



## 19th American Regional Meeting

Panama City, Panama, 2-5 October 2018

AMRM.19/D.3

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### Report of the Credentials Committee

1. The Credentials Committee, which was appointed by the 19th American Regional Meeting at its first sitting, met on 2, 3 and 4 October 2018, in conformity with article 9 of the Rules for Regional Meetings, to examine the credentials of the delegates and advisers attending the Meeting, as well as any objections regarding their nomination, complaints concerning the non-payment of travel and subsistence expenses of delegations, and other communications. The Committee was composed as follows:

<i>Chairperson:</i>	Ms Verónica López (Government delegate, Paraguay)
<i>Employer Vice-Chairperson:</i>	Mr Pablo Bobic (Employers' substitute delegate, Chile)
<i>Worker Vice-Chairperson:</i>	Ms Isabel Guzmán (Workers' delegate, Panama)

2. For the first time at a Regional Meeting, member States invited by the Governing Body to attend the Meeting as full members or observers were able to deposit the credentials of their delegations through an online accreditation system<sup>1</sup> like the one used at the International Labour Conference. Moreover, information on the composition of the delegations accredited to the Meeting was available on a public web page that was regularly updated.<sup>2</sup>
3. Credentials were received from 13 of the 31 full members accredited at the end of the Meeting within the time limit set forth in article 1(7) of the Rules for Regional Meetings, according to which credentials must be deposited at least 21 days before the date fixed for the opening of the Meeting. The Committee reminds governments of the importance of depositing their credentials within the established time limit, as it enables the Committee to carry out its mandate efficiently and therefore to foster respect for tripartism.

### Composition of the Meeting

4. At the time of the adoption of this report, and as reflected in the table in Annex A, of the 35 full members, 31 had sent their credentials. The total number of accredited delegates and

<sup>1</sup> <https://www.ilo.org/CredentialsRMMS/Login.aspx>

<sup>2</sup> <https://www.ilo.org/DelegatesRMMS/credentialslive.aspx>

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advisers was 238. To be more precise, 56 Government delegates, 27 Employers' delegates and 29 Workers' delegates were accredited to the meeting, amounting to a total of 112 accredited delegates, while 40 Government advisers, 34 Employers' advisers and 52 Workers' advisers were accredited, amounting to a total of 126 accredited advisers. Persons appointed as both substitute delegates and advisers have been counted as advisers.

5. Annex B to this report sets out detailed information on the number of delegates and advisers registered at the Meeting, who totalled 209. To be more precise, there were 54 Government delegates, 26 Employers' delegates and 26 Workers' delegates, for a total of 106 registered delegates, as well as a total of 103 registered advisers, comprising 35 Government advisers, 31 Employers' advisers and 37 Workers' advisers.
6. The Committee observes that Nicaragua accredited a delegation exclusively composed of Government delegates. Furthermore, the delegation of Peru included an Employers' delegate but not a Workers' delegate, while the delegations of the Bahamas and Saint Lucia included a Workers' delegate but not an Employers' delegate. The delegation of Suriname only included a Workers' delegate, while the delegation of Dominica only included an Employers' delegate. Four full members (Belize, the Plurinational State of Bolivia, Grenada and Saint Vincent and the Grenadines) were not represented. The Committee emphasizes that, under article 1(2) of the Rules for Regional Meetings, each member State invited by the Governing Body as a full member to the Meeting must accredit a tripartite delegation composed of two Government delegates, one Employers' delegate and one Workers' delegate. The absence of tripartite delegations at Regional Meetings, particularly if it is a recurring situation, is cause for concern. The Committee recalls in this respect that the Credentials Committees of the International Labour Conference has, on several occasions, expressed regret at the number of incomplete or non-accredited delegations at sessions of the Conference. The Committee also recalls that the Governing Body examined the issue of incomplete or non-accredited delegations at its 331st Session (October 2017) 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 monitor the situation of member States which failed to accredit any tripartite delegation to sessions of the International Labour Conference and Regional Meetings<sup>3</sup>
7. In the light of the figures for incomplete and non-accredited delegations, the Committee considers that, as the ILO nears its centenary, even more has to be done to ensure that these meetings fully benefit from constructive interaction between representatives of governments, employers and workers from all member States in the region. Mindful that its mandate is more limited than that of the Credentials Committee of the International Labour Conference with respect to incomplete delegations, and taking into account that the participation of a complete tripartite delegation at the Meeting implies a financial burden, the Committee wishes to recall that by not participating in the Meeting and depriving the social partners of their right to participate, governments prevent the Organization from achieving its goals. The Committee firmly hopes that governments comply with their constitutional obligations and participate, with complete tripartite delegations, in future ILO meetings.
8. The Committee observes that, in accordance with article 1(6) of the Rules for Regional Meetings, member States attending the Meeting "shall make every effort to promote the equal representation of women and men in their delegations". In this respect, the Committee notes that 88 of the 238 delegates and advisers accredited to the Meeting were women. Women therefore accounted for 37 per cent of all delegates and advisers accredited to the Meeting, compared to 33.2 per cent in 2014. The representation rates of women by group

<sup>3</sup> [GB.331/LILS/1](#), paragraph 15, and [GB.331/PV](#), párrafo 705.

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are 56.12 per cent for governments, 24.19 per cent for Employers and 21.95 per cent for Workers. Taking account of the above figures, the Committee recalls that at its 332nd Session (March 2018), the Governing Body urged all groups to aspire to achieve gender parity among their accredited delegates, advisers and observers to the Conference and Regional Meetings.<sup>4</sup>

9. Twenty Ministers and Vice-Ministers of the 31 registered member States attended the Meeting.

10. One Officer of the Governing Body attended the Meeting.

## **Observers**

11. The following member States attended the Meeting as observers at the invitation of the Governing Body, in accordance with article 1(3) of the Rules for Regional Meetings:

- Spain;
- France;
- Netherlands;
- Portugal;
- United Kingdom.

## **Representatives of official international organizations**

12. Of the official international organizations invited to attend the Meeting, in accordance with article 1(12) of the Rules for Regional Meetings and with the relevant agreements or decisions of the Governing Body, the following were accredited:

- Inter-American Development Bank;
- Andean Development Corporation;
- International Monetary Fund;
- Office of the United Nations High Commissioner for Refugees;
- United Nations Office for Disaster Risk Reduction;
- UN Women;
- Organization of American States;
- International Organization for Migration;
- United Nations Development Programme;
- United Nations Environment Programme;

<sup>4</sup> [GB.332/LILS/2](#) and [GB.332/LILS/PV](#), paragraph 63.

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- World Food Programme.

## **Representatives of international non-governmental organizations**

**13.** Of the international non-governmental organizations invited to attend the Meeting, in accordance with article 1(12) of the Rules for Regional Meetings and with the relevant agreements or decisions of the Governing Body, the following were accredited:

- Alternativa Democrática Sindical de las Américas;
- Asociación Latinoamericana de Abogados Laboralistas;
- Caribbean Employers' Confederation;
- Confederación Latinoamericana y del Caribe de Trabajadores Estatales;
- Confederación de los Trabajadores y las Trabajadoras de las Universidades de las Américas;
- International Trade Union Confederation;
- International Federation of Journalists;
- International Transport Workers' Federation;
- World Federation of Trade Unions;
- International Organisation of Employers;
- Building and Wood Workers' International;
- Public Services International.

## **Objections concerning the nomination of the Workers' delegation of the Bolivarian Republic of Venezuela**

**14.** The Committee received two separate objections presented by the National Union of Workers of Venezuela (UNETE) and the Confederation of Autonomous Trade Unions of Venezuela (CODESA) concerning the nomination of the Workers' delegation of the Bolivarian Republic of Venezuela.

**15.** The objection of the UNETE alleged that the organization had not been invited to any meeting arranged by the Government to establish the Workers' delegation to the Meeting, and that the Government had unilaterally decided on the composition of the delegation, nominating Mr Wills Rangel as delegate and Mr Carlos López as his adviser and substitute delegate, both representatives of the Bolivarian Socialist Workers Confederation for the City, Rural Areas and Fisheries (CBST), thus excluding the UNETE. According to the UNETE, the CBST lacked independence and was close to the Government. In this regard, the UNETE recalled that the ILO had, on various occasions, offered technical assistance to determine the representativeness of the workers' organizations, but that the Government had not accepted such assistance. The UNETE considered that, given the lack of clarity regarding the representativeness of the workers' organizations, the Workers' delegate should be nominated on an agreed rotation.

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16. The objection of CODESA alleged that CODESA, the Confederation of Workers of Venezuela (CTV), the National Union of Workers (UNT) and the General Confederation of Workers (CGT) had proposed to the Government that Mr José Elías Torres and Ms Juana María Chireno form the Workers' delegation as delegate and adviser, respectively. However, both persons were accredited by the Government as advisers.
  17. In a written communication addressed to the Committee at its request, the Government explained in relation to the objection presented by the UNETE that, on 17 and 23 July, it had extended invitations to the CBST, CGT, CTV, UNETE, CODESA and the Single Confederation of Workers of Venezuela (CUTV), all of which, with the exception of the UNETE, had acknowledged receipt of the invitation. The Government indicated that it had sent multiple requests to Mr Servando Carbone, a board member of the UNETE, asking him to provide it with the current address of the organization, but had not received a reply. On 20 July, the Government held a meeting that was attended only by representatives of the CBST and the CUTV, during which it informed them of its difficulties to finance the participation of all the trade union organizations, but guaranteed the participation of at least one delegate and one adviser for each of the social sectors. On 27 July, the Government held a second meeting with representatives of CODESA, CUTV and CGT, who submitted a proposal that included the UNETE but had not been signed or sealed by it. During a third meeting, the president of the CBST, Wills Rangel, indicated the proposed Workers' delegation that should be accredited to the Meeting. The Government submitted the proposed delegation to all the Workers' organizations and, when it did not receive any objection, proceeded to accredit the Workers' delegation. As regards the lack of independence of the CBST, the Government stated that it does not cover any costs of the CBST or provide it with additional funding, and that it respects the autonomy and independence of trade union organizations.
  18. With regard to the objection of CODESA, the Government stated that it had not disregarded the supposed consensus, as it had accredited as advisers Mr José Elías Torres, representative of the CTV, and processed his travel expenses, as well as Ms Juana María Chireno, who was replaced by Mr Heberto Ferrer at Ms Chireno's request. The Government also stated that it had accredited Mr Plácido Mundaray, president of CODESA, to the Workers' delegation even though he had not been included in the proposed delegation.
  19. *The Committee observes that, once again, the workers' organizations are presenting an objection against the Government of the Bolivarian Republic of Venezuela concerning the nomination of the Workers' delegation. In this respect, the Committee wishes to reiterate the importance of having sufficient criteria and data on representativeness that are sufficiently clear and objective, and in this regard recalls the following principles. According to Advisory Opinion No. 1 of the Permanent Court of International Justice (PCIJ) of 1922, several most representative organizations may exist in one country and, in such cases, the Government must, pursuant to the terms of article 3(5) of the ILO Constitution, aim to effect an agreement among them. If there is no agreement among the most representative organizations, the Government must assess, based on objective and verifiable criteria, which organization is the most representative. In this respect, the Committee recalls the unanimous recommendation of the Credentials Committee of the 107th Session of the International Labour Conference (2018) relating to the monitoring of the situation raised in an objection concerning the nomination of the Workers' delegation of the Bolivarian Republic of Venezuela, requesting the Government to submit, at the same time that it submits its credentials for its delegation to the next session of the Conference, a detailed report substantiated with relevant documentation on the representativeness of all workers' organizations in the country, as well as 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. The Committee once again urges the Government to avail itself of the*

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*technical assistance that the Office may offer in order to advance in the establishment of objective and verifiable criteria for representativeness.*

## **Objection concerning the nomination of the Employers' delegation of the Bolivarian Republic of Venezuela**

20. The Committee received an objection presented by the Employers' group concerning the nomination of the Employers' delegation of the Bolivarian Republic of Venezuela.
21. The author of the objection alleged that the nomination of Mr Orlando Camacho and Mr Rubén Díaz, respectively the President of and the Legal Adviser to the Federation representing Craftsmen, Micro, Small and Medium-sized Manufacturers (FEDEINDUSTRIA), as advisers to the Employers' delegation had not been made with the agreement of the most representative organization of employers, the Federation of Chambers and Associations of Commerce and Production of Venezuela (FEDECAMARAS). According to the allegation, FEDEINDUSTRIA was close to the Government, as its former president, Mr Miguel Pérez Abad, had held various posts in government and its current president, Mr Orlando Camacho, had been elected representative of the Business Sector in the National Assembly and served as General Coordinator of the network of businessmen from the pro-government political movement called "We Are Venezuela". The author of the objection considered that, in the light of its close ties to the Government, FEDEINDUSTRIA could not be considered an independent and representative organization and therefore its representatives should not have been accredited to the Employers' delegation without the agreement of FEDECAMARAS.
22. In a written communication addressed to the Committee at its request, the Government explained that the Employers' delegation had been agreed upon by the most representative Employers' organizations. The Government states that on 20 and 27 July 2018, coordination meetings were held with FEDECAMARAS and FEDEINDUSTRIA in which it was agreed that each Employers' organization would send a delegation proposal in order that the Government accredit the delegation, which, as agreed, it did. The Government emphasized that FEDECAMARAS and FEDEINDUSTRIA had recognized one another as the most representative Employers' organizations during the aforementioned meetings with respect to the composition of the Employers' delegation for the meeting, without any objection on behalf of FEDECAMARAS. Lastly, the Government rejected the idea that FEDEINDUSTRIA had close ties with the Government or that it received preferential treatment and affirmed that it simply maintained a fruitful social dialogue with the Government, in strict compliance with the country's laws and Constitution.
23. *The Committee emphasizes that the Government must fulfil its obligations under article 1(5) of the Rules for Regional Meetings to appoint Employers' and Workers' delegates and advisers in agreement with the industrial organizations that are most representative of the Employers or Workers. The Committee recalls that the Government must determine, based on objective and verifiable criteria, which organization is the most representative by means of a consultation process that respects the authenticity, autonomy and independence of Employers' organizations. Given that FEDECAMARAS has historically been the most representative organization, the Committee suggests that the Government hold consultations with that organization. The Committee once again urges the Government to request the technical assistance of the Office to make progress in the establishment of objective and verifiable representativeness criteria.*

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## **Complaint concerning the non-payment of travel and subsistence expenses of the Employers' advisers by the Bolivarian Republic of Venezuela**

24. The Committee received a complaint presented by the Employers' group, alleging that the Government had covered the travel and subsistence expenses of only one representative of FEDECEMARAS, that is, the Employers' delegate. Moreover, the payment of these expenses had been late, as it had been made on the first day of the Meeting. The author of the complaint considered that this constituted non-observance of article 1(4) of the Rules for Regional Meetings and that it posed an obstacle to participation in the Meeting. The author of the complaint requested that the Committee urge the Government to comply with its obligations in the future.
25. In a written communication to the Committee at its request, the Government explained that it fulfilled its obligation to cover the travel and subsistence expenses of the tripartite delegation, defraying the expenses of one delegate and one advisor for the Employers and one delegate and one advisor for the Workers. The Government stated that the decision to cover the expenses of only one delegate and one advisor for the Employers and Workers arose from the economic difficulties the country was experiencing, it also indicated that the late payment of the expenses was due to difficulties in making that payment, which affected not only the Employers but also the Workers and the Government.
26. *The Committee recalls that, under article 1(4) of the Rules for Regional Meetings, Governments are not only obliged to cover the necessary expenses to guarantee the presence of a tripartite delegation at the Meeting, but also to ensure that the participants concerned receive the necessary funds in advance, so that its tripartite delegation is actually able to participate. The Committee therefore urges the Government to comply with its obligations in the future.*
27. *Furthermore, the Committee recalls that, if the Government decides to cover the travel and subsistence expenses of more than one participant of the Employers' or Workers' delegation, it must identify the persons whose expenses will be covered by the Government in agreement with the most representative organization, in this case, of the Employers.*

## **Complaint concerning the non-payment of travel and subsistence expenses of the Workers' delegation by the Dominican Republic**

28. The Committee received a complaint presented by Mr Rafael Abreu, President of the National Confederation of Trade Union Unity (CNUS), supported by the Trade Union Confederation of the Americas, affiliated to the International Trade Union Confederation, alleging that the Government had not complied with its obligations, under article 1(4) of the Rules for Regional Meetings, concerning its responsibility for the travel and subsistence expenses of its tripartite delegation, thereby preventing the Workers' delegation from actually attending the Meeting. The author of the complaint requested the Committee to take the necessary remedial action.
29. In a written communication addressed to the Committee at its request, the Government explained that on 6 August 2018 it received from the Employers the names of the persons nominated as regular member and substitute member. On 27 August, the Government received a communication from the Autonomous Confederation of Workers' Unions (CASC) indicating that, in accordance with the rotation between trade union federations, it was the turn of CASC to participate in the Meeting, and proposing the names of its representatives to be accredited as regular member and substitute member. On 29 August 2018, the Government submitted its credentials application forms. Afterwards, on 10

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September, the CASC sent a communication clarifying that it was the turn of the CNUS to attend the meeting and, subsequently, on 11 September, the CNUS sent a communication nominating Mr Rafael Abreu as its delegate, along with three advisors and a consultant. On 19 September, the Office of the President of the Republic approved the payment of travel expenses for the tripartite delegation. However, on 1 October, Mr Abreu informed that he and the other persons would not attend the Meeting.

30. *The Committee observes that, according to the credentials presented by the Government, as reflected in the provisional list of delegations, Mr Del Río Doñe and Mr León of the CASC were accredited before the Meeting, respectively as advisor and substitute delegate of the workers, despite the recognition that it was the turn of the representatives of the CNUS to participate in that Meeting. Furthermore, the Committee observes that the Government has not provided documents to support its allegation that the CNUS representatives informed that they would not attend the Meeting. Consequently, the Committee has decided to remind the Government of its obligation to update the accreditations of its tripartite delegation, as well as its obligation under article 1(4) of the Rules for Regional Meetings, to cover the travel and subsistence expenses of its tripartite delegation and take the necessary measures in that regard in a timely manner.*

### **Communication concerning the incomplete delegation of Peru**

31. The Committee received a communication submitted by the Trade Union Confederation of the Americas, affiliated with the International Trade Union Confederation, alleging that the Government had not accredited the Workers' delegation. The organization indicated that the Government had not accepted the form of representation proposed by the Coordinator of Trade Union Federations of Peru, a body representing trade union federations, and thus disregarded the autonomous right of the trade unions to choose the way in which they are represented. In the communication, the organization requested that the Committee not accept this form of accreditation and that it ensure the effective functioning of tripartism.
32. In a written communication addressed to the Committee at the Committee's request, the Government explained that it had issued official letters on 3 July 2018 informing the Employers' and Workers' coordinators of the ILO's request to appoint a tripartite delegation for the Meeting and requesting them to coordinate the appointment of their respective representatives. In these official letters, the Government requested both groups to provide the name of their representative before 13 July 2018 and informed them that the Ministry of Labour and Employment Promotion would be able to pay travel and accommodation costs for one representative from each group. The Government received news of the appointment of Mr Barrenechea Calderón as the Employers' representative and covered his costs. The Workers indicated in a telephone call that they would probably not participate in the Meeting for the same reasons that had led them to withdraw from the 107th Session of the International Labour Conference.
33. *The Committee observes that the Government had not accredited the Workers' delegation to the Meeting and that its delegation is therefore incomplete. However, the Committee also observes that, although the Government made an offer to the trade union confederations to pay the travel and accommodation costs of one Worker representative, it did not receive a response from those organizations regarding the composition of a delegation to the Meeting. The Committee therefore considers that it is not in receipt of any documents that prove the allegation that the Government did not accept the form of representation proposed by the Coordinator of Trade Union Federations of Peru for the composition of the Workers' delegation to the Meeting and has decided not to pursue the complaint. Nevertheless, the Committee recalls that a similar case appeared before the Credentials Committee at the 107th Session of the International Labour Conference and hopes that the Government will*



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*take the necessary steps to ensure the participation of a complete tripartite delegation at future ILO meetings.*

## **Communication concerning the nomination of the Workers' delegation of the Bolivarian Republic of Venezuela**

- 34.** The Committee received a communication entitled “Objection of the Delegation of the Bolivarian Republic of Venezuela to the 19th American Regional Meeting of the ILO”, submitted by Ms Juana María Chireno, general secretary of the CGT. The author of the objection indicated that during a meeting convened by the Government to establish the Workers’ delegation to the Meeting, her name had been put forward by the CGT, CODESA, the CTV and the UNETE as an adviser to the delegation and that Mr José Elías Torres of the CTV had been proposed as the Workers’ delegate. Ms Chireno and Mr Torres were both accredited by the Government as advisers to the Workers’ delegation to the Meeting. The author of the communication nevertheless acknowledges that she could not actually attend the Meeting for professional reasons and was therefore replaced, at her request, as an adviser to the Workers’ delegation by Mr Heberto Ferrer of the CGT.
- 35.** In a written communication addressed to the Committee at the Committee’s request, the Government explained that, on 17 and 23 July 2018, it sent out invitations to the CBST, the CGT, the CTV, the UNETE, CODESA and the CUTV. On 20 July 2018, the Government held a meeting, attended only by the representatives of the CBST and the CUTV, in which it explained the difficulties it faced in financing the participation of all the trade union organizations, but guaranteed the participation of at least one delegate and one adviser for each of the social partners. On 27 July 2018, the Government held a second meeting with the representatives of CODESA, the CUTV and the CGT, who put forward a proposal that included the UNETE and named Mr José Elías Torres as delegate and Ms Juana María Chireno as adviser. The Government submitted the proposal previously agreed among the Workers and, having received no opposition, proceeded to accredit the Workers’ delegation. The Government indicated that Ms Chireno was accredited as an adviser in the Workers’ delegation and later, at her request, replaced by Mr Heberto Ferrer.
- 36.** *After analyzing the communication in the light of the information received, the Committee considers that it cannot be considered an objection, as it does not allege that a Worker delegate or adviser was appointed without the agreement of the most representative workers’ organizations. In the absence of a sufficient basis to exercise its mandate under article 9(2) of the Rules for Regional Meetings, the Committee decided not to pursue the communication.*

## **Other communications**

- 37.** On Thursday 4 October 2018, the Committee received two separate communications from the International Organisation of Employers (IOE) relating, respectively, to the absence of accreditation of a tripartite delegation by the Government of Bolivia and the fact that the delegation of Nicaragua is exclusively composed of Government delegates.
- 38.** *The Committee noted the communications, but owing to their late submission, it was unable to obtain replies from the Governments concerned in good time to examine them. The Committee recalls that the information regarding the composition of accredited delegations to the Meeting was available on a public web page that is regularly updated. Moreover, on the first day of the Meeting, a provisional list of delegates was published on the web page of the Meeting.*

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**39.** *The Committee considers that it would undoubtedly be useful for the Office to provide information, including in the training courses it runs for constituents through the ILO Training Centre, on the operation of the Credentials Committee of the International Labour Conference and the Credentials Committee of Regional Meetings with a view to ensuring that objections, complaints and communications are submitted in a timely manner, properly argued and supported by relevant documentation.*

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**40.** The Credentials Committee adopts this report unanimously.

**41.** This report will be submitted to the Meeting so that it may request the Office to bring the report to the attention of the Governing Body, in accordance with article 9(4) of the Rules for Regional Meetings.

Panama City, 4 October 2018

*(signed)*

Ms Verónica López  
Chairperson

Mr Pablo Bobic  
Vice-Chairperson

Ms Isabel Guzmán  
Vice-Chairperson

## Annex A

### Accredited delegates and advisers

(Updated as of 5 p.m. on 04.10.2018)

	Government Delegates	Employers' Delegates	Workers' Delegates	Government Advisers	Employers' Advisers	Workers' Advisers
Antigua and Barbuda	2	1	1	-	1	-
Argentina	2	1	1	1	-	9
Bahamas	1	-	1	-	-	-
Barbados	2	1	1	-	-	1
Belize	-	-	-	-	-	-
Bolivia (Plurinational State of)	-	-	-	-	-	-
Brazil	2	1	1	4	-	5
Canada	2	1	1	1	-	1
Chile	2	1	1	-	2	3
Colombia	2	1	1	2	6	5
Costa Rica	3	1	1	-	1	1
Cuba	2	1	1	1	1	1
Dominica	-	1	-	-	-	-
Dominican Republic	1	1	1	2	1	1
Ecuador	2	1	1	-	2	2
El Salvador	2	1	2	1	1	4
Grenada	-	-	-	-	-	-
Guatemala	2	1	1	2	1	1
Guyana	1	1	1	-	-	-
Haiti	2	1	1	-	-	-
Honduras	2	1	1	1	1	-
Jamaica	2	1	1	1	-	-
Mexico	2	1	1	1	3	3
Nicaragua	2	-	-	-	-	-
Panama	2	1	1	10	4	4
Paraguay	2	1	1	1	1	3
Peru	2	1	-	3	2	-
Saint Kitts and Nevis	2	1	1	-	-	-
Saint Lucia	2	-	1	-	-	-
Saint Vincent and the Grenadines	-	-	-	-	-	-
Suriname	-	-	1	-	-	-
Trinidad and Tobago	2	1	1	1	-	-
United States	2	1	1	7	-	-
Uruguay	2	1	1	-	1	-
Venezuela, Bolivarian Republic of	2	1	1	1	6	8
<b>Total</b>	<b>56</b>	<b>27</b>	<b>29</b>	<b>40</b>	<b>34</b>	<b>52</b>

## Annex B

### Registered delegates and advisers

(Updated as of 5 p.m. on 04.10.2018)

	Government Delegates	Employers' Delegates	Workers' Delegates	Government Advisers	Employers' Advisers	Workers' Advisers
Antigua and Barbuda	2	1	1	-	-	-
Argentina	2	1	1	1	-	6
Bahamas	1	-	1	-	-	-
Barbados	2	1	1	-	-	1
Belize	-	-	-	-	-	-
Bolivia (Plurinational State of)	-	-	-	-	-	-
Brazil	2	1	1	4	-	2
Canada	1	1	1	1	-	1
Chile	2	1	1	-	2	3
Colombia	2	1	1	2	6	4
Costa Rica	3	1	-	-	1	-
Cuba	2	1	1	1	1	1
Dominica	-	1	-	-	-	-
Dominican Republic	1	1	-	2	1	-
Ecuador	2	-	-	-	1	1
El Salvador	2	1	2	1	1	4
Grenada	-	-	-	-	-	-
Guatemala	2	1	1	2	1	1
Guyana	1	1	1	-	-	-
Haiti	2	1	1	-	-	-
Honduras	2	1	1	1	1	-
Jamaica	1	1	1	-	-	-
Mexico	2	1	1	1	3	3
Nicaragua	2	-	-	-	-	-
Panama	2	1	1	8	4	4
Paraguay	2	1	1	1	1	3
Peru	2	1	-	3	2	-
Saint Kitts and Nevis	2	1	1	-	-	-
Saint Lucia	2	-	1	-	-	-
Saint Vincent and the Grenadines	-	-	-	-	-	-
Suriname	-	-	1	-	-	-
Trinidad and Tobago	2	1	1	1	-	-
United States	2	1	1	5	-	-
Uruguay	2	1	1	-	1	-
Venezuela, Bolivarian Republic of	2	1	1	1	5	3
<b>Total</b>	<b>54</b>	<b>26</b>	<b>26</b>	<b>35</b>	<b>31</b>	<b>37</b>