



13th African Regional Meeting

Addis Ababa, Ethiopia, 30 November–3 December 2015

AFRM.13/D.9

Report of the Credentials Committee

1. The Credentials Committee, which was appointed by the Meeting at its first sitting, met on 30 November and 1 and 2 December 2015 to examine, in conformity with article 9 of the *ILO Rules for Regional Meetings* (2008), the credentials of the delegates and their advisers attending the Meeting, as well as the objections to credentials, the complaints concerning the non-payment of travel and subsistence expenses of delegations, and other communications. The Committee was composed as follows:

Chairperson: Mr Mohamed Khiat (Government delegate, Algeria);

Members: Mr Aggrey Mlimuka (Employers' delegate, the United Republic of Tanzania);

Mr George Nkiwane (Workers' delegate, Zimbabwe).

2. Credentials received in respect of the members of the delegations had been submitted in the form of instruments frequently using the recommended ILO form, or of letters, transmitted in most cases as scanned documents through electronic mail. The generalized use of electronic means for the transmission of credentials facilitated processing the relevant information although it has occasionally given rise to questions as to their authenticity. The Committee recommended that the Office would examine this question with a view to introducing possible improvements, including through the use of a password-protected online accreditation system, such as the one used for the International Labour Conference.
3. The Committee drew the attention of the governments to the importance of respecting article 1, paragraph 3, of the abovementioned Rules, according to which credentials must be deposited at least 15 days before the opening of the meeting (i.e. 16 November). The Committee noted that credentials from 38 of the 49 Members that were represented at the Meeting had been received within that time limit, which was 16 more than in 2011. This positive trend might be due to the fact that the Office had asked for an earlier deposit of the credentials in order to facilitate the issuance of visas for the delegates by the Ethiopian authorities. One Member (Libya) changed both the Employers' and Workers' delegate and another Member (Equatorial Guinea) submitted credentials after the opening of the Meeting, so that those nominations did not appear on the *First Provisional List of Delegations* made available online by the Office on 30 November 2015. Since this list provided advance information that served as the basis for possible objections to the credentials of delegates or their advisers, the absence of full information before the beginning of the Meeting was a concern to the Committee.

Composition of the Meeting

4. By the time of the adoption of this report, and as reflected in the table in Annex A, out of the 56 member States invited to attend the Meeting, 50 Members had sent credentials in due form. The Meeting was composed of 98 Government delegates, 47 Employers' delegates and 48 Workers' delegates, i.e. 193 delegates in all. In addition, the Meeting comprised 137 Government advisers, 12 Employers' advisers and 58 Workers' advisers, amounting to a total of 207 advisers. Persons appointed as both substitute delegates and advisers had been included among the advisers. The total number of accredited delegates and advisers thus amounted to 400. The Committee welcomed the level of participation which was the highest for an African Regional Meeting in the last 20 years, thus demonstrating the interest of the constituents for the ILO activities in the region.
5. Regarding the number of delegates and advisers having registered, there were 80 Government delegates, 32 Employers' delegates and 39 Workers' delegates, for a total of 151 delegates. The total number of advisers amounted to 156, of whom 110 were Government advisers, 8 Employers' advisers, and 38 Workers' advisers. Annex B to this report contains more detailed information on the number of delegates and advisers registered to the Meeting, amounting to a total of 307.
6. The Committee noted that the delegations of two member States accredited to the Meeting (Equatorial Guinea and Madagascar) were exclusively governmental. In addition, the delegation of a member State (France) comprised a Workers' delegate, but no Employers' delegate. The Committee wished to emphasize that under article 1, paragraph 1, of the Rules for Regional Meetings, the acceptance by a member State of an invitation to be represented at a Meeting implied the obligation to appoint a complete delegation so as to ensure a balanced representation of employers and workers at the Meeting. The failure of governments to send full tripartite delegations to Regional Meetings, particularly when recurrent, was a matter of serious concern. The Committee recalled, in this connection, that the Credentials Committee of the International Labour Conference had expressed repeated regret at the number of delegations that had been either incomplete or not accredited to the sessions of the International Labour Conference. The Committee further recalled that the Governing Body last examined the question of incomplete and non-accredited delegations at its 323rd Session (March 2015) and urged member States to comply with their constitutional obligations to accredit full tripartite delegations to sessions of the International Labour Conference and Regional Meetings and requested the Director-General to continue to regularly monitor the situation of member States which failed to accredit any tripartite delegation to sessions of the International Labour Conference and Regional Meetings.¹ The Committee made further observations on this point in paragraphs 27 and 28 below.
7. With regard to the resolutions concerning the participation of women in ILO meetings, adopted by the International Labour Conference at its 60th, 67th, 78th and 98th Sessions (June 1975, June 1981, June 1991 and June 2009), the Committee noted that 48 of the 193 delegates and 46 of the 207 advisers that were accredited to the Meeting were women. Women represented 23.5 per cent of total delegates and advisers. Although these numbers reflected an increase as compared to the 12th African Regional Meeting in 2011 (21.4 per cent), the Committee noted that this percentage had remained low. The Committee wished to recall that the United Nations set a target of increasing the proportion of women in decision- and policy-making bodies to at least 30 per cent which was referred to by the Director-General in the letter of convocation sent to the members. The Committee called upon the constituents to strive to meet this target of representation of women in delegations to the Regional Meetings. The Committee noted with interest that there were only four

¹ GB.323/LILS/1 and GB.323/PV, para. 323.

delegations that included no women delegates or advisers (Chad, Equatorial Guinea, Mauritania and Somalia), which represented a considerable progress as compared to the last African Regional Meeting where there were 13 such delegations.

8. The Meeting was attended by 40 ministers or vice-ministers of member States of the region, compared to 26 ministers in 2011. While the Committee expressed satisfaction for this high-level participation, it noted that only six ministers and vice-ministers were women (as compared to 11 out of 26 in 2011).
9. Six member States of the region were not accredited (Cabo Verde, Eritrea, Liberia, Mauritius, South Sudan and United Kingdom). While noting that this was less than half of the member States that did not attend the last African Regional Meeting (13 in 2011), the Committee wished to stress that failure to respond to the Director-General's invitation to attend the Regional Meeting prevented employers and workers of the member States concerned from fully engaging in the work of the Organization and drawing benefit from its meetings. The Committee also recalled, in this respect, the resolution concerning the strengthening of tripartism in the overall activities of the ILO, adopted by the International Labour Conference at its 56th Session (1971) according to which sending tripartite delegations to the Conference and Regional Meetings was not only a right of member States but also an obligation laid upon them. The Committee therefore considered that member States, particularly those which had repeatedly not participated in Regional Meetings, should be requested to provide full explanations to the Director-General's inquiries under the 1971 Resolution, and make every effort to ensure participation in the future. The Committee made additional observations on this point in paragraphs 27 and 28 below.

Representatives of official international organizations

10. Of the official international organizations – universal or regional – invited to attend the Meeting, in accordance with the relevant agreements or decisions of the Governing Body, the following were represented:
 - United Nations Conference on Trade and Development;
 - United Nations Children's Fund;
 - United Nations Population Fund;
 - United Nations Entity for Gender Equality and the Empowerment of Women;
 - United Nations Human Settlements Programme;
 - Food and Agriculture Organization of the United Nations;
 - World Health Organization;
 - International Telecommunications Union;
 - International Organization for Migration;
 - *Organisation internationale de la Francophonie*;
 - African Union;
 - Economic, Social and Cultural Council of the African Union;

- New Partnership for Africa's Development Agency;
- *Centre régional africain d'Administration du Travail*;
- African Regional Labour Administration Centre;
- Economic and Statistical Observatory for Sub-Saharan Africa;
- West African Economic and Monetary Union;
- Common Market for Eastern and Southern Africa;
- African Development Bank Group;
- League of Arab States;
- Arab Center for Labour Administration and Employment;
- European Union.

Representatives of non-governmental international organizations

11. The international non-governmental organizations that were invited to participate at the Meeting, in conformity with article 1, paragraph 8, of the Rules, and were represented, were:
 - International Trade Union Confederation;
 - World Federation of Trade Unions;
 - International Organisation of Employers;
 - Organization of African Trade Union Unity;
 - Business Africa;
 - International Confederation of Arab Trade Unions;
 - East and Central African Social Security Association;
 - Southern African Trade Union Coordination Council;
 - UNI Global Union;
 - HelpAge International.

12. The Committee noted with interest the important presence of official international organizations, both universal and regional, as well as the steady increase in the number of international non-governmental organizations participating in the African Regional Meetings.

Objections

13. The Committee received two objections.

Objection concerning the nomination of the Employers' delegate of Somalia

14. The Committee received an objection concerning the nomination of the Employers' delegate of Somalia lodged by the Employers' group at the Meeting. The Employers' group alleged that the Government had unilaterally replaced the employers' delegation representing the Somali Employers' Federation (SEF), recognized as the most representative employers' organization in Somalia, by a delegation from the Somali Chamber of Commerce and Industry (SCCI) which is not recognized as such. Further, the Employers' group alleged that officials of the Ministry of Labour had requested SEF and the Federation of Somali Trade Unions (FESTU) to financially support the Ministry's activity or attendance to the Meeting so that it could appoint their representatives. The authors considered that these practices were a source of concern and constituted a serious violation of the obligation to nominate employer and worker delegates and advisers in agreement with the most representative workers' and employers' organizations as required under article 1, paragraph 2 of the Rules for Regional Meetings.
15. In a written communication addressed to the Committee at its request, the Government indicated that SEF did not operate in Somalia and the Government was unaware of any such organization being registered. The Government stated that the SCCI was the only certified organization known to represent the Somali employers. In addition, the Government reiterated its readiness to work with the SCCI, the current leadership of FESTU and the Somali Congress of Trade Unions (SCTU) in the framework of a joint council to engage in tripartite national dialogue. Moreover, the Government stressed that contrary to what was alleged by the Employers' group, the travel and subsistence costs of all Somali delegates were fully paid by the Ministry of Labour and Social Affairs. Finally, the Government called upon the ILO to send a fact-finding mission to Somalia which would help putting an end to unfounded allegations made by the Employers' group.
16. *The Committee noted that half an hour after the expiry of the time limit granted by the Committee for the Government to provide its reply, which the Committee had accepted to extend by 18 hours, the Government appeared in the Committee's secretariat to provide oral explanations. Mr Mohamed Adde, Director General of the Ministry of Labour and Government delegate at the Meeting, signed a summary record of the meeting. Half an hour later, the Government deposited a written reply with a series of documents. The Committee regretted that the Government did not provide its reply within the established time limit. In light of the short duration of the Meeting, this delay made it difficult for the Committee to examine thoroughly this information.*
17. *The Committee noted that the objection lodged by the Employers' group concerned in essence the same facts which had given rise to another objection filed with the Credentials Committee at the 104th Session (June 2015) of the International Labour Conference. It was therefore able to examine the merits of the objection in the light of the information presented and the conclusions drawn by the Credentials Committee of the Conference. The Committee noted, in this respect, that in the light of insufficient evidence produced by the Government at the 2015 International Labour Conference, the Credentials Committee had expressed doubts as to the Government's assertion regarding the SEF's status, and had*

taken the view that by refusing to accept the existence of an employers' organization the Government was acting in breach of article 3, paragraph 5, of the ILO Constitution.

18. *The Committee noted the insufficiently documented evidence produced by the Government in support of its arguments that the SCCI was the only representative employers' organization operating in the country and that proper consultations were held with SCCI concerning the appointment of the employers' delegation to the Regional Meeting. The Committee expressed concern over what appeared to be a repetition - on the part of both the Government and the objecting organization - of conflicting arguments and diametrically opposed views before different ILO bodies, which offered little certainty about the real situation of employers' organizations in Somalia and even less room for optimism as regards the effective resolution of the underlying dispute. In the Committee's opinion, this would require that the Government establish and implement objective and verifiable criteria to determine the representativity of employers' organizations. The Committee was of the view that doubts persisted about the well-foundedness of some of the Government's affirmations concerning the SCCI and SEF. Under the circumstances, the Committee could only recall the basic principle reflected in article 1, paragraph 2, of the Rules for Regional Meetings, which was the cornerstone of tripartism and which required that employers' and workers' delegates and advisers to Regional Meetings be chosen in agreement with the most representative employers' and workers' organizations. The Committee considered that the International Labour Office could envisage the possibility of undertaking a mission to Somalia, as proposed by the Government, with a view to properly assessing the situation in this regard. The Committee expressed the hope that free and genuine consultations with the most representative employers' organizations would be undertaken as regards future participation in Regional Meetings.*

Objection concerning the nomination of the Workers' delegation of Somalia

19. The Committee received an objection concerning the nomination of the Workers' delegation of Somalia lodged by the International Trade Union Confederation (ITUC). The objecting organization alleged that the Government had once again refused to consult with the Federation of Somali Trade Unions (FESTU), the most representative workers' organization, when nominating the Workers' representatives to the Meeting, and this despite the written recognition by the Prime Minister's Office in 2014 that FESTU was the legitimate representative workers' organization. The objecting organization called into question the genuine, independent and representative nature of the Somali Congress of Trade Unions (SCTU), a government set-up, whose Chairperson, Mr Mohamed Osman Haji Ali, had been nominated as the Workers' delegate to the Meeting. It also denounced that Mr Mohamed Ibrahim Isak, the worker adviser and substitute delegate, was not a FESTU official, nor had he ever been designated as its leader or been part of it, even if the function of General Secretary of FESTU was attributed to him in the preliminary list of delegations of the Meeting. Moreover, the ITUC recalled that, at the 104th Session (2015) of the International Labour Conference, the Credentials Committee had found that by unilaterally replacing the initially appointed Worker representatives, including Omar Faruk Osman, General Secretary of FESTU, the Government had interfered in FESTU's internal affairs in breach of article 3(5) of the ILO Constitution and called on the Government to nominate the workers' delegates to future sessions of the Conference in full compliance with article 3(5) of the ILO Constitution. The objecting organization further recalled that in its interim report on Case No. 3113, the Committee on Freedom of Association urged the Government to refrain from any further interference in FESTU's internal affairs. The ITUC deplored that the nomination to the 13th African Regional Meeting had been made in blatant disregard of the recommendations of the Credentials Committee of the Conference and in a context of government interference in FESTU internal affairs and harassment of its leaders.

20. In a written communication addressed to the Committee at its request, the Government stated that it recognized the independence of FESTU and SCTU and, therefore, the results of the Extra-Ordinary National Congress held by FESTU on 29–30 September 2013 in Mogadishu that elected Mr Ali Omar Jimale as the General Secretary. It observed that the other trade union federation, the SCTU, had recognized the results of FESTU elections, and that it was currently working with the new leaders of FESTU attending the Meeting. Further, the Somali Chamber of Commerce and Industry (SCCI) and the Ministry of Labour and Social Affairs reported that the elections had been free and fair. The Government acknowledged that it had no right to interfere in the organization's internal rules and procedures and confirmed that it had consulted the social partners on the selection of the tripartite delegation attending the Regional Meeting. The Government added that, contrary to the allegations made by the ITUC, it had fully covered the travel expenses and costs for the Somali delegates attending the Meeting. As concerns the SCTU, the Government affirmed that it was a legitimate registered national trade union centre with whom the Government collaborated in resolving a recent port strike. The Government doubted whether the objecting organization had the necessary information on the Somali trade union movement and questioned the credibility of Mr Omar Faruk Osman wondering why the objecting organization continued to support him even if he had been suspended by the East African Trade Union Confederation. Finally, the Government requested the ILO to send a fact-finding mission to Somalia that would help to put an end to unfounded allegations against the Government of Somalia.
21. *The Committee noted that half an hour after the expiry of the time limit granted by the Committee for the Government to provide its reply, which the Committee had accepted to extend by 19 hours, the Government appeared in the Committee's secretariat to provide oral explanations. Mr Mohamed Adde, Director General of the Ministry of Labour and Government delegate at the Meeting, signed a summary record of the meeting. Half an hour later, the Government deposited a written reply with a series of documents. The Committee regretted that the Government did not provide its reply within the established time limit. In light of the short duration of the Meeting, this delay made it difficult for the Committee to thoroughly examine this information. The Committee noted that the Government should not have been surprised to have to respond to an objection at this Meeting considering that it had nominated a workers' delegation practically identical to that which gave rise to an objection lodged at the 104th Session (June 2015) of the International Labour Conference.*
22. *The Committee noted that the Government did not provide any information evidencing the consultations which would have taken place with SCTU and FESTU or details about the representativity of these two organizations and the criteria applied to conclude on the nomination of a delegate from SCTU rather than FESTU. It noted the information concerning the Extra-Ordinary National Congress that FESTU held on 29 and 30 September 2013 in Mogadishu and which had declared the replacement of Mr Omar Faruk Osman. However, as the Credentials Committee at the 104th Session (2015) of the International Labour Conference had noted, Mr Omar Faruk Osman was nonetheless appointed as the Workers' delegate at the 103rd Session (2014) of the Conference. Moreover, the objecting organization referred to numerous communications of the Government made after the date of that Congress, including a Note of the Office of the Prime Minister dated 1 May 2014 addressed to the International Labour Office which declared that the workers of Somalia were accurately represented by FESTU and that Mr Omar Faruk Osman remained the workers' delegate. Finally, the Committee noted that based on the statements of the Government before the Committee on Freedom of Association, the former Minister of Labour and his Government had recognized FESTU, trade union headed by Mr Omar Faruk Osman whereas the current Minister of Labour had decided to no longer recognize nor approve the leadership of Mr Osman without making reference, however, to an Extra-Ordinary Congress of FESTU (Case No. 3113, report No. 376, paragraph 983).*

23. *Accordingly, in view of contradictory information put at its disposal, the Committee was not in a position to establish whether the workers' delegation of Somalia to the Regional Meeting was appointed in agreement with the country's most representative workers' organizations, as required under article 1, paragraph 2, of the Rules for Regional Meetings. In this context, the Committee noted with concern the situation reflected in the conclusions and recommendations of the Committee on Freedom of Association in the above-mentioned Case No. 3113, according to which the Committee "urged the Government to refrain from any further interference in the unions registered in Somalia with particular reference to the [...] FESTU, observe the right of the union to administer its own affairs and activities without let or hindrance and in line with the principles of freedom of association and democracy, ensure that the elected leaders of the union are free to exercise the mandate given to them by their members and to that extent enjoy the recognition of the Government as a social partner" (paragraph 991). While emphasizing the link between freedom of association and the appointment of the workers' delegate, the Committee expected that the appointment of the workers' delegation of Somalia to future African Regional Meetings was made in conformity with the provisions of article 1, paragraph 2, of the Rules for Regional Meetings. The Committee also considered that the International Labour Office could envisage the possibility of undertaking a mission to Somalia, as proposed by the Government, with a view to properly assessing the situation in this regard.*

Complaints

24. The Committee received no complaints.

Communications

Communications concerning the delegation of Madagascar

25. The Committee received a communication from the International Trade Union Confederation (ITUC) regretting that the Government of Madagascar had failed to accredit any employer and worker delegates, thus nominating an incomplete delegation in violation of article 1, paragraph 1, of the Rules for Regional Meetings. The Committee also received a similar communication from the Employers' group which drew attention to the fact that the Government of Madagascar had announced to the *Groupement des entreprises* of Madagascar that it was not in a position to finance the participation of the social partners to the 13th African Regional Meeting due to budgetary restrictions. The Employers' group further indicated that even though the Government had contacted the *Groupement des entreprises* in respect of the Meeting, no steps were taken to include them in the delegation, and as a result, no employer delegates were able to participate in the Meeting contrary to the Government delegation which travelled to Addis Ababa. This decision was contrary to the Rules for Regional Meetings and the Government should comply in the future with its obligation to ensure the accreditation of a tripartite delegation and pay the travel and subsistence expenses of the employer delegates to Regional Meetings.
26. In response to the Committee's invitation to provide explanations, if it so wished, the Government stated that, in view of the critical situation of public finance, budgetary restrictions were necessary, and in this context, the participation of the government delegation had to be negotiated with the Ministry of Finance and Budget. The late submission of credentials attested to those lengthy negotiations following which it became

clear that the Ministry of the Public Service, Labour and Social Laws was not in a position to support the expenses of a tripartite delegation. The Government expressed its commitment, however, to ensure the tripartite participation in the next Regional Meeting. Moreover, the Government made reference to an official communication addressed to the ILO Director-General before the opening of the 13th African Regional Meeting by which it informed the Office that due to budgetary constraints, it was not in a position to cover the expenses of non-government delegates to that Meeting while promising that in the future a regular tripartite participation would be ensured.

27. *The Committee recalled that its mandate was more limited than that of the Credentials Committee of the Conference in matters of incomplete delegations. While taking note of the Government's explanations and while fully acknowledging the critical financial situation described by the Government, the Committee regretted that the Government had failed to comply with its obligations. The Committee recalled, in this connection, that in 2014 the Government had failed to pay the travel and subsistence expenses of its employer and worker representatives at the 103rd Session of the International Labour Conference invoking financial constraints. In so doing, the Government deprived the country's employers and workers of their right to be represented and contribute to the work of ILO meetings. Without the full and constructive interaction between government, employer and worker representatives, these meetings could not function properly or attain their objectives. The Committee therefore expressed the firm hope that the Government would keep to its commitment and send a complete tripartite delegation to future ILO Meetings.*
28. *More generally, the Committee was fully cognizant that many member States of the region might be facing similar financial difficulties and appreciated the financial burden that the participation of a full tripartite delegation to the Meeting implied. However, financial constraints should not be invoked to relieve a government from its obligations under article 1, paragraph 1, of the Rules for Regional Meetings to nominate a complete delegation as well as to cover its travel and subsistence expenses. The Committee noted with satisfaction the low number of communications received on this subject and the absence of complaints regarding the non-payment of travel and subsistence expenses, and was of the view that the problems surrounding the financial implications for governments of tripartite participation to Regional Meetings were likely to persist in the years ahead and called for concerted efforts through social dialogue in the search of sound and practicable solutions.*

* * *

29. The Committee adopts this report unanimously. It recommends that the Meeting request the Office to annex it to the report of the Meeting and to bring it to the attention of the Governing Body, in conformity with article 9, paragraph 4, of the Rules for Regional Meetings.

Addis Ababa, 2 December 2015

(Signed) Mr Mohamed Khiat
Chairperson

Mr Aggrey Mlimuka

Mr George Nkiwane

Annex A

Accredited delegates and advisers

(Updated as of 6 p.m. on 02.12.2015)

	Government Delegates	Employers' Delegates	Workers' Delegates	Government Advisers	Employers' Advisers	Workers' Advisers
Algeria	2	1	1	3	-	-
Angola	2	1	1	2	-	-
Benin	2	1	1	-	-	-
Botswana	2	1	1	-	-	2
Burkina Faso	2	1	1	1	-	-
Burundi	2	1	1	-	-	-
Cameroon	2	1	1	-	-	-
Cabo Verde	-	-	-	-	-	-
Central African Republic	2	1	1	1	-	-
Chad	2	1	1	4	-	1
Comoros	2	1	1	2	-	-
Congo	2	1	1	14	1	2
Côte d'Ivoire	2	1	1	11	-	-
Democratic Republic of the Congo	2	1	1	3	-	-
Djibouti	2	1	1	-	-	-
Egypt	2	1	1	3	3	8
Equatorial Guinea	1	-	-	-	-	-
Eritrea	-	-	-	-	-	-
Ethiopia	2	1	1	8	2	14
France	2	-	1	1	-	1
Gabon	2	1	1	3	-	-
Gambia	2	1	1	-	-	-
Ghana	2	1	1	1	-	-
Guinea	2	1	1	-	-	-
Guinea-Bissau	2	1	1	-	-	-
Kenya	2	1	1	1	-	1
Lesotho	2	1	1	1	-	-
Liberia	-	-	-	-	-	-
Libya	2	1	1	2	-	1
Madagascar	2	-	-	-	-	-
Malawi	2	1	1	1	-	-
Mali	2	1	1	5	1	1
Mauritania	2	1	1	4	-	1
Mauritius	-	-	-	-	-	-
Morocco	2	1	1	6	1	11
Mozambique	2	1	1	5	-	1
Namibia	2	1	1	3	-	-
Niger	2	1	1	5	-	-
Nigeria	2	1	1	5	-	3
Rwanda	2	1	1	-	-	-
Sao Tome and Principe	2	1	1	1	1	-
Senegal	2	1	1	2	1	1
Seychelles	2	1	1	-	-	-
Sierra Leone	2	1	1	-	-	-
Somalia	2	1	1	1	-	1
South Africa	2	1	1	10	-	-
South Sudan	-	-	-	-	-	-
Sudan	2	1	1	3	-	2
Swaziland	2	1	1	-	1	1
United Republic of Tanzania	2	1	1	9	-	-
Togo	2	1	1	2	-	6
Tunisia	2	1	1	6	-	-
Uganda	1	1	1	-	-	-
United Kingdom	-	-	-	-	-	-
Zambia	2	1	1	3	-	-
Zimbabwe	2	1	1	5	1	-
Total	98	47	48	137	12	58

Annex B

Registered delegates and advisers

(Updated as of 6 p.m. on 02.12.2015)

	Government Delegates	Employers' Delegates	Workers' Delegates	Government Advisers	Employers' Advisers	Workers' Advisers
Algeria	2	-	1	3	-	-
Angola	1	1	1	2	-	-
Benin	-	-	-	-	-	-
Botswana	2	1	1	-	-	2
Burkina Faso	1	1	1	1	-	-
Burundi	2	1	1	-	-	-
Cameroon	2	-	1	-	-	-
Cabo Verde	-	-	-	-	-	-
Central African Republic	2	1	1	1	-	-
Chad	2	1	1	3	-	1
Comoros	2	1	1	1	-	-
Congo	2	1	1	14	1	2
Côte d'Ivoire	2	1	1	10	-	-
Democratic Republic of the Congo	1	1	1	2	-	-
Djibouti	2	1	1	-	-	-
Egypt	2	-	1	3	2	2
Equatorial Guinea	1	-	-	-	-	-
Eritrea	-	-	-	-	-	-
Ethiopia	2	1	1	6	2	3
France	2	-	1	1	-	1
Gabon	2	1	1	2	-	-
Gambia	-	-	-	-	-	-
Ghana	1	-	-	-	-	-
Guinea	-	-	-	-	-	-
Guinea-Bissau	-	-	-	-	-	-
Kenya	2	1	1	1	-	1
Lesotho	2	1	1	1	-	-
Liberia	-	-	-	-	-	-
Libya	2	1	1	2	-	1
Madagascar	2	-	-	-	-	-
Malawi	2	1	1	1	-	-
Mali	2	1	-	5	1	1
Mauritania	1	-	1	2	-	1
Mauritius	-	-	-	-	-	-
Morocco	2	1	1	6	1	10
Mozambique	2	1	1	5	-	1
Namibia	2	1	1	3	-	-
Niger	2	1	1	5	-	-
Nigeria	2	1	1	4	-	2
Rwanda	1	-	1	-	-	-
Sao Tome and Principe	2	-	-	-	-	-
Senegal	2	1	1	2	-	1
Seychelles	2	1	1	-	-	-
Sierra Leone	-	-	-	-	-	-
Somalia	2	-	1	-	-	-
South Africa	2	1	1	9	-	-
South Sudan	-	-	-	-	-	-
Sudan	2	1	1	3	-	2
Swaziland	2	1	1	-	-	1
United Republic of Tanzania	1	1	1	2	-	-
Togo	2	1	1	2	-	6
Tunisia	1	-	1	3	-	-
Uganda	1	-	-	-	-	-
United Kingdom	-	-	-	-	-	-
Zambia	2	1	1	2	-	-
Zimbabwe	2	1	1	3	1	-

Total

80

32

39

110

8

38