

## 14th African Regional Meeting

Abidjan, Côte d'Ivoire, 3–6 December 2019

AFRM.14/D.3

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### Report of the Credentials Committee

1. The Credentials Committee, which was appointed by the Meeting at its first sitting, met on 3, 4 and 5 December 2019 to examine, in accordance with article 9 of the ILO's *Rules for Regional Meetings*, the credentials of the delegates and their advisers at the Meeting, as well as any objections to the credentials and any complaints concerning the non-payment of travel and subsistence expenses of delegations, and other communications. The Committee was composed as follows:

*Chairperson:* Mr Fassoun Coulibaly (Government delegate, Mali)

*Members:* Mr Khalil Ghariani (Employers' delegate, Tunisia)

Ms Amal El Amri (substitute Workers' delegate, Morocco)

2. Credentials in respect of the members of the delegations had been submitted in the form of instruments, primarily using the recommended ILO form, or in the form of letters, transmitted through the online accreditation system set up by the Office for that purpose or as scanned documents sent by email. The broad use of electronic means for the transmission of credentials greatly facilitated the processing of the relevant information.
3. The Committee drew the attention of the governments to the importance of respecting article 1, paragraph 7, of the abovementioned *Rules*, according to which credentials must be deposited at least 21 days before the date fixed for the opening of the Meeting (in other words, by 12 November 2019). The Committee noted with regret that the credentials of only 24 of the 49 Members that were accredited at the Meeting as full members had been received within that time limit, 14 fewer than in 2015. Furthermore, two Members (Gambia and Libya) had submitted their initial credentials after the opening of the Meeting, which meant that those nominations had not been included on the *Provisional List* of delegations made available online by the Office on 2 December 2019. As that list provided advance information that served as the basis for possible objections to the credentials of delegates or their advisers, the accreditation of delegations after the opening of the Meeting – and therefore after the expiry of the time limit for the submission of such objections – was a cause of concern for the Committee.

### Composition of the Meeting

4. At the time of the adoption of this report, and as reflected in the table in Annex A, out of the 54 full members invited to attend the Meeting, 49 had sent credentials in due form. The Meeting was composed of 94 Government delegates, 48 Employers' delegates and 47 Workers' delegates, amounting in total to 189 delegates. In addition, the Meeting comprised 81 Government advisers, 30 Employers' advisers and 51 Workers' advisers, amounting in total to 162 advisers. Persons appointed as both substitute delegates and

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advisers were included among the advisers. The total number of accredited delegates and advisers thus amounted to 351. The Committee noted that, although that represented a decrease compared to the 13th African Regional Meeting, the level of participation remained high.

5. Regarding the number of registered delegates and advisers, there were 73 Government delegates, 31 Employers' delegates and 31 Workers' delegates, amounting to a total of 135 delegates. The total number of advisers was 137, of whom 69 were Government advisers, 20 were Employers' advisers and 48 were Workers' advisers. Annex B to this report contains more detailed information on the number of delegates and advisers registered to the Meeting, which amounted to a total of 272.
6. The Committee observed that the delegation of one member State (Libya) accredited to the Meeting comprised only Government delegates. Further, the delegation of one member State (Guinea) included one Employers' delegate but no Workers' delegate. The Committee noted that no satisfactory explanation had been provided by the two governments concerned. Moreover, the Committee wished to emphasize that, under article 1(4) of the *Rules for Regional Meetings*, the acceptance by a member State of an invitation to be represented at a regional meeting implied the obligation to appoint a full 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 was a matter of serious concern. As the Credentials Committee of the 108th (Centenary) Session of the International Labour Conference had stated, the continued occurrence of incomplete delegations, which negated the most basic principle of ILO tripartite governance, warranted perseverance in the search for possible solutions. The present Committee also wished for the matter to remain under review so that it could continue to be considered within the Organization.
7. The Committee observed that a number of Members, despite having accredited full tripartite delegations, attended the meeting with neither Employers' nor Workers' delegates (Angola, Eritrea, Gambia, Mauritania, Rwanda, Sudan), without one of the two (Algeria, Chad, Egypt, Namibia), or did not attend at all (Comoros, Congo, Equatorial Guinea, Gabon, Liberia, Sierra Leone, Somalia). The Committee was of the view that, owing to the scale of the phenomenon at the present meeting, an analysis of the causes was warranted. The Committee considered that Members in such circumstances should spontaneously provide an explanation.
8. Five member States of the region were not accredited (Cabo Verde, Guinea-Bissau, Mauritius, Mozambique, Sao Tomé and Príncipe), compared with six in 2015. The Committee wished to emphasize that failure to respond to the Director-General's invitation to attend a 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 that 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 or the International Labour Conference (Guinea-Bissau had not attended the Centenary session), 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.
9. The Committee recalled that the Governing Body had last examined the matter of incomplete delegations and unrepresented Members at its 331st Session (October 2017) and had urged member States to comply with their constitutional obligations to accredit full tripartite delegations to sessions of the International Labour Conference and regional meetings. Furthermore, it had requested the Director-General to continue to monitor the situation of

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member States which failed to accredit a tripartite delegation to sessions of the International Labour Conference and regional meetings.<sup>1</sup>

10. The Committee noted that, pursuant to article 1(6) of the abovementioned *Rules*, “Members shall make every effort to promote the equal representation of women and men in their delegations”. In that regard, the Committee noted the presence of 50 women among the 189 accredited delegates, and of 45 women among the 162 accredited advisers. Women therefore represented 27.1 per cent of the total number of delegates and advisers. Despite an increase compared to the 13th African Regional Meeting in 2015 (23.5 per cent), the Committee deeply regretted that the percentage remained desperately low. The Committee wished to recall that since 1990 it had been the aim of the United Nations to increase the proportion of women in decision-making and policymaking bodies to at least 30 per cent and that at its 332nd Session (March 2018), the Governing Body had urged all groups to aspire to achieve gender parity among their accredited delegates, advisers and observers to the International Labour Conference and regional meetings. In the light of the available statistics, the Committee was forced to note that the aim was still far from being achieved. The effort required was not the same for the three groups, as while 31.6 per cent of the Government group were women, the figure was 26.9 per cent for the Employers’ group and only 20.2 per cent for the Workers’ group. The Committee deeply regretted that in seven delegations (Congo, Eritrea, Eswatini, Libya, Niger, Nigeria, Sierra Leone) there were no women delegates or advisers, which was a lower rate than at the previous African Regional Meeting, where there were four such delegations. The Committee called on the constituents to strive to meet the target of gender parity in delegations to regional meetings.
11. A total of 50 ministers or vice-ministers of member States of the region (compared to 40 in 2015) were accredited to the Meeting. The Committee expressed satisfaction at that high level of participation and noted that 13 of the ministers and vice-ministers were women (as compared to six out of 40 in 2015).

## Observer

12. One member State (France) attended the Meeting as an observer invited by the Governing Body, in accordance with article 1, paragraph 3, of the *Rules for Regional Meetings*. In that regard, the Committee noted that the distinction between full member and Member from another region invited to attend as an observer, which was introduced for the first time in the Rules adopted in 2018, was the culmination of a review process begun at the previous African Regional Meeting in 2015. It was part of a broader desire by the member States of the region to modernize the governance of the Organization.

## Representatives of official international organizations

13. 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 High Commissioner for Refugees
  - United Nations Population Fund
  - UN Women

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

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- Food and Agriculture Organization of the United Nations
  - World Health Organization
  - International Telecommunication Union
  - International Association of Economic and Social Councils and Similar Institutions
  - African Union
  - African Development Bank
  - African Regional Centre for Labour Administration
  - Southern African Development Community
  - Economic Community of Western African States
  - West African Economic and Monetary Union
  - Inter-African Conference on Social Security
  - Arab Centre for Labour Administration and Employment
  - European Union

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

**14.** The international non-governmental organizations that were invited to participate at the Meeting, in conformity with article 1, paragraph 12, 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
- Federation of West African Employers' Associations
- Friedrich Ebert Stiftung
- Panafrican Institute for Development

**15.** The Committee noted with interest the important presence of official international organizations, both universal and regional.

### **Objections, complaints and communications**

**16.** The Committee did not receive any objection, complaint or communication.

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- 17.** 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*.

Abidjan, 5 December 2019

(Signed) Mr Fassoun Coulibaly  
Mr Khalil Ghariani  
Ms Amal El Amri



## Annex A

### Accredited delegates and advisers

(Updated as of 11 a.m. on 05.12.2019)

	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	1	-	-
Botswana	2	1	1	1	-	-
Burkina Faso	2	1	1	5	-	-
Burundi	2	1	1	-	-	-
Cameroon	2	1	1	2	3	2
Cabo Verde	-	-	-	-	-	-
Central African Republic	1	1	1	1	1	2
Chad	2	1	1	2	-	2
Comoros	2	1	1	-	-	-
Congo	2	1	1	-	-	-
Côte d'Ivoire	2	1	1	19	12	14
Democratic Republic of the Congo	2	1	1	6	-	4
Djibouti	2	1	1	-	-	1
Egypt	2	1	1	2	2	-
Equatorial Guinea	2	1	1	1	-	-
Eritrea	1	1	1	-	-	-
Eswatini	2	1	1	-	-	-
Ethiopia	2	1	1	2	1	-
Gabon	2	1	1	-	-	-
Gambia	1	1	1	-	-	-
Ghana	1	1	1	-	-	2
Guinea	2	1	-	-	2	-
Guinea-Bissau	-	-	-	-	-	-
Kenya	2	1	1	5	-	1
Lesotho	2	1	1	-	-	-
Liberia	2	1	1	-	-	-
Libya	2	-	-	-	-	-
Madagascar	2	1	1	-	-	-
Malawi	2	1	1	1	-	-
Mali	2	1	1	5	1	1
Mauritania	2	1	1	1	-	-
Mauritius	-	-	-	-	-	-
Morocco	2	1	1	5	4	9
Mozambique	-	-	-	-	-	-
Namibia	2	1	1	2	-	-
Niger	2	1	1	-	-	-
Nigeria	2	1	1	1	-	1
Rwanda	2	1	1	-	-	-
Sao Tome and Principe	-	-	-	-	-	-
Senegal	2	1	1	2	1	1
Seychelles	2	1	1	-	-	-
Sierra Leone	2	1	1	-	-	-
Somalia	2	1	1	-	-	-
South Africa	2	1	1	3	-	-
South Sudan	2	1	1	-	-	-
Sudan	2	1	1	3	-	3
United Republic of Tanzania	2	1	1	-	-	-
Togo	2	1	1	2	-	6
Tunisia	2	1	1	-	-	-
Uganda	2	1	1	3	-	-
Zambia	2	1	1	1	-	1
Zimbabwe	2	1	1	3	-	1
<b>Total</b>	<b>94</b>	<b>48</b>	<b>47</b>	<b>81</b>	<b>30</b>	<b>51</b>

## Annex B

### Registered delegates and advisers

(Updated as of 11 a.m. on 05.12.2019)

	Government Delegates	Employers' Delegates	Workers' Delegates	Government Advisers	Employers' Advisers	Workers' Advisers
Algeria	2	1	-	-	1	-
Angola	2	-	-	2	-	-
Benin	2	1	1	1	-	-
Botswana	2	1	1	1	-	-
Burkina Faso	2	1	1	5	-	-
Burundi	2	1	1	-	-	-
Cameroon	2	1	1	-	1	1
Cabo Verde	-	-	-	-	-	-
Central African Republic	1	1	1	1	1	2
Chad	1	-	1	2	-	2
Comoros	-	-	-	-	-	-
Congo	-	-	-	-	-	-
Côte d'Ivoire	2	1	1	19	8	14
Democratic Republic of the Congo	2	1	1	5	-	4
Djibouti	2	1	1	-	-	1
Egypt	2	1	-	2	1	-
Equatorial Guinea	-	-	-	-	-	-
Eritrea	1	-	-	-	-	-
Eswatini	2	1	1	-	-	-
Ethiopia	2	1	1	1	1	-
Gabon	-	-	-	-	-	-
Gambia	1	-	-	-	-	-
Ghana	1	1	1	-	-	2
Guinea	1	-	-	-	1	-
Guinea-Bissau	-	-	-	-	-	-
Kenya	2	1	1	3	-	1
Lesotho	1	1	1	-	-	-
Liberia	-	-	-	-	-	-
Libya	2	-	-	-	-	-
Madagascar	2	1	1	-	-	-
Malawi	2	1	1	1	-	-
Mali	2	1	1	5	1	1
Mauritania	1	-	-	1	-	-
Mauritius	-	-	-	-	-	-
Morocco	2	1	1	5	4	9
Mozambique	-	-	-	-	-	-
Namibia	2	-	1	2	-	-
Niger	2	1	1	-	-	-
Nigeria	2	1	1	-	-	1
Rwanda	2	-	-	-	-	-
Sao Tome and Principe	-	-	-	-	-	-
Senegal	2	1	1	2	1	1
Seychelles	2	1	1	-	-	-
Sierra Leone	-	-	-	-	-	-
Somalia	-	-	-	-	-	-
South Africa	2	1	1	2	-	-
South Sudan	2	1	1	-	-	-
Sudan	2	-	-	3	-	2
United Republic of Tanzania	2	1	1	-	-	-
Togo	1	1	1	2	-	5
Tunisia	2	1	1	-	-	-
Uganda	-	-	-	1	-	-
Zambia	2	1	1	1	-	1
Zimbabwe	2	1	1	2	-	1
<b>Total</b>	<b>73</b>	<b>31</b>	<b>31</b>	<b>69</b>	<b>20</b>	<b>48</b>