



► Composition of the Conference and quorum for votes ¹

(Updated 25 November 2021, 13:00 hrs CET)

Composition of the Conference ²

- Members States: **181**
- Non-Member States (observers): **1**
- Liberation movement: **1**
- Official international organizations: **28**
- International non-governmental organizations: **72**

Representatives of Member States (detailed list in the Appendix)

	Ministers	Delegates	Advisers and substitute delegates	Advisers
Government	170	354	559	1111
Employers	-	178	228	476
Workers	-	177	247	601
Total	-	709	1034	2188

Voting and quorum

Voting right

- Delegations *without* right to vote (arrears³): **17** ⁴
- Employer or Worker delegates *without* right to vote (incomplete delegations⁵): **3** ⁶

Quorum for votes

A vote is not valid if the number of votes cast for and against is less than half the number of delegates attending the Conference and entitled to vote.⁷

- Registered delegates (or substitute delegates) entitled to vote: **656**
- Quorum: **328**

¹ Special arrangements and rules of procedure, ILC.109/D.1, para. 58.

² See also the [online list of delegations](#).

³ Article 13, paragraph 4, of the ILO Constitution.

⁴ Afghanistan, Chad, Comoros, Congo, Democratic Republic of Congo, Dominica, Gabon, Guinea-Bissau, Libya, Palau, Papua New Guinea, Sao Tome and Principe, Solomon Islands, Tajikistan, Tuvalu, Bolivarian Republic of Venezuela and Yemen.

⁵ Article 4, paragraph 2, of the ILO Constitution.

⁶ Slovenia and Vanuatu (no Workers' delegates); Yemen (no Employers' delegate).

⁷ Article 17, paragraph 3 of the ILO Constitution and article 20, paragraph 1(1) of the Standing Orders of the International Labour Conference.

- 1) Government delegates
- 2) Employers' delegates
- 3) Workers' delegates

- 4) Government advisers
- 5) Employers' advisers
- 6) Workers' advisers

List of accredited delegates and advisers

	1)	2)	3)	4)	5)	6)		1)	2)	3)	4)	5)	6)		1)	2)	3)	4)	5)	6)							
Afghanistan.....	2	1	1	6	-	-	Dominican Republic.....	2	1	1	17	8	9	Lithuania.....	2	1	1	4	3	9	Saudi Arabia.....	2	1	1	19	6	5
Albania.....	2	1	1	2	1	3	Ecuador.....	2	1	1	12	2	1	Luxembourg.....	2	1	1	6	6	6	Senegal.....	2	1	1	14	4	10
Algeria.....	2	1	1	18	10	10	Egypt.....	2	1	1	13	7	10	Madagascar.....	2	1	1	11	5	4	Serbia.....	2	1	1	4	1	4
Angola.....	2	1	1	8	1	3	El Salvador.....	2	1	1	13	10	9	Malawi.....	2	1	1	9	1	3	Seychelles.....	2	1	1	2	1	-
Antigua and Barbuda.....	2	1	1	-	-	-	Equatorial Guinea.....	2	1	1	18	4	2	Malaysia.....	2	1	1	19	10	10	Sierra Leone.....	2	1	1	8	2	4
Argentina.....	2	1	1	20	10	10	Eritrea.....	2	1	1	4	1	1	Maldives.....	2	1	1	4	1	3	Singapore.....	2	1	1	12	5	8
Armenia.....	2	1	1	4	2	1	Estonia.....	2	1	1	6	-	1	Mali.....	2	1	1	20	2	3	Slovakia.....	2	1	1	1	2	2
Australia.....	2	1	1	6	2	2	Eswatini.....	2	1	1	6	4	4	Malta.....	2	1	1	9	4	6	Slovenia.....	2	1	-	8	1	-
Austria.....	2	1	1	12	4	8	Ethiopia.....	2	1	1	9	5	3	Marshall Islands.....	2	1	1	3	-	-	Solomon Islands.....	2	1	1	3	3	3
Azerbaijan.....	2	1	1	9	4	6	Fiji.....	2	1	1	3	1	1	Mauritania.....	2	1	1	7	1	6	Somalia.....	2	1	1	3	-	-
Bahamas.....	2	1	1	7	1	1	Finland.....	2	1	1	7	4	3	Mauritius.....	2	1	1	9	-	-	South Africa.....	2	1	1	6	5	10
Bahrain.....	2	1	1	12	4	10	France.....	2	1	1	20	9	10	Mexico.....	2	1	1	16	10	10	South Sudan.....	2	1	1	4	2	2
Bangladesh.....	2	1	1	13	5	5	Gabon.....	2	1	1	10	6	10	Mongolia.....	2	1	1	7	1	2	Spain.....	2	1	1	20	10	10
Barbados.....	2	1	1	8	3	3	Gambia.....	2	1	1	-	-	-	Montenegro.....	2	1	1	3	-	1	Sri Lanka.....	2	1	1	11	-	5
Belarus.....	2	1	1	6	5	10	Georgia.....	1	1	1	2	4	5	Morocco.....	2	1	1	17	3	5	Sudan.....	2	1	1	11	1	1
Belgium.....	2	1	1	14	5	10	Germany.....	2	1	1	11	6	2	Mozambique.....	2	1	1	10	-	-	Suriname.....	2	1	1	16	4	10
Belize.....	2	1	1	3	2	2	Ghana.....	2	1	1	20	5	9	Myanmar.....	-	-	-	-	-	-	Sweden.....	2	1	1	4	3	4
Benin.....	2	1	1	12	4	7	Greece.....	2	1	1	16	10	5	Namibia.....	2	1	1	11	-	4	Switzerland.....	2	1	1	14	3	9
Bolivia (Plurinational State of).....	2	1	1	7	5	5	Grenada.....	2	1	1	-	-	-	Nepal.....	2	1	1	3	-	-	Syrian Arab Republic.....	2	1	1	5	7	5
Bosnia and Herzegovina.....	2	1	1	-	1	1	Guatemala.....	2	1	1	5	5	3	Netherlands.....	2	1	1	13	4	10	Tajikistan.....	1	1	1	1	-	-
Botswana.....	2	1	1	19	6	8	Guinea.....	2	1	1	19	10	10	New Zealand.....	2	1	1	4	2	2	Thailand.....	2	1	1	16	10	5
Brazil.....	2	1	1	20	9	10	Guinea-Bissau.....	-	-	-	-	-	-	Nicaragua.....	2	1	1	1	3	3	Timor-Leste.....	-	-	-	-	-	-
Brunei Darussalam.....	2	1	1	7	1	-	Guyana.....	2	1	1	1	-	-	Niger.....	2	1	1	20	10	6	Togo.....	2	1	1	20	5	10
Bulgaria.....	2	1	1	6	10	9	Haiti.....	1	1	1	4	-	4	Nigeria.....	2	1	1	20	10	10	Tonga.....	-	-	-	-	-	-
Burkina Faso.....	2	1	1	19	3	5	Honduras.....	1	1	1	6	5	-	North Macedonia.....	2	1	1	1	-	-	Trinidad and Tobago.....	2	1	1	12	8	2
Burundi.....	2	1	1	3	2	2	Hungary.....	2	1	1	6	2	6	Norway.....	2	1	1	8	4	6	Tunisia.....	2	1	1	10	5	10
Cabo Verde.....	2	1	1	2	1	1	Iceland.....	2	1	1	2	1	2	Oman.....	2	1	1	7	9	10	Turkey.....	2	1	1	20	10	10
Cambodia.....	2	1	1	6	2	2	Israel.....	2	1	1	6	1	1	Pakistan.....	2	1	1	10	2	-	Turkmenistan.....	2	1	1	8	-	-
Cameroon.....	2	1	1	10	6	10	India.....	2	1	1	5	10	10	Palau.....	-	-	-	-	-	-	Tuvalu.....	-	-	-	-	-	-
Canada.....	2	1	1	17	4	6	Indonesia.....	2	1	1	20	10	10	Panama.....	2	1	1	8	3	3	Uganda.....	2	1	1	3	10	10
Central African Republic.....	2	1	1	10	3	4	Iran (Islamic Republic of).....	2	1	1	15	10	10	Papua New Guinea.....	2	1	1	13	2	4	Ukraine.....	2	1	1	5	2	10
Chad.....	2	1	1	4	-	1	Iraq.....	2	1	1	13	4	4	Paraguay.....	2	1	1	2	3	10	United Arab Emirates.....	2	1	1	16	2	3
Chile.....	2	1	1	7	8	5	Ireland.....	2	1	1	13	2	-	Peru.....	2	1	1	15	8	10	United Kingdom of Great Britain a	2	1	1	12	4	6
China.....	2	1	1	14	6	5	Italy.....	2	1	1	14	5	10	Philippines.....	2	1	1	16	10	10	United Republic of Tanzania.....	2	1	1	20	3	2
Colombia.....	2	1	1	20	10	9	Jamaica.....	2	1	1	11	-	1	Poland.....	2	1	1	10	5	5	United States of America.....	2	1	1	20	8	5
Comoros.....	2	1	1	9	9	4	Japan.....	2	1	1	12	4	4	Portugal.....	2	1	1	18	10	10	Uruguay.....	2	1	1	12	4	5
Congo.....	2	1	1	9	1	2	Jordan.....	1	1	1	9	3	5	Qatar.....	2	1	1	6	1	1	Uzbekistan.....	2	1	1	1	2	1
Cook Islands.....	2	1	1	1	-	-	Kazakhstan.....	2	1	1	3	4	5	Republic of Korea.....	2	1	1	16	7	7	Vanuatu.....	2	1	-	3	-	-
Costa Rica.....	2	1	1	8	3	6	Kenya.....	2	1	1	14	10	10	Republic of Moldova.....	2	1	1	1	-	-	Venezuela (Bolivarian Republic of	2	1	1	20	10	10
Côte d'Ivoire.....	2	1	1	20	10	9	Kiribati.....	2	1	1	2	2	2	Romania.....	2	1	1	13	4	8	Viet Nam.....	2	1	1	9	5	2
Croatia.....	2	1	1	5	1	1	Kuwait.....	2	1	1	9	2	4	Russian Federation.....	2	1	1	11	5	8	Yemen.....	2	-	1	2	-	-
Cuba.....	2	1	1	4	1	2	Kyrgyzstan.....	2	1	1	1	-	-	Rwanda.....	2	1	1	4	2	2	Zambia.....	2	1	1	16	10	10
Cyprus.....	2	1	1	6	6	7	Lao People's Democratic Republi	2	1	1	7	-	2	Saint Kitts and Nevis.....	2	1	1	1	1	1	Zimbabwe.....	2	1	1	18	4	9
Czechia.....	2	1	1	10	2	9	Latvia.....	2	1	1	2	1	1	Saint Lucia.....	2	-	-	2	-	-							
Democratic Republic of the Congo	2	1	1	20	10	10	Lebanon.....	2	1	1	7	10	7	Saint Vincent and the Grenadines	1	1	1	-	1	4							
Denmark.....	2	1	1	11	5	6	Lesotho.....	2	1	1	8	-	-	Samoa.....	2	1	1	1	1	1	Total	354	178	177	1670	704	848
Djibouti.....	2	1	1	3	1	2	Liberia.....	1	1	1	6	2	3	San Marino.....	2	1	1	5	5	7							
Dominica.....	1	-	-	-	-	-	Libya.....	2	1	1	20	5	6	Sao Tome and Principe.....	2	1	1	3	-	-							