



## Reports on credentials

### First report of the Credentials Committee

1. The Credentials Committee of the 105th Session of the International Labour Conference is composed as follows:

*Chairperson:* Mr Thobile Lamati, (Government delegate, South Africa)

*Vice-Chairpersons:* Mr Fernando Yllanes Martínez (Employers' substitute delegate, Mexico)

Mr Jens Erik Ohrt (Workers' delegate, Denmark)

### Deposit of credentials

2. This year the Conference is for the second time taking the form of a two-week session. The deadline set for the deposit of credentials has therefore been increased to 21 days (9 May 2016) prior to the opening of the present session of the Conference, rather than the minimum 15 days as foreseen in article 26(1) of the Standing Orders of the Conference.<sup>1</sup> This adjustment is mainly driven by the additional time required to process Swiss entry visas, and is also intended to advance the processing of credentials, thereby allowing a smoother registration of delegations and permitting the Committee to commence its work as early as possible. In this connection, the Committee notes that 85 member States had deposited their credentials with the Office by the 21 day deadline and that 36 additional member States had by the 15 day Standing Orders deadline.<sup>2</sup> It notes with regret that this number has not increased substantively, since timely accreditation promotes transparency of the national nomination process and is essential for the employers' and workers' organizations concerned.
3. The Committee recommends that this deadline of 21 days for the deposit of credentials be maintained in the future and calls upon all member States to abide by it.

<sup>1</sup> See GB.326/WP/GBC/1(Rev.); GB.326/INS/13; dec-GB.326/INS/13.

<sup>2</sup> See para. 7 of *Provisional Record* No. 6A.

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4. The Committee considers it important too that governments utilize the *Online credentials* system.<sup>3</sup> The utilization of the *Online credentials* system is important as it assists in providing clear information of the function of each member of the delegation, as well as the organizations consulted in the nomination process and on the payment of travel and subsistence expenses as required, respectively by, articles 3(5) and 13(2)(a) of the ILO Constitution. The system has other advantages: reducing transcription errors, allowing the Organization to use better the resources provided to the secretariat and permitting faster processing of credentials which facilitates obtaining entry visas into Switzerland as well as early registration for the Conference and in committees. The Committee observes with satisfaction that this year 90 per cent of member States have used the *Online credentials* system to submit their credentials (as compared to 41 per cent last year).
  5. The Committee notes that in a few cases member States have not clearly identified, in their credentials, the persons who are nominated as delegates and those who are nominated as advisers and it recalls the obligation of governments under article 3(8) of the ILO Constitution to communicate to the Office the names of the delegates and their advisers. Several member States did so only at the request of the Office. The Committee wishes to stress that it is important for governments to identify clearly in the credentials the delegates and advisers nominated, failing which the Office is not in a position to process the credentials. In order to enable the Committee to fulfil its mandate, all governments are also required to correctly indicate in their credentials the organizations to which each of the Employers' and Workers' delegates and advisers belong, as well as their functions within those organizations.
  6. It is also important that, to the extent possible, governments avoid making last minute modifications in the composition of their tripartite delegations.

## Composition of the Conference

7. Since the signing of the brief report presented by the Chairperson of the Governing Body of the International Labour Office (*Provisional Record* No. 6A), the composition of the Conference has been modified as follows.
8. Of the 187 member States of the International Labour Organization, 170 are represented at the Conference, that is, two more (Afghanistan and Republic of Maldives) than were accredited at the time that the brief report was established.

## Accredited delegates and advisers

9. A total of 667 delegates, including 336 Government delegates, 165 Employers' delegates and 166 Workers' delegates, have been accredited.
10. A total of 2,352 advisers,<sup>4</sup> including 1,063 Government advisers, 551 Employers' advisers and 738 Workers' advisers, have been accredited.

<sup>3</sup> See <http://www.ilo.org/credentials/index.asp>.

<sup>4</sup> This includes advisers that are also substitute delegates.

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11. Therefore, a total of 3,019 delegates and advisers have been accredited (see first attached table of accredited delegates and advisers established Tuesday, 31 May 2016, at 6 p.m.).

## Registered delegates and advisers

12. The following is the current status of the registration of delegates which is the basis for determining the quorum for voting (see second attached table of registered delegates and advisers established Tuesday, 31 May 2016, at 6 p.m.).
13. Currently, 518 delegates, including 303 Government delegates, 102 Employers' delegates and 113 Workers' delegates are registered.
14. In addition, 1,800 advisers, including 967 Government advisers, 361 Employers' advisers and 472 Workers' advisers are registered.

## Incomplete and non-accredited delegations

15. The Committee notes that, to date, 17 member States (one more than last year) have not accredited a delegation (Antigua and Barbuda, Belize, Dominica, Eritrea, Gambia, Grenada, Kyrgyzstan, Marshall Islands, Palau, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Samoa, Solomon Islands, Tajikistan, Tuvalu and Vanuatu). In response to the letter of invitation to the Conference, one member State indicated the reasons why they would not be represented at this session of the Conference (Kyrgyzstan).
16. The Committee notes that three member States (Ecuador, Sierra Leone and Yemen) have accredited delegations that are exclusively governmental and that three member States have incomplete delegation, i.e. either delegations with an Employers' delegate but no Workers' delegate (Republic of Maldives) or Workers' delegate but no Employers' delegate (Afghanistan and Nicaragua). Of these, only Nicaragua's Workers' delegate has registered. As a result, this delegate cannot vote in accordance with article 4(2) of the ILO Constitution.
17. The Committee expresses concern at the number of delegations that are either not accredited or incomplete. In this regard, the Committee recalls that in accordance with a standing decision of the Governing Body,<sup>5</sup> the Director-General periodically solicits information from the governments of the concerned member States. Further to the last report on the matter in March 2015, the Governing Body urged all member States to comply with their constitutional obligations to accredit complete tripartite delegations to the Conference to enable the Organization to fully discharge its mandate.<sup>6</sup> The Committee wishes to reiterate this call and strongly urges all governments to comply with the requirement under article 3 of the ILO Constitution to send a complete tripartite delegation to the Conference.
18. The Committee also notes that there are fewer accredited Employers' advisers (551) than accredited Workers' advisers (738). It observes that the composition of some delegations show a serious imbalance between the number of Employers' and Workers' advisers when compared to the number of advisers appointed for the Government delegates. The Committee urges governments with a serious imbalance in their delegation to make a

<sup>5</sup> See Annex VI, *Compendium of rules applicable to the Governing Body of the International Labour Office* (Geneva, March 2016).

<sup>6</sup> GB.323/LILS/1; dec-GB.323/LILS/1.

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genuine effort to reduce this imbalance when making nominations to the Conference, in light of article 3(1) and (2) of the Constitution.

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

## Quorum

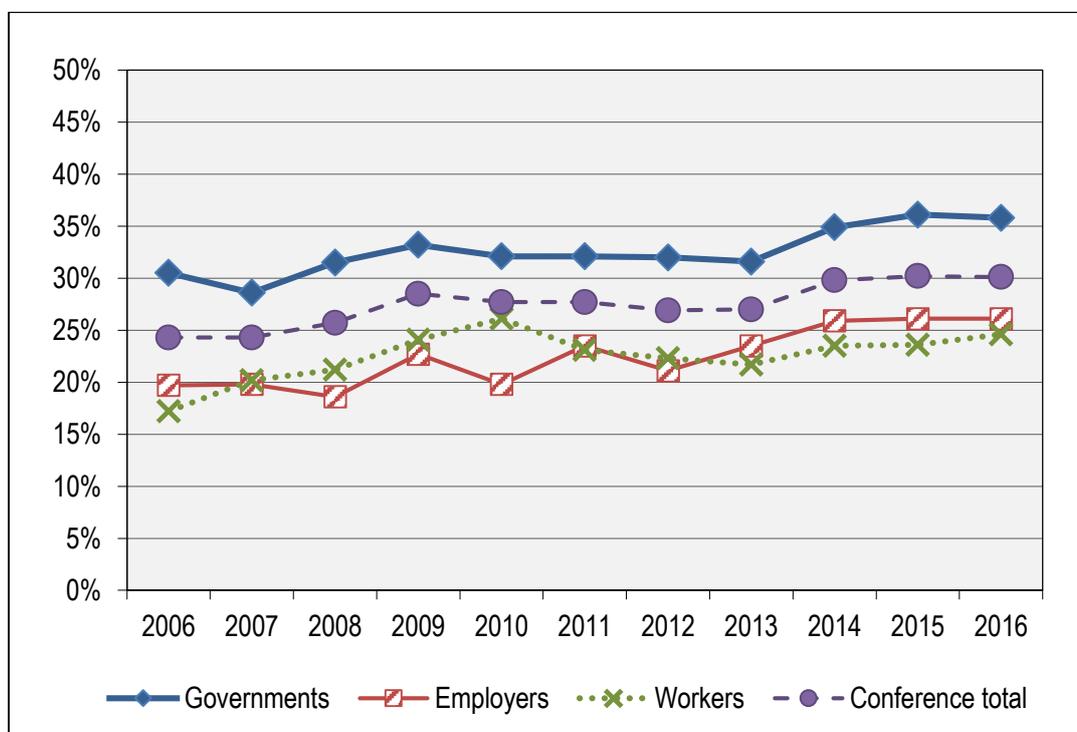
- 20.** In accordance with article 17(3) of the Constitution and article 20(1) of the Standing Orders of the Conference, for a vote by the Conference to be valid, the number of votes cast for and against has to be at least half the number of delegates registered and entitled to vote.
- 21.** Thirteen member States that have accredited a delegation to the Conference (Burundi, Comoros, Djibouti, El Salvador, Equatorial Guinea, Guinea-Bissau, Liberia, Paraguay, Sao Tome and Principe, Sierra Leone, Somalia, South Sudan and Uganda) are in arrears in their financial contributions to the Organization under the terms of article 13(4) of the Constitution and therefore their delegates may not, at present, participate in the voting in the Conference or its committees. Consequently, 21 registered delegates have not been taken into account in fixing the quorum.
- 22.** In determining the quorum of the Conference, 46 advisers who are also substitutes to delegates that have not registered have been taken into account.
- 23.** At the present time the quorum required to give a vote validity is 271. This number represents 518 registered delegates (see paragraph 13 above), plus 46 substitute delegates (see paragraph 22 above) minus 22 registered delegates not entitled to vote (see paragraph 16, incomplete delegations; and paragraph 21, delegates from member States in arrears), the total being divided by two.
- 24.** The Committee deeply regrets the fact that so many member States are still in arrears in their payments, thereby depriving their Employers' and Workers' delegates of their right to vote.
- 25.** The Committee strongly appeals to the delegates to the Conference to register in person upon their arrival and to ensure they give formal notice of their departure date, in order to ensure that the quorum is as accurate as possible and that they are not counted as present when they are in fact absent from the Conference. A form for this purpose is at the disposal of delegates on the Conference website.<sup>7</sup>

<sup>7</sup> [http://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---relconf/documents/meetingdocument/wcms\\_371633.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_371633.pdf).

## Proportion of women and men accredited in Conference delegations

26. Pursuant to the resolutions concerning the participation of women in ILO meetings<sup>8</sup> and the United Nations Economic and Social Council Resolution 1990/15 of 24 May 1990, the Credentials Committee examined the proportion of female delegates and advisers among the Government, Employer and Worker delegations. As of 31 May 2016, a total of 910 female delegates have been accredited to this session of the Conference, representing 30.1 per cent of total delegates (as against 30.2 per cent in 2015 and 29.8 per cent in 2014). The Committee further notes that the proportion of women in Government delegations is 35.8 per cent (36.1 per cent in 2015 and 34.9 per cent in 2014). In Employer delegations, the proportion of female delegates and advisers was 26.1 per cent (26.1 per cent in 2015 and 25.9 per cent in 2014), whereas in Worker delegations the proportion of female delegates and advisers totalled 24.6 per cent (23.6 per cent in 2015 and in 2014). The Committee observes that these figures reflect an overall slight downward trend in female participation as compared to last year. The trend since 2006 is reflected in figure 1 below.

Figure 1.

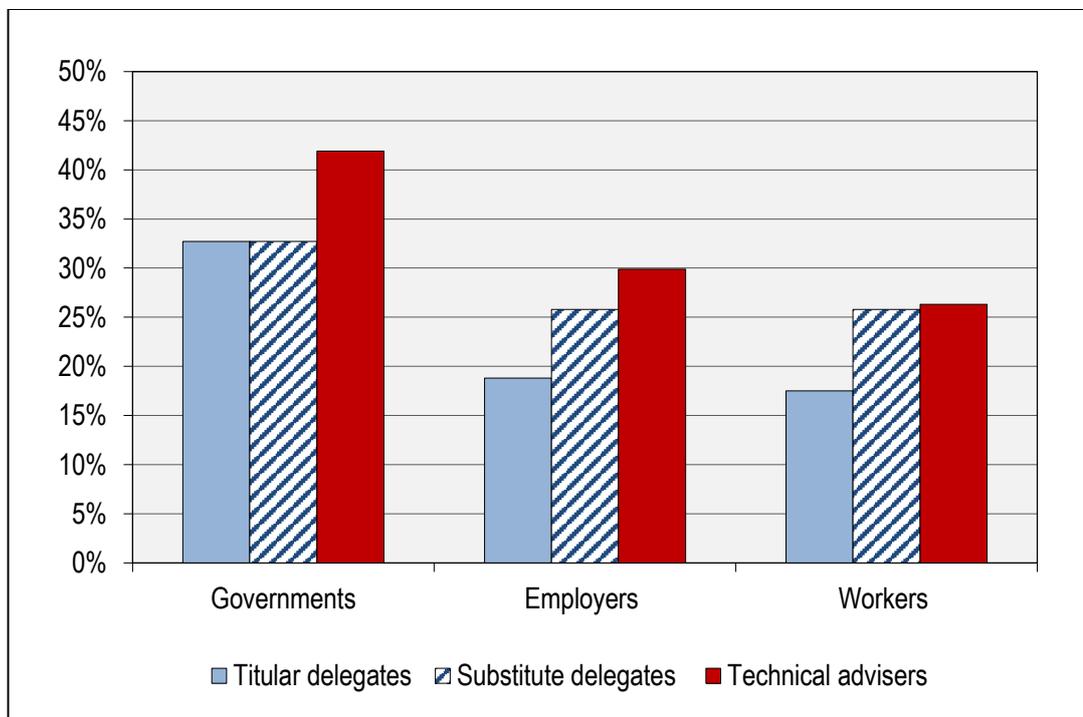


27. The Committee also considered the distribution of women among the various functions across the Government, Employer and Worker delegations. As of 31 May 2016, a total of 170 titular delegates were women (25.5 per cent) as compared to 497 male titular delegates (74.5 per cent). A total of 325 women (29.5 per cent) were accredited as substitute delegates as against 777 men (70.5 per cent), while a total of 415 women (33.2 per cent) were accredited as advisers as against 835 men (66.8 per cent).

<sup>8</sup> See International Labour Conference resolutions adopted at its 60th, 67th, 78th and 98th Sessions (June 1975, June 1981, June 1991 and June 2009).

28. The Committee recalls that the objective of 30 per cent of female participation in delegations was met for the first time in the history of the Conference in 2015, with a total of 30.2 per cent of females being accredited to the Conference as titular delegates, advisers and substitute delegates or as advisers. This proportion has remained slightly above 30 per cent in 2016. The Committee notes, however, that not all delegations have reached the goal of 30 per cent participation of women. The Committee further notes that women are still unevenly distributed by group or function. With respect to function, male titular delegates from across the Government, Employers' and Workers' groups have been accredited in overwhelming proportions. For the present session of the Conference, Government titular delegates are 67.3 per cent male. This percentage is even higher for the Employers' and Workers' titular delegates, as it is 81.2 and 82.5 per cent male, respectively. This uneven distribution is illustrated in figure 2 below, showing the proportion of women by group and function. Details on the percentage of female delegates and advisers by group and member State are provided in the third table attached.

Figure 2.



29. In conclusion, despite some progress in limited areas, the Committee considers that not all the constituents have reached 30 per cent of female participation in their delegations, particularly in leadership and decision-making positions. The Committee recalls that this target was set in 1990 by the United Nations Economic and Social Council Resolution to be reached by 1995, “with a view to achieving equal representation between women and men by the year 2000”.<sup>9</sup> The Committee therefore wishes to stress once again the importance of the objective, in particular on women in leadership positions, that the constituents of all member States reach at least the 30 per cent minimum.

<sup>9</sup> ECOSOC Resolution 1990/15.

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## Other participants in the delegations of member States

30. In addition to delegates and advisers, there are also 154 Ministers or Vice-Ministers accredited under article 2(3)(a) of the Standing Orders of the Conference, accompanied by 209 persons, and 17 representatives of states or provinces of federal States accredited under article 2(3)(d) of the Standing Orders.
31. Furthermore there are 1,128 other persons that have been accredited by member States as “other persons attending the Conference”, including 252 from the Government, 196 from the Employers and 680 from the Workers. Of these, 560 have registered, including 201 from the Government, 61 from the Employers and 298 from the Workers.

## Observers, organizations and liberation movement invited

32. The Conference is also being attended by:
- two observers’ delegations accredited to the Conference (Bhutan and the Holy See);
  - a delegation of a liberation movement (Palestine), invited in conformity with article 2(3)(k) of the Standing Orders of the Conference;
  - representatives of the United Nations and some of its bodies invited by virtue of Article II, paragraph 1, concerning reciprocal representation of the Agreement between the United Nations and the International Labour Organisation, which came into effect on 14 December 1946;
  - representatives of 27 specialized agencies and other official international organizations, invited in conformity with article 2(3)(b) of the Standing Orders of the Conference;
  - representatives of six non-governmental international organizations with which consultative relations have been established, invited in conformity with article 2(3)(j) of the Standing Orders of the Conference; and
  - representatives of 40 other non-governmental international organizations also invited in conformity with article 2(3)(j) of the Standing Orders of the Conference.
33. A list of these representatives was appended to the *Provisional list of delegations* published as a supplement to the *Provisional Record* of the Conference on Monday, 30 May 2016, and will be updated in the *Revised provisional list of delegations* to be issued on Friday, 3 June 2016.

## Monitoring cases, objections, complaints and communications

34. In addition to the monitoring case concerning the nomination of the Workers’ delegation of Djibouti referred to the Committee by the last session of the Conference,<sup>10</sup> to date, the

<sup>10</sup> See para. 34, *Provisional Record* No. 5C, 104th Session, ILC, 2015.

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Committee has before it several objections, complaints and communications. It has forthwith commenced their examination. The Committee believes that its work is facilitated by the fact that a substantial number of credentials had reached the International Labour Office prior to the Conference.

- 35.** The Credentials Committee submits the present report to the Conference so that it may take note of it.

Geneva, 1 June 2016

*(Signed)* Mr Thobile Lamati,  
Chairperson

Mr Fernando Yllanes Martínez

Mr Jens Erik Ohrt





Proportion of women and men accredited in the Conference delegations

%

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	G	E	T	Tot		G	E	T	Tot		G	E	T	Tot		G	E	T	Tot
Afghanistan.....	0.0	-	100.0	20.0	Denmark.....	50.0	16.7	11.1	29.6	Lesotho.....	0.0	0.0	0.0	0.0	Saudi Arabia.....	33.3	50.0	33.3	36.0
Albania.....	50.0	0.0	50.0	42.9	Djibouti.....	66.7	50.0	0.0	42.9	Liberia.....	50.0	55.6	22.2	40.0	Senegal.....	18.8	0.0	36.4	23.3
Algeria.....	33.3	9.1	57.1	30.0	Dominican Republic.....	83.3	0.0	45.5	47.6	Libya.....	0.0	0.0	33.3	10.0	Serbia.....	0.0	50.0	33.3	22.2
Angola.....	0.0	0.0	50.0	14.3	Ecuador.....	20.0	-	-	20.0	Lithuania.....	100.0	0.0	0.0	60.0	Seychelles.....	100.0	100.0	0.0	75.0
Argentina.....	0.0	9.1	9.1	6.5	Egypt.....	42.9	20.0	11.1	28.6	Luxembourg.....	25.0	28.6	22.2	25.0	Sierra Leone.....	100.0	-	-	100.0
Armenia.....	50.0	0.0	0.0	25.0	El Salvador.....	75.0	0.0	33.3	50.0	Madagascar.....	28.6	100.0	33.3	36.4	Singapore.....	40.0	0.0	44.4	34.8
Australia.....	66.7	25.0	25.0	50.0	Equatorial Guinea.....	0.0	0.0	0.0	0.0	Malawi.....	14.3	0.0	0.0	8.3	Slovakia.....	0.0	0.0	50.0	13.3
Austria.....	44.4	0.0	42.9	36.8	Estonia.....	57.1	100.0	100.0	70.0	Malaysia.....	14.3	28.6	45.5	32.0	Slovenia.....	100.0	50.0	50.0	71.4
Azerbaijan.....	50.0	40.0	42.9	44.4	Ethiopia.....	40.0	0.0	0.0	13.3	Maldives.....	50.0	0.0	-	33.3	Somalia.....	0.0	0.0	0.0	0.0
Bahamas.....	50.0	100.0	0.0	44.4	Fiji.....	66.7	0.0	0.0	40.0	Mali.....	18.2	0.0	0.0	14.3	South Africa.....	30.0	60.0	50.0	43.5
Bahrain.....	14.3	40.0	0.0	16.7	Finland.....	50.0	66.7	66.7	58.3	Malta.....	27.3	20.0	0.0	19.0	South Sudan.....	30.8	0.0	0.0	25.0
Bangladesh.....	20.0	10.0	11.1	14.7	France.....	50.0	40.0	40.0	44.4	Mauritania.....	0.0	0.0	16.7	6.7	Spain.....	45.5	16.7	30.0	33.3
Barbados.....	25.0	0.0	100.0	33.3	Gabon.....	42.9	42.9	0.0	28.1	Mauritius.....	20.0	0.0	0.0	14.3	Sri Lanka.....	54.5	0.0	0.0	33.3
Belarus.....	36.4	0.0	18.2	24.0	Georgia.....	50.0	50.0	0.0	42.9	Mexico.....	30.0	18.2	9.1	18.8	Sudan.....	20.0	0.0	28.6	20.0
Belgium.....	46.7	33.3	20.0	35.5	Germany.....	56.3	66.7	37.5	53.3	Republic of Moldova.....	0.0	0.0	0.0	0.0	Suriname.....	50.0	0.0	0.0	25.0
Benin.....	11.1	50.0	0.0	11.1	Ghana.....	25.0	27.3	30.0	27.3	Mongolia.....	40.0	75.0	28.6	43.8	Swaziland.....	27.3	33.3	20.0	26.3
Bolivia, Plurinational State of.....	62.5	50.0	0.0	50.0	Greece.....	20.0	42.9	100.0	52.9	Montenegro.....	100.0	100.0	50.0	80.0	Sweden.....	75.0	20.0	50.0	52.6
Bosnia and Herzegovina.....	33.3	0.0	100.0	50.0	Guatemala.....	70.0	10.0	0.0	33.3	Morocco.....	14.3	20.0	18.2	16.7	Switzerland.....	53.8	28.6	44.4	44.8
Botswana.....	50.0	0.0	18.2	25.0	Guinea.....	23.5	0.0	27.3	17.9	Mozambique.....	70.0	0.0	0.0	50.0	Syrian Arab Republic.....	100.0	0.0	0.0	22.2
Brazil.....	42.1	27.3	27.3	34.1	Guinea-Bissau.....	66.7	0.0	0.0	33.3	Myanmar.....	58.3	25.0	28.6	43.5	United Republic of Tanzania.....	18.2	0.0	14.3	13.0
Brunei Darussalam.....	33.3	100.0	0.0	40.0	Guyana.....	0.0	0.0	0.0	0.0	Namibia.....	50.0	33.3	33.3	42.9	Thailand.....	52.9	50.0	33.3	47.1
Bulgaria.....	62.5	0.0	0.0	31.3	Haiti.....	0.0	0.0	50.0	14.3	Nepal.....	33.3	0.0	18.2	16.7	The former Yug. Rep. of Macedon.....	25.0	0.0	0.0	14.3
Burkina Faso.....	38.5	60.0	0.0	33.3	Honduras.....	40.0	50.0	66.7	50.0	Netherlands.....	50.0	33.3	66.7	53.3	Timor-Leste.....	37.5	0.0	0.0	30.0
Burundi.....	25.0	0.0	0.0	16.7	Hungary.....	100.0	50.0	20.0	60.0	New Zealand.....	28.6	0.0	0.0	16.7	Togo.....	7.7	12.5	14.3	10.7
Cambodia.....	16.7	0.0	0.0	9.1	Iceland.....	50.0	100.0	50.0	62.5	Nicaragua.....	0.0	-	0.0	0.0	The Kingdom of Tonga.....	0.0	0.0	100.0	25.0
Cameroon.....	37.5	25.0	0.0	25.0	India.....	29.4	11.1	11.1	20.0	Niger.....	22.2	36.4	18.2	25.0	Trinidad and Tobago.....	75.0	0.0	0.0	42.9
Canada.....	69.2	20.0	100.0	65.2	Indonesia.....	33.3	36.4	36.4	34.9	Nigeria.....	31.6	18.2	0.0	19.5	Tunisia.....	55.6	33.3	0.0	30.0
Cabo Verde.....	50.0	100.0	0.0	50.0	Islamic Republic of Iran.....	25.0	20.0	11.1	18.5	Norway.....	55.6	60.0	42.9	52.4	Turkey.....	23.5	11.1	10.0	16.7
Central African Republic.....	0.0	0.0	25.0	7.7	Iraq.....	14.3	0.0	20.0	13.0	Oman.....	14.3	9.1	0.0	8.3	Turkmenistan.....	40.0	100.0	0.0	42.9
Chad.....	12.5	0.0	0.0	8.7	Ireland.....	50.0	100.0	0.0	44.4	Pakistan.....	37.5	0.0	0.0	30.0	Uganda.....	0.0	37.5	18.2	20.0
Chile.....	30.8	0.0	42.9	23.3	Israel.....	50.0	0.0	33.3	36.4	Panama.....	14.3	20.0	25.0	18.8	Ukraine.....	0.0	50.0	45.5	31.6
China.....	10.5	12.5	0.0	8.3	Italy.....	33.3	33.3	66.7	50.0	Papua New Guinea.....	33.3	100.0	0.0	40.0	United Arab Emirates.....	30.0	40.0	40.0	35.0
Colombia.....	62.5	33.3	33.3	42.3	Jamaica.....	50.0	100.0	0.0	50.0	Paraguay.....	22.2	0.0	37.5	27.8	United Kingdom.....	45.5	20.0	42.9	39.1
Comoros.....	-	0.0	50.0	25.0	Japan.....	31.3	0.0	30.0	25.0	Peru.....	20.0	12.5	0.0	13.0	United States.....	64.7	16.7	60.0	53.6
Congo.....	8.3	12.5	11.1	10.3	Jordan.....	40.0	0.0	10.0	17.6	Philippines.....	42.9	36.4	20.0	34.3	Uruguay.....	57.1	0.0	0.0	30.8
Cook Islands.....	100.0	0.0	100.0	75.0	Kazakhstan.....	0.0	100.0	0.0	10.0	Poland.....	44.4	33.3	33.3	38.1	Uzbekistan.....	0.0	0.0	100.0	25.0
Costa Rica.....	60.0	50.0	0.0	44.4	Kenya.....	43.8	81.8	9.1	44.7	Portugal.....	45.5	44.4	18.2	35.5	Venezuela, Bolivarian Republic of.....	40.0	28.6	0.0	23.5
Côte d'Ivoire.....	40.0	27.3	36.4	35.1	Kiribati.....	66.7	0.0	0.0	40.0	Qatar.....	40.0	33.3	50.0	40.0	Viet Nam.....	50.0	25.0	50.0	42.9
Croatia.....	100.0	66.7	100.0	88.9	Republic of Korea.....	31.3	37.5	40.0	35.3	Romania.....	44.4	25.0	22.2	30.8	Yemen.....	25.0	-	-	25.0
Cuba.....	57.1	0.0	50.0	45.5	Kuwait.....	14.3	0.0	0.0	8.3	Russian Federation.....	26.7	28.6	25.0	26.7	Zambia.....	60.0	36.4	20.0	38.7
Cyprus.....	66.7	0.0	0.0	23.5	Lao People's Democratic Rep.....	16.7	100.0	33.3	30.0	Rwanda.....	25.0	0.0	25.0	22.2	Zimbabwe.....	45.5	0.0	25.0	35.3
Czech Republic.....	28.6	100.0	40.0	50.0	Latvia.....	50.0	0.0	100.0	42.9	San Marino.....	33.3	66.7	33.3	50.0					
Democratic Republic of the Cong	15.4	22.2	0.0	12.9	Lebanon.....	16.7	40.0	9.1	22.2	Sao Tome and Principe.....	0.0	0.0	0.0	0.0					
																<b>G</b>	<b>E</b>	<b>T</b>	<b>Tot</b>
																<b>35.8%</b>	<b>26.1%</b>	<b>24.6%</b>	<b>30.1%</b>

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