participate in the work of the Conference depends to a large extent on the number of advisers that accompany the delegate to the Conference; to expect that those advisers attend the Conference at their own expense is incompatible with article 13, paragraph 2(a), of the ILO Constitution. While there is no constitutional obligation for a Government to nominate advisers, it must be recognized that the Conference can only work properly if there are a sufficient number of advisers present in the three groups of the Conference. Furthermore, the Committee recalls that financial constraints have an even greater impact on the social partners and their ability to cover their own expenses.

- 135.** *In light of the above, the Committee finds that there is a serious and manifest imbalance between the number of Workers' advisers and Government advisers whose travel and subsistence expenses have been covered by the Government. The Committee expects that in the future, the Government will cover the expenses of a sufficient number of advisers in the delegation to ensure their ability to fully participate in the Committees and the Plenary of the Conference, as part of a balanced tripartite delegation as envisaged by the Constitution of the ILO.*

Communications

- 136.** The Committee also received the following communications.

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

- 137.** The Credentials Committee had before it six Notes verbales dated 6, 7 and 9 June 2023, addressed to the ILO and the Committee from the Permanent Mission of Myanmar in Geneva. The Permanent Mission objected to the participation in the Conference, within the delegations 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 of which had been declared unlawful organizations and terrorist groups by the State Administration Council (SAC) of Myanmar. In addition, one of the two members of CTUM accredited was being criminally prosecuted and an arrest warrant, together with the cancellation of the passport, had been sought against the other member of CTUM accredited.
- 138.** *At the outset, the Committee notes with concern the information that trade unionists are being prosecuted and recalls that the Governing Body, at its 345th Session (June 2022) and 347th Session (March 2023), had "called on the military authorities to end immediately the harassment, intimidation and arbitrary arrests and detentions of labour activists, trade unionists and others, including the Rohingya, in the exercise of their human rights."*
- 139.** *With respect to the author of the communications, the Committee recalls its conclusions on the question of the representation of Myanmar (ILC.111/Record No. 2A(Rev.1), paragraphs 20–29).*
- 140.** *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 in 2021 and 2022, that under article 8(2) (former article 5(2)) and article 32 (former article 26bis) 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.

- 141.** *The Committee regrets that, for the third year in a row and despite the clear and repeated conclusions of the Committee, the author of the communications continues to inundate the Committee with manifestly irreceivable “objections.” The Committee urges the authors of such repeated communications to refrain from pursuing this practice as it impedes the work of the Committee.*

Communication concerning the delegation of Brunei Darussalam

- 142.** The Credentials Committee received a communication by the International Trade Union Confederation (ITUC) alleging that the delegation of Brunei Darussalam was manifestly imbalanced as it included 13 Government representatives but only a single Workers’ delegate. The ITUC submitted that the Government of Brunei Darussalam had thus failed to fulfil its obligations under article 3 of the ILO Constitution.
- 143.** In a written communication addressed to the Committee at its request, the Government explained the role of each Government representative it had accredited, specifying that several of them were tasked with arrangements and logistics for the whole delegation. The Government also indicated that it would reduce their number.
- 144.** *The Committee notes the explanations provided by the Government and the fact that the Government reduced the number of accredited Government representatives to 10.*
- 145.** *The Committee recalls that the very principle of tripartism and the composition of delegations to the International Labour Conference as envisaged by article 3 of the ILO Constitution requires Members to accredit delegations that do not present a serious and manifest imbalance as between its three parts. Accordingly, the convocation letter to this session of the Conference, dated 17 February 2023, required Member States “to ensure that national delegations to the Conference are fully tripartite and balanced as regards the number of advisers accompanying the respective delegates representing the governments, employers and workers”.*
- 146.** *Noting, however, that the Committee does not have the mandate to receive and examine specific submissions based on alleged tripartite imbalance in a delegation (ILC.2019/Record 3C, paragraph 112), the Committee considers that this communication calls for no further action on its part.*

* * *

- 147.** 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 12, 19, 29 and 103.

Geneva, 15 June 2023

(Signed) Ms Tanya Marie Samuelsen
Chairperson

Mr Fernando Yllanes Martínez

Mr Jeffrey Vogt

Appendix I

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

	1)	2)	3)	4)	5)	6)		1)	2)	3)	4)	5)	6)
Afghanistan.....	2	1	1	1	-	-	Ecuador.....	2	1	1	7	1	1
Albania.....	2	1	1	1	1	1	Egypt.....	2	1	1	8	6	12
Algeria.....	2	1	1	11	8	12	El Salvador.....	2	1	1	9	3	7
Angola.....	2	1	1	3	5	5	Equatorial Guinea.....	2	1	1	3	1	1
Antigua and Barbuda.....	2	-	-	-	-	-	Eritrea.....	2	1	1	1	-	1
Argentina.....	2	1	1	17	14	14	Estonia.....	2	1	1	1	-	1
Armenia.....	2	-	1	1	-	-	Eswatini.....	2	1	1	9	2	2
Australia.....	2	1	1	10	2	2	Ethiopia.....	2	1	1	8	2	4
Austria.....	2	1	1	8	3	6	Fiji.....	2	1	1	3	-	-
Azerbaijan.....	2	1	1	9	9	10	Finland.....	2	1	1	5	5	3
Bahamas.....	2	1	1	11	2	6	France.....	2	1	1	21	5	11
Bahrain.....	2	1	1	7	6	8	Gabon.....	2	1	1	14	12	14
Bangladesh.....	2	1	1	18	7	2	Gambia.....	2	-	-	3	-	-
Barbados.....	2	1	1	3	-	2	Georgia.....	2	1	1	2	5	5
Belarus.....	2	1	1	6	2	14	Germany.....	2	1	1	17	4	7
Belgium.....	2	1	1	21	5	14	Ghana.....	2	1	1	17	14	14
Belize.....	-	-	-	-	-	-	Greece.....	2	1	1	16	10	7
Benin.....	2	1	1	3	-	7	Grenada.....	-	-	-	-	-	-
Bolivia (Plurinational State of).....	2	1	1	8	1	1	Guatemala.....	2	1	1	9	4	3
Bosnia and Herzegovina.....	1	1	1	-	-	-	Guinea.....	2	1	1	25	11	12
Botswana.....	2	1	1	17	4	12	Guinea-Bissau.....	2	1	1	-	-	1
Brazil.....	2	1	1	15	7	7	Guyana.....	2	1	1	1	-	-
Brunei Darussalam.....	2	1	1	6	-	-	Haiti.....	2	1	1	1	1	6
Bulgaria.....	2	1	1	6	4	2	Honduras.....	2	1	1	3	-	-
Burkina Faso.....	2	1	1	21	3	9	Hungary.....	2	1	1	7	2	4
Burundi.....	2	1	1	4	-	-	Iceland.....	2	1	1	4	1	1
Cabo Verde.....	2	1	1	1	-	-	Israel.....	2	1	1	7	2	1
Cambodia.....	2	1	1	5	-	2	India.....	2	1	1	8	13	14
Cameroon.....	2	1	1	2	9	13	Indonesia.....	2	1	1	26	14	14
Canada.....	2	1	1	13	5	4	Iran (Islamic Republic of).....	2	1	1	7	5	7
Central African Republic.....	2	1	1	5	1	4	Iraq.....	2	1	1	10	12	14
Chad.....	2	1	1	10	1	4	Ireland.....	2	1	1	9	-	1
Chile.....	2	1	1	11	6	12	Italy.....	2	1	1	6	4	9
China.....	2	1	1	16	8	7	Jamaica.....	2	1	1	6	-	1
Colombia.....	2	1	1	8	14	13	Japan.....	2	1	1	16	4	7
Comoros.....	2	1	1	3	-	3	Jordan.....	2	1	1	9	1	8
Congo.....	2	1	1	28	11	14	Kazakhstan.....	2	1	1	3	2	7
Cook Islands.....	-	-	-	-	-	-	Kenya.....	2	1	1	28	13	14
Costa Rica.....	2	1	1	4	1	1	Kiribati.....	2	1	1	4	-	-
Côte d'Ivoire.....	2	1	1	26	9	14	Kuwait.....	2	1	1	3	1	1
Croatia.....	2	1	1	6	1	1	Kyrgyzstan.....	1	1	1	-	2	-
Cuba.....	2	1	1	4	1	1	Lao People's Democratic Repub.....	2	1	1	3	1	1
Cyprus.....	2	1	1	5	7	7	Latvia.....	2	1	1	3	1	2
Czechia.....	2	1	1	10	2	3	Lebanon.....	2	1	1	2	1	9
Democratic Repub. of the Congo.....	2	1	1	28	11	14	Lesotho.....	2	1	1	3	-	-
Denmark.....	2	1	1	10	3	4	Liberia.....	2	1	1	1	1	1
Djibouti.....	2	1	1	6	1	2	Libya.....	2	1	1	10	-	-
Dominica.....	-	-	-	-	-	-	Lithuania.....	2	1	1	6	-	-
Dominican Republic.....	2	1	1	10	7	14	Luxembourg.....	2	1	1	4	6	7

List of accredited delegates and advisers

	1)	2)	3)	4)	5)	6)		1)	2)	3)	4)	5)	6)
Madagascar.....	2	1	1	6	-	-	Seychelles.....	2	1	1	-	1	-
Malawi.....	2	1	1	9	3	1	Sierra Leone.....	2	1	1	5	1	1
Malaysia.....	2	1	1	11	2	12	Singapore.....	2	1	1	14	4	8
Maldives.....	2	1	1	2	6	4	Slovakia.....	2	1	1	5	3	3
Mali.....	2	1	1	28	3	9	Slovenia.....	2	1	1	3	1	-
Malta.....	2	1	1	8	5	5	Solomon Islands.....	-	-	-	-	-	-
Marshall Islands.....	-	-	-	-	-	-	Somalia.....	2	1	1	1	-	5
Mauritania.....	2	1	1	8	2	4	South Africa.....	2	1	1	7	4	4
Mauritius.....	2	1	1	3	2	-	South Sudan.....	2	1	1	8	4	1
Mexico.....	2	1	1	12	13	14	Spain.....	2	1	1	9	7	8
Mongolia.....	2	1	1	2	4	3	Sri Lanka.....	-	-	-	-	-	-
Montenegro.....	2	1	1	7	-	1	Sudan.....	2	-	-	2	-	-
Morocco.....	2	1	1	20	4	13	Suriname.....	2	-	1	-	-	-
Mozambique.....	2	1	1	4	-	1	Sweden.....	2	1	1	9	6	5
Myanmar.....	-	-	-	-	-	-	Switzerland.....	2	1	1	15	4	7
Namibia.....	2	1	1	6	1	1	Syrian Arab Republic.....	2	1	1	2	11	5
Nepal.....	2	1	1	2	6	13	Tajikistan.....	2	1	1	-	-	-
Netherlands.....	2	1	1	15	5	14	Thailand.....	2	1	1	26	14	13
New Zealand.....	2	1	1	4	2	1	Timor-Leste.....	-	-	-	-	-	-
Nicaragua.....	2	1	1	1	2	2	Togo.....	2	1	1	13	8	12
Niger.....	2	1	1	26	14	14	Tonga.....	2	1	1	-	-	-
Nigeria.....	2	1	1	18	14	14	Trinidad and Tobago.....	2	1	1	20	4	4
North Macedonia.....	2	1	1	2	1	-	Tunisia.....	2	1	1	6	2	8
Norway.....	2	1	1	8	3	7	Türkiye.....	2	1	1	26	14	13
Oman.....	2	1	1	10	5	4	Turkmenistan.....	2	1	1	3	-	-
Pakistan.....	2	1	1	14	5	3	Tuvalu.....	-	-	-	-	-	-
Palau.....	-	-	-	-	-	-	Uganda.....	2	1	1	7	13	14
Panama.....	2	1	1	7	3	3	Ukraine.....	2	1	1	1	2	4
Papua New Guinea.....	2	1	1	5	-	-	United Arab Emirates.....	2	1	1	14	3	3
Paraguay.....	2	1	1	4	1	13	United Kingdom.....	2	1	1	25	1	5
Peru.....	2	1	1	3	4	6	United Republic of Tanzania.....	2	1	1	18	3	14
Philippines.....	2	1	1	22	4	5	United States of America.....	2	1	1	17	6	4
Poland.....	2	1	1	9	5	5	Uruguay.....	2	1	1	9	2	3
Portugal.....	2	1	1	12	5	7	Uzbekistan.....	2	1	1	5	3	6
Qatar.....	2	1	1	9	4	4	Vanuatu.....	-	-	-	-	-	-
Republic of Korea.....	2	1	1	9	5	7	Venezuela (Bolivarian Republic of).....	2	1	1	5	8	14
Republic of Moldova.....	2	1	1	3	1	1	Viet Nam.....	2	1	1	2	3	3
Romania.....	2	1	1	5	5	8	Yemen.....	2	-	-	2	-	-
Russian Federation.....	2	1	1	10	3	6	Zambia.....	2	1	1	13	14	14
Rwanda.....	2	1	1	2	-	4	Zimbabwe.....	2	1	1	20	2	7
Saint Kitts and Nevis.....	2	1	1	-	-	-							
Saint Lucia.....	-	-	-	-	-	-							
Saint Vincent and the Grenadines.....	-	-	-	-	-	-							
Samoa.....	-	-	-	-	-	-							
San Marino.....	2	1	1	4	2	2							
Sao Tome and Principe.....	1	1	1	-	-	-							
Saudi Arabia.....	2	1	1	17	4	5							
Senegal.....	2	1	1	15	2	14							
Serbia.....	2	1	1	4	3	2							

	1)	2)	3)	4)	5)	6)
Total	341	166	168	1464	657	926

Appendix II

- 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	-	-	1	-	-	Ecuador.....	2	-	-	1	-	-	Madagascar.....	2	1	1	5	-	-	Seychelles.....	2	1	1	-	1	-
Albania.....	2	1	1	1	1	-	Egypt.....	2	-	1	8	6	12	Malawi.....	1	-	-	9	1	-	Sierra Leone.....	2	1	1	2	1	1
Algeria.....	2	1	1	9	5	6	El Salvador.....	2	-	1	6	-	3	Malaysia.....	2	1	1	11	2	11	Singapore.....	2	1	1	13	4	8
Angola.....	2	1	1	3	5	4	Equatorial Guinea.....	2	1	1	3	-	-	Maldives.....	1	-	1	2	4	4	Slovakia.....	2	1	1	4	3	3
Antigua and Barbuda.....	1	-	-	-	-	-	Eritrea.....	1	1	1	1	-	1	Mali.....	2	1	1	23	3	9	Slovenia.....	2	1	1	2	1	-
Argentina.....	2	-	1	11	14	13	Estonia.....	2	1	1	-	-	1	Malta.....	2	-	1	7	4	5	Solomon Islands.....	-	-	-	-	-	-
Armenia.....	2	-	1	1	-	-	Eswatini.....	2	1	1	9	2	2	Marshall Islands.....	-	-	-	-	-	-	Somalia.....	2	1	1	1	-	4
Australia.....	2	1	1	5	2	2	Ethiopia.....	2	1	1	7	2	4	Mauritania.....	2	1	1	5	1	4	South Africa.....	2	1	1	6	4	4
Austria.....	2	-	-	8	1	5	Fiji.....	2	1	1	2	-	-	Mauritius.....	2	1	1	3	-	-	South Sudan.....	2	-	1	7	3	1
Azerbaijan.....	2	1	1	8	5	10	Finland.....	1	1	1	5	5	3	Mexico.....	2	1	1	10	9	11	Spain.....	2	1	1	8	6	8
Bahamas.....	2	1	1	4	1	6	France.....	2	1	1	10	5	10	Mongolia.....	2	-	-	2	2	2	Sri Lanka.....	-	-	-	-	-	-
Bahrain.....	2	1	1	5	5	6	Gabon.....	2	1	1	13	9	9	Montenegro.....	2	1	1	5	-	1	Sudan.....	2	-	-	1	-	-
Bangladesh.....	2	1	1	13	6	2	Gambia.....	2	-	-	2	-	-	Morocco.....	2	1	1	15	4	12	Suriname.....	2	-	1	-	-	-
Barbados.....	2	1	1	3	-	2	Georgia.....	2	1	1	2	3	4	Mozambique.....	2	1	1	4	-	1	Sweden.....	2	1	1	8	4	5
Belarus.....	2	1	1	5	2	7	Germany.....	2	1	1	14	4	5	Myanmar.....	-	-	-	-	-	-	Switzerland.....	2	1	1	14	4	7
Belgium.....	2	1	1	20	3	13	Ghana.....	2	1	1	17	14	14	Namibia.....	2	1	1	5	1	1	Syrian Arab Republic.....	2	1	1	2	6	5
Belize.....	-	-	-	-	-	-	Greece.....	1	1	1	8	4	4	Nepal.....	1	1	1	1	4	6	Tajikistan.....	1	-	-	-	-	-
Benin.....	2	1	1	3	-	7	Grenada.....	-	-	-	-	-	-	Netherlands.....	2	-	1	15	5	14	Thailand.....	2	1	-	21	7	12
Bolivia (Plurinational State of).....	2	-	1	2	1	1	Guatemala.....	2	1	1	7	3	2	New Zealand.....	2	1	1	1	2	1	Timor-Leste.....	-	-	-	-	-	-
Bosnia and Herzegovina.....	1	1	1	-	-	-	Guinea.....	2	1	1	24	6	12	Nicaragua.....	2	1	1	-	-	1	Togo.....	2	1	1	12	8	11
Botswana.....	2	1	1	10	4	8	Guinea-Bissau.....	2	-	1	-	-	1	Niger.....	2	1	1	26	5	11	Tonga.....	2	1	1	-	-	-
Brazil.....	2	1	1	11	7	7	Guyana.....	1	1	-	1	-	-	Nigeria.....	2	1	1	18	11	10	Trinidad and Tobago.....	2	1	1	2	-	-
Brunei Darussalam.....	2	1	1	6	-	-	Haiti.....	2	1	1	1	1	5	North Macedonia.....	2	1	-	2	1	-	Tunisia.....	2	1	1	6	2	7
Bulgaria.....	1	1	1	5	3	2	Honduras.....	1	1	1	2	1	-	Norway.....	2	1	1	6	3	7	Türkiye.....	2	-	1	23	9	11
Burkina Faso.....	2	1	1	20	3	7	Hungary.....	1	1	1	6	2	4	Oman.....	2	1	1	10	4	4	Turkmenistan.....	2	1	1	3	-	-
Burundi.....	2	1	1	4	-	-	Iceland.....	1	1	1	1	-	1	Pakistan.....	2	1	1	10	2	2	Tuvalu.....	-	-	-	-	-	-
Cabo Verde.....	2	1	1	1	-	-	Israel.....	2	1	1	4	2	1	Palau.....	-	-	-	-	-	-	Uganda.....	2	1	1	1	10	3
Cambodia.....	2	1	1	4	-	1	India.....	1	1	1	8	13	14	Panama.....	2	1	1	7	3	3	Ukraine.....	2	1	1	1	-	2
Cameroon.....	2	1	1	2	7	10	Indonesia.....	2	1	1	26	14	14	Papua New Guinea.....	2	1	1	2	-	-	United Arab Emirates.....	2	1	-	10	2	3
Canada.....	2	1	1	10	5	4	Iran (Islamic Republic of).....	2	1	1	4	4	7	Paraguay.....	2	1	1	2	1	7	United Kingdom.....	2	1	1	18	1	4
Central African Republic.....	2	1	1	4	-	4	Iraq.....	2	-	1	7	2	13	Peru.....	2	1	1	2	4	5	United Republic of Tanzania.....	2	1	1	16	3	13
Chad.....	2	1	1	9	1	4	Ireland.....	2	1	1	6	-	1	Philippines.....	2	1	1	19	4	5	United States of America.....	2	1	1	16	6	4
Chile.....	1	1	1	9	6	11	Italy.....	2	1	1	6	-	6	Poland.....	1	1	1	5	5	5	Uruguay.....	1	1	1	6	2	2
China.....	2	1	1	16	7	7	Jamaica.....	2	1	1	4	-	1	Portugal.....	2	1	1	12	5	6	Uzbekistan.....	1	1	1	3	2	5
Colombia.....	2	1	1	5	12	11	Japan.....	2	1	-	11	3	7	Qatar.....	2	1	1	9	4	4	Vanuatu.....	-	-	-	-	-	-
Comoros.....	-	-	-	-	-	-	Jordan.....	2	1	1	9	-	4	Republic of Korea.....	1	1	-	8	5	7	Venezuela (Bolivarian Republic of).....	2	1	1	5	5	7
Congo.....	2	-	1	25	8	11	Kazakhstan.....	2	1	1	2	1	6	Republic of Moldova.....	2	1	1	3	1	1	Viet Nam.....	2	1	1	2	3	3
Cook Islands.....	-	-	-	-	-	-	Kenya.....	2	1	1	23	11	14	Romania.....	2	1	1	5	1	6	Yemen.....	2	-	-	-	-	-
Costa Rica.....	2	1	1	1	1	1	Kiribati.....	2	1	1	4	-	-	Russian Federation.....	1	1	1	6	1	6	Zambia.....	2	1	1	11	13	14
Côte d'Ivoire.....	2	1	1	20	9	14	Kuwait.....	2	1	1	3	1	1	Rwanda.....	1	-	1	2	-	1	Zimbabwe.....	2	1	1	19	2	4
Croatia.....	2	1	1	4	-	1	Kyrgyzstan.....	-	-	1	-	-	-	Saint Kitts and Nevis.....	2	1	1	-	-	-							
Cuba.....	2	1	1	4	1	1	Lao People's Democratic Repub.....	2	1	1	3	1	1	Saint Lucia.....	-	-	-	-	-	-							
Cyprus.....	2	1	1	3	5	7	Latvia.....	2	1	-	3	1	2	Saint Vincent and the Grenadines.....	-	-	-	-	-	-							
Czechia.....	2	1	1	6	2	3	Lebanon.....	-	1	1	2	1	6	Samoa.....	-	-	-	-	-	-							
Democratic Repub. of the Congo.....	2	1	1	21	8	10	Lesotho.....	2	1	1	3	-	-	San Marino.....	2	1	1	1	2	2							
Denmark.....	2	1	1	8	3	4	Liberia.....	2	1	-	-	-	1	Sao Tome and Principe.....	-	-	-	-	-	-							
Djibouti.....	2	1	1	5	1	2	Libya.....	1	1	1	7	-	-	Saudi Arabia.....	2	1	1	12	4	5							
Dominica.....	-	-	-	-	-	-	Lithuania.....	2	1	1	1	-	-	Senegal.....	2	1	1	14	1	14							
Dominican Republic.....	2	1	1	9	5	13	Luxembourg.....	2	-	1	4	4	7	Serbia.....	2	1	1	3	2	2							

1)

2)

3)

4)

5)

6)

Total

313

143

152

1164

497

777

	1)	2)	3)	4)	5)	6)
Total	313	143	152	1164	497	777

Appendix III

Proportion of women accredited in Conference delegations

15.06.2023 19:00:08

	G	E	T	Tot		G	E	T	Tot		G	E	T	Tot		G	E	T	Tot
Afghanistan.....	33,3	0,0	0,0	20,0	Ecuador.....	33,3	0,0	0,0	23,1	Lithuania.....	62,5	100,0	100,0	70,0	Sierra Leone.....	14,3	0,0	50,0	18,2
Albania.....	66,7	0,0	0,0	28,6	Egypt.....	50,0	14,3	23,1	30,0	Luxembourg.....	16,7	28,6	37,5	28,6	Singapore.....	37,5	20,0	55,6	40,0
Algeria.....	30,8	22,2	7,7	20,0	El Salvador.....	54,5	25,0	12,5	34,8	Madagascar.....	50,0	100,0	100,0	60,0	Slovakia.....	28,6	25,0	50,0	33,3
Angola.....	0,0	33,3	50,0	29,4	Equatorial Guinea.....	80,0	50,0	0,0	55,6	Malawi.....	27,3	50,0	0,0	29,4	Slovenia.....	80,0	50,0	100,0	75,0
Antigua and Barbuda.....	0,0	-	-	0,0	Eritrea.....	0,0	0,0	0,0	0,0	Malaysia.....	46,2	33,3	7,7	27,6	Somalia.....	66,7	0,0	33,3	40,0
Argentina.....	42,1	33,3	40,0	38,8	Estonia.....	100,0	100,0	50,0	83,3	Maldives.....	75,0	14,3	20,0	31,3	South Africa.....	22,2	40,0	60,0	36,8
Armenia.....	0,0	-	100,0	25,0	Eswatini.....	18,2	0,0	33,3	17,6	Mali.....	20,0	25,0	30,0	22,7	South Sudan.....	40,0	60,0	50,0	47,1
Australia.....	83,3	33,3	66,7	72,2	Ethiopia.....	30,0	0,0	0,0	16,7	Malta.....	50,0	16,7	33,3	36,4	Spain.....	63,6	75,0	44,4	60,7
Austria.....	70,0	0,0	14,3	38,1	Fiji.....	20,0	0,0	0,0	14,3	Mauritania.....	0,0	0,0	0,0	0,0	Sudan.....	25,0	-	-	25,0
Azerbaijan.....	36,4	30,0	45,5	37,5	Finland.....	71,4	66,7	75,0	70,6	Mauritius.....	60,0	33,3	0,0	44,4	Suriname.....	0,0	-	0,0	0,0
Bahamas.....	69,2	66,7	57,1	65,2	France.....	47,8	33,3	58,3	48,8	Mexico.....	50,0	28,6	33,3	37,2	Sweden.....	63,6	42,9	50,0	54,2
Bahrain.....	33,3	28,6	22,2	28,0	Gabon.....	56,3	30,8	6,7	31,8	Mongolia.....	25,0	20,0	25,0	23,1	Switzerland.....	47,1	0,0	37,5	36,7
Bangladesh.....	10,0	12,5	33,3	12,9	Gambia.....	20,0	-	-	20,0	Montenegro.....	66,7	0,0	0,0	50,0	Syrian Arab Republic.....	25,0	0,0	0,0	4,5
Barbados.....	60,0	100,0	100,0	77,8	Georgia.....	25,0	33,3	33,3	31,3	Morocco.....	40,9	20,0	28,6	34,1	Tajikistan.....	50,0	0,0	0,0	25,0
Belarus.....	50,0	0,0	60,0	50,0	Germany.....	57,9	60,0	50,0	56,3	Mozambique.....	33,3	0,0	0,0	22,2	Thailand.....	60,7	40,0	28,6	47,4
Belgium.....	52,2	50,0	20,0	40,9	Ghana.....	26,3	46,7	13,3	28,6	Namibia.....	50,0	100,0	50,0	58,3	Togo.....	26,7	22,2	53,8	35,1
Benin.....	20,0	100,0	62,5	50,0	Greece.....	77,8	18,2	50,0	54,1	Nepal.....	25,0	14,3	21,4	20,0	Tonga.....	100,0	0,0	0,0	50,0
Bolivia (Plurinational State of).....	40,0	0,0	0,0	28,6	Guatemala.....	45,5	20,0	25,0	35,0	Netherlands.....	47,1	16,7	53,3	44,7	Trinidad and Tobago.....	86,4	20,0	40,0	68,8
Bosnia and Herzegovina.....	100,0	100,0	0,0	66,7	Guinea.....	14,8	25,0	23,1	19,2	New Zealand.....	66,7	33,3	100,0	63,6	Tunisia.....	37,5	0,0	11,1	20,0
Botswana.....	73,7	40,0	15,4	48,6	Guinea-Bissau.....	50,0	0,0	0,0	20,0	Nicaragua.....	66,7	33,3	33,3	44,4	Türkiye.....	42,9	33,3	0,0	29,8
Brazil.....	35,3	12,5	25,0	27,3	Guyana.....	33,3	0,0	0,0	20,0	Niger.....	21,4	46,7	13,3	25,9	Turkmenistan.....	20,0	100,0	0,0	28,6
Brunei Darussalam.....	62,5	0,0	0,0	50,0	Haiti.....	66,7	0,0	14,3	25,0	Nigeria.....	50,0	13,3	13,3	28,0	Uganda.....	0,0	28,6	33,3	23,7
Bulgaria.....	87,5	60,0	0,0	62,5	Honduras.....	60,0	50,0	0,0	50,0	North Macedonia.....	50,0	100,0	0,0	57,1	Ukraine.....	66,7	33,3	60,0	54,5
Burkina Faso.....	21,7	25,0	30,0	24,3	Hungary.....	62,5	100,0	40,0	62,5	Norway.....	80,0	25,0	75,0	68,2	United Arab Emirates.....	37,5	25,0	25,0	33,3
Burundi.....	50,0	-	0,0	42,9	Iceland.....	50,0	50,0	50,0	50,0	Oman.....	16,7	16,7	0,0	13,0	United Kingdom.....	66,7	0,0	50,0	60,0
Cabo Verde.....	100,0	0,0	100,0	80,0	India.....	20,0	28,6	40,0	30,8	Pakistan.....	6,3	33,3	25,0	15,4	United Republic of Tanzania.....	40,0	75,0	0,0	28,2
Cambodia.....	14,3	0,0	0,0	9,1	Israel.....	55,6	33,3	50,0	50,0	Panama.....	33,3	25,0	25,0	29,4	United States of America.....	47,4	42,9	60,0	48,4
Cameroon.....	100,0	50,0	21,4	42,9	Indonesia.....	39,3	53,3	13,3	36,2	Papua New Guinea.....	28,6	100,0	0,0	33,3	Uruguay.....	63,6	33,3	50,0	55,6
Canada.....	86,7	83,3	20,0	73,1	Iran (Islamic Republic of).....	33,3	16,7	12,5	21,7	Paraguay.....	66,7	50,0	28,6	40,9	Uzbekistan.....	14,3	50,0	28,6	27,8
Central African Republic.....	14,3	50,0	20,0	21,4	Iraq.....	33,3	7,7	13,3	17,5	Peru.....	40,0	60,0	57,1	52,9	Venezuela (Bolivarian Republic of).....	42,9	11,1	26,7	25,8
Chad.....	41,7	0,0	0,0	26,3	Ireland.....	81,8	100,0	50,0	78,6	Philippines.....	41,7	40,0	33,3	40,0	Viet Nam.....	50,0	50,0	25,0	41,7
Chile.....	30,8	14,3	38,5	30,3	Italy.....	62,5	20,0	50,0	47,8	Poland.....	81,8	33,3	16,7	52,2	Yemen.....	0,0	-	-	0,0
China.....	50,0	11,1	37,5	37,1	Jamaica.....	75,0	0,0	50,0	63,6	Portugal.....	57,1	66,7	37,5	53,6	Zambia.....	33,3	26,7	20,0	26,7
Colombia.....	40,0	46,7	35,7	41,0	Japan.....	16,7	40,0	37,5	25,8	Qatar.....	54,5	20,0	40,0	42,9	Zimbabwe.....	40,9	33,3	50,0	42,4
Comoros.....	60,0	100,0	50,0	60,0	Jordan.....	27,3	0,0	11,1	18,2	Republic of Korea.....	27,3	50,0	50,0	40,0					
Congo.....	26,7	36,4	35,7	30,9	Kazakhstan.....	40,0	0,0	37,5	31,3	Republic of Moldova.....	100,0	0,0	0,0	55,6					
Costa Rica.....	66,7	50,0	50,0	60,0	Kenya.....	36,7	57,1	20,0	37,3	Romania.....	42,9	33,3	22,2	31,8					
Côte d'Ivoire.....	28,6	40,0	33,3	32,1	Kiribati.....	50,0	0,0	0,0	37,5	Russian Federation.....	25,0	50,0	14,3	26,1					
Croatia.....	50,0	50,0	100,0	58,3	Kuwait.....	20,0	0,0	0,0	11,1	Rwanda.....	25,0	0,0	20,0	20,0					
Cuba.....	50,0	0,0	50,0	40,0	Kyrgyzstan.....	0,0	33,3	0,0	20,0	Saint Kitts and Nevis.....	50,0	0,0	100,0	50,0					
Cyprus.....	71,4	25,0	25,0	39,1	Lao People's Democratic Repub....	0,0	50,0	50,0	22,2	San Marino.....	50,0	33,3	33,3	41,7					
Czechia.....	50,0	100,0	25,0	52,6	Latvia.....	40,0	0,0	100,0	50,0	Sao Tome and Principe.....	0,0	0,0	0,0	0,0					
Democratic Repub. of the Congo..	20,0	33,3	6,7	19,3	Lebanon.....	25,0	0,0	0,0	6,3	Saudi Arabia.....	36,8	40,0	0,0	30,0					
Denmark.....	50,0	75,0	40,0	52,4	Lesotho.....	80,0	100,0	0,0	71,4	Senegal.....	35,3	0,0	40,0	34,3					
Djibouti.....	25,0	50,0	0,0	23,1	Liberia.....	66,7	0,0	50,0	50,0	Serbia.....	33,3	75,0	66,7	53,8					
Dominican Republic.....	33,3	37,5	26,7	31,4	Libya.....	25,0	0,0	0,0	21,4	Seychelles.....	100,0	0,0	0,0	40,0					

	G	E	T	Tot
%	42,6	32,6	29,5	36,5

	G	E	T	Tot
%	42,6	32,6	29,5	36,5