



Governing Body

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Working Party on the Functioning of the Governing Body
and the International Labour Conference

WP/GBC

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FOURTH ITEM ON THE AGENDA

Review of the role and functioning of the Regional Meetings

1. At its 328th Session (October–November 2016), the Governing Body commenced the examination of the role and functioning of Regional Meetings as part of the overall review of the governance bodies of the Organization, initiated after the adoption of the ILO Declaration on Social Justice for a Fair Globalization in 2008.¹
2. This paper builds on the views expressed by the Governing Body in November 2016 and at recent Regional Meetings, provides ideas for possible improvements and indicates where the implementation of those ideas would require a revision of the existing *Rules for Regional Meetings* (the *Rules*). It covers the same themes identified in the November 2016 paper, with the addition of a section on gender representation and costs.

I. Role and mandate of Regional Meetings

3. Under the Introductory note to the *Rules for Regional Meetings*, adopted in 1996, the agenda of Regional Meetings consists of a single item related to the programming and implementation of ILO activities in the region concerned. However, it has been recent practice that, while the Office continues to report to each Regional Meeting on activity implementation, the actual discussions have been increasingly structured around the themes identified in the Report of the Director-General and through consultations with the region's constituents. Some discussions are now also dedicated to issues identified by the Governing Body or at the request of the International Labour Conference (ILC), for example, as of the next cycle of Regional Meetings, consideration of action taken in the regions to implement the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204).
4. Further to the 2016 resolution on Advancing Social Justice through Decent Work (2016 resolution), Regional Meetings could become the regional forums discussing how member States can achieve the Declaration's full potential, and/or a thematic debate on the implementation of outcomes of recurrent Conference discussions. There is also potential to build a stronger connection between the role and mandate of Regional Meetings as stated in

¹ [GB.328/WP/GBC/2](#); [GB.328/INS/16](#).

1996, the greater role of Regional Meetings in the overall governance of the Organization as called for by the 2008 Social Justice Declaration, and the ILO's role in the promotion of integrated policies and the implementation of the 2030 Agenda for Sustainable Development (2030 Agenda).

5. A more consistent approach to the agenda setting of Regional Meetings could give a balance between the initial mandate to report on implementation, and the increasing expectations that these meetings should serve as the regional platform to discuss strategies for promoting decent work in the era of globalization. This could also address partnerships and policy coherence and provide an opportunity for knowledge sharing and exchange of best practices across the region.
6. *These considerations and the guidance the Governing Body may wish to give in further refining the role of Regional Meetings would require adjustments to section 1 of the Introductory note. They may also have an impact on the form and nature of the outcome document, format and duration of such meetings.*

II. Form and nature of the outcome document as a part of overall ILO governance

7. The formulation of the outcome document as a short and action-oriented set of conclusions (named "Declaration" since 2013) has enjoyed broad support, reflecting the meeting's consensus on regional priorities for the period up until the next Regional Meeting.
8. Depending on whether the outcome document is to be a reflection of the discussions held at each Regional Meeting, or a more policy-oriented document, some have suggested that there should be better preparation through tripartite consultations for the purpose of identifying key elements that may possibly be incorporated into the conclusions, noting the need to ensure consistency with policy directions decided at the global level.
9. Constituents have also expressed the need to ensure more coherent and effective follow-up by the Governing Body and the ILC, at regular intervals, to the conclusions adopted by each Regional Meeting. The Governing Body may therefore wish to provide guidance as to if and how Regional Meetings could provide better inputs to, and interact with, global programming tools, such as the four-year strategic plan, the biennial programme and budget, and the strategic and coherent approach to the ILC agenda setting. Similarly, if a more systematic mechanism is introduced to follow-up on the conclusions of Regional Meetings, it would be important to avoid duplication with the programme implementation report submitted to the Governing Body at the end of each financial period.
10. *Section 6 of the Introductory note and article 3 of the Rules could be adapted to reflect any change resulting from the guidance of the Governing Body on the form and nature of the outcome of Regional Meetings and their follow-up.*

III. Composition of Regional Meetings

11. As recalled in the November 2016 paper, the composition of Regional Meetings for the last 16 years has been based on a list of member States by region that was drawn up by the Governing Body at its 280th Session (March 2001). ² This list is based on the principle that:

² [GB.280/LILS/1\(Corr.\)](#).

(i) coverage of the ILO's regional offices should be the basic criterion;³ and (ii) member States would be invited as full members to one Regional Meeting only except in the case of States with territorial interests in other regions, such as:

- (a) States responsible for the external relations of territories located in a different region; and
- (b) States whose territory spreads over more than one geographical region (for instance, the Russian Federation).

12. In accordance with article 1 of the *Rules*, upon request, territories can also be invited by the Governing Body to participate as full members of the region where they are located. Also upon request, the Governing Body may invite as observers ILO member States from another region, or States that are not members of the ILO.

13. The appendix contains the list of States currently invited to each Regional Meeting in accordance with the above arrangements. The following table shows the actual participation in Regional Meetings, since 2001, States with territorial interests in another region, territories and observer States.

Table 1.

Region	Regional Meeting	States with territorial interests	Territories in the region	Observers from other regions or from non-ILO Members
Africa	13th (2015)	France	–	–
	12th (2011)	France	–	–
	11th (2007)	–	–	–
	10th (2003)	–	–	France
Americas	18th (2014)	France Netherlands	–	Portugal Spain
	17th (2010)	France	–	Portugal Spain
	16th (2006)	France	–	Portugal Spain
	15th (2002)	–	–	–
Asia and the Pacific	16th (2016)	France	Hong Kong, China	–
	15th (2011)	France	Hong Kong, China Macau, China	–
	14th (2006)	France Russian Federation United States	Hong Kong, China Macau, China	Brunei Darussalam (at the time not an ILO Member)
Europe	9th (2013)	–	–	–
	8th (2009)	–	–	Holy See
	7th (2005)	–	–	Holy See Republic of Korea

³ This criterion coincides with the geographical location of ILO member States, except in the case of Israel and of the transcaucasian republics issued from the dissolution of the former Union of Soviet Socialist Republics as they chose to be covered by the European Regional Office and be part of European Regional Meetings.

14. In the discussions of the Working Party at the 328th Session, the Africa group reiterated its request to review current rules and practices, so that each member State would be entitled to participate as a full member only in the meeting of the region where the country was located. The group suggested that participation in the meetings of other regions should be possible in an observer capacity, including in the case of States responsible for territories located in other regions than their own. This approach was supported by the Workers' group, while the group of industrialized market economy countries called for caution over modifying the right of the authorities and social partners of territories to be represented at meetings where those territories were located.
15. *Based on the above participation patterns, the Governing Body may wish to consider the following options:*
- (a) *maintaining the current arrangements whereby each member State is invited as full member to one Regional Meeting, except in the case of member States responsible for the external relations of territories located in a different region, or whose territory spreads over more than one geographical region, who would be invited as full members to any Regional Meeting in which they held such territorial interests;*
 - (b) *drawing a list of States and territories to be invited as full members of each region, having regard to the specificity of each of the four regions and of the territories located in those regions;*
 - (c) *adopting the principle that a member State can participate as a full member of one Regional Meeting only, with the right to attend as observer States being afforded to member States responsible for the external relations of territories located in a different region, or whose territory spreads over more than one geographical region, to any Regional Meeting in which they hold such territorial interests;*
 - (d) *adopting the principle that each member State would be invited as full member to only one Regional Meeting, with the Governing Body having the discretion of inviting on a case-by-case basis any member State and territory, as either a full member or observer to any Regional Meeting.*
16. *In each of these options the Governing Body would retain the discretion to invite any State (Member of the ILO or not) as well as international organizations to attend Regional Meetings in an observer capacity in accordance with article 1 of the Rules.*

IV. Participation rights

17. Participation rights refer to the entities that may be invited to be represented at Regional Meetings, and the rights attached to the representatives of each of those entities. As no concern has been expressed with the nature of entities that may be invited by the Governing Body to attend a Regional Meeting (other than the matter of composition referred to above), these entities should be maintained:
- (a) States and territories invited as members of the Regional Meeting (article 1(1) of the *Rules*);
 - (b) States from other regions, States that are not members of the ILO and recognized liberation movements, invited as observers (article 1(6) and (7) of the *Rules*);
 - (c) representatives of official universal or regional international organizations and of non-governmental universal or regional international organizations invited by the

Governing Body, either individually or as a result of a standing arrangement, also invited as observers (article 1(8) of the *Rules*).

18. As regards the participation rights of the representatives of these entities, some groups have indicated that, in view of the limited duration of Regional Meetings, delegates of full members of a Regional Meeting (that is invited States and territories) should be accorded preferential treatment over representatives of observers, both in the discussion of the Director-General's Report and in the thematic debates organized as panel discussions. Such preferential treatment is already provided for in article 10(1) of the *Rules*, while the possible intervention of observers is subject to the discretion of the Chairperson under paragraph 3 of the same article. These provisions seem flexible enough and have been applied in practice without giving rise to difficulties.
19. If the option contemplated in paragraph 15(b) above to create a new category of "as of right observer" State or territory is retained, it could be useful to define their participation so that they would enjoy the same right to address the meeting as delegates, but not voting rights or the right to be elected to office.
20. Article 10 would also require revision to allow the flexibility needed to permit interventions of invited external participants, such as eminent public figures, experts, panel moderators, not part of the delegations or entities invited as observers. The participation of these persons is currently made possible through a suspension of the *Rules* at the opening of each Regional Meeting.
21. A revision of the *Rules* could also clarify the rights of advisers to speak in plenary and to be appointed as members of committees or drafting groups. Contrary to practice at the ILC, the functions and capacities of members of delegations to Regional Meetings is not systematically verified in practice nor applied consistently.

V. Duration, frequency and venue

22. The current four-day duration of Regional Meetings, including a half-day of group meetings on the opening day and six half-day sittings of continuous plenary is referred to in section 1 of the Introductory note and seems to enjoy the support of all groups and regions.
23. Consideration could however be given to removing the explicit reference to a four-day duration in the Introductory note and replace it by a provision to the effect that the Governing Body has authority to determine the length of each Regional Meeting. Such flexibility would prove particularly useful if the mandate and format of Regional Meetings continued to evolve.
24. Similarly, the references in the Introductory note regarding the frequency and date of Regional Meetings (every year in one of the four ILO regions, towards the end of the year) could be reinforced by stating these stipulations in the *Rules*, while maintaining the necessary flexibility under the overall authority of the Governing Body.
25. Concerning the location of Regional Meetings, the Introductory note reflects the principle that they should be held in the country where the relevant ILO regional office is located. However, this has been progressively abandoned for various reasons in recent years.

26. As proposed in November 2016,⁴ the text of article 2 of the *Rules* could be reviewed to provide for a standard host agreement, mandatory for any State wishing to host a Regional Meeting. Such a standard host agreement, which could be appended to the *Rules*, could in particular regulate both the legal protection of the Organization, participants and ILO staff during the preparation and holding of the Regional Meeting, as well as the coverage of additional costs resulting from the meeting being held at a location where there are no ILO or United Nations conference facilities, given that the allocation provided for in the programme and budget is insufficient to cover such conference facilities (see section IX below).
27. *Based on the guidance provided by the Governing Body on the above proposals, the Office will prepare any resulting modification to the Introductory note and the Rules for Regional Meetings.*

VI. Credentials

28. As noted in the November 2016 paper, the Credentials Committee's ability to manage its work remains challenging because of time constraints and limited support services. In accordance with articles 8 and 9 of the *Rules for Regional Meetings*, the Credentials Committee is the tripartite body that is entrusted with the task of examining the credentials of delegates and their advisers, any objection regarding their nomination, and complaints related to the non-payment of their travel and subsistence expenses. In addition, the Committee includes in its report observations and comments on key aspects of the meeting, such as the representation of women or incomplete delegations.
29. A review of the Credentials Committees' reports from the last cycle of Regional Meetings indicates that objections lodged arose from situations similar to those referred to the Credentials Committee of the Conference, and in particular situations that are persistent and recurring. The pattern for filing objections in Regional Meetings shows that the Credentials Committee draws upon and reinforces the jurisprudence of the ILC Credentials Committee, and accordingly, plays an important institutional role in enhancing coherence and strengthening tripartism at the regional level. The Credentials Committee of Regional Meetings operates in a practically identical fashion to the ILC Credentials Committee, including the manner in which its report is submitted without discussion to the meeting.
30. Under the current *Rules*, objections and complaints must be lodged within two hours after the scheduled time for the opening of the Meeting. Upon receipt of an objection or complaint, governments are invited to furnish explanations within six to 24 hours. The Credentials Committee holds between three and six meetings to discuss the objections, complaints and communications, as well as to adopt its report. Factors that can impact on the Committee's work include working in multiple languages and/or if its report must be produced in multiple languages.
31. To mitigate the impact of such a compressed schedule, immediate steps that may be taken include: (i) expanding the ILC online accreditation system to Regional Meetings (upon validation, credentials are uploaded onto the system and they are made available to tripartite constituents in real time); (ii) aligning the deadline for the deposit of credentials with that of the ILC, that is 21 days before the opening of the meeting and advancing accordingly the publication of a preliminary list to enable early identification and resolution of issues, or the early preparation and lodging of objections, as the case may be; this would also contribute to the early identification by the groups of their members in panels, drafting groups or

⁴ See [GB.328/WP/GBC/2](#), paras 31–33.

committees and facilitate the processing of entry visas in the host country; (iii) setting an absolute time limit of 24 hours for the reception of government explanations and ensuring that all communications are made by electronic means; (iv) preparing the Credentials Committee's report in one language; and (v) nominating Credentials Committee members who do not carry other time-consuming duties during the meeting, for instance drafting conclusions.

32. *Most of the working arrangements outlined above are of a practical nature and would call for minor modifications to the Introductory note or the Rules.*

VII. Format and working methods of Regional Meetings

A. Format

33. The current format of Regional Meetings consists of a continuous plenary spread over three-and-a-half days. Day one starts in the afternoon, the morning having been given over to registration and group meetings. The afternoon plenary includes a brief opening sitting in which the meeting elects or appoints its various officers and suspends certain provisions of the *Rules for Regional Meetings*, followed by opening statements by the Chairperson, the Director-General and the Employer and Worker representatives. There may then be an address by the Head of State or Government of the host country. The day closes with a high-level panel session, with interventions from the floor. The next two days include several full plenary sittings for the discussion of the Director-General's Report to the meeting, interspersed with a number of less formal, thematic sessions on subjects of particular relevance for the region. These are structured around a panel discussion, and are more interactive than the plenary discussion. Information sessions may possibly be added, generally held outside formal meeting hours, either at lunchtime, early in the morning or in the evening. On the last day, the meeting adopts its conclusions, takes note of the report of its Credentials Committee and holds the closing ceremony.
34. While most of the formalities associated with the conduct of Regional Meetings have been simplified in line with the practice of the Conference, there is still room for further simplification, in particular as regards the organization of high-level dialogues or thematic panels. In accordance with article 6 of the *Rules*, as part of the plenary of Regional Meetings, dialogues or panels are formally opened by a presiding officer, who leaves the podium after introducing the members of the panel or dialogue. At the end of the discussion, the presiding officer returns to the podium to close the plenary sitting. While in theory those plenaries are conducted under the authority of that presiding officer, in practice this role, including ensuring observance of order or the *Rules* is exercised by the moderator of the panel. If there is agreement that the formal opening and closing of panels by an officer can be dispensed with, some adjustments would be required to the *Rules*, including provision for the officers' intervention in special circumstances or if a decision were required.
35. To the extent that the format is not stipulated in the Introductory note or the *Rules for Regional Meetings* and that it seems advisable to keep the necessary flexibility to adapt the format of Regional Meetings to new formulae or special events, there appears to be no need to codify it. Such new formulae could consist of discussions with a broader participation, including regional and international organizations with mandates in closely related fields, aimed at promoting the integrated policy approach contemplated in the Social Justice Declaration and in the subsequent follow-up to the 2016 resolution. Some time could also be devoted to knowledge-sharing sessions, with an exchange of successful practices in relation to policy coherence and coordination between different ministries at national level.

Such sessions could also identify needs and ways of building ILO institutional capacity to provide technical advice on integrated policy approaches.

36. *It is essential for the format and workplan of each Regional Meeting to continue to be subject to tripartite preparatory consultations before their formal communication. If deemed appropriate, a reference to this requirement could be included in the Rules.*

B. Drafting Committee on Conclusions

37. The Drafting Committee on Conclusions holds three sittings, on the evenings of the first, second and third days of the meeting. Provided sufficient time is allocated to the Drafting Committee, this working method allows the Committee to progress more smoothly with the drafting of consensual conclusions and avoids an otherwise inevitable bottleneck of work late into the last night. Where the Committee sits concurrently with the plenary (it may indeed be convened before the main debate in plenary has concluded), the secretariat ensures that the Drafting Committee is kept fully informed of the plenary discussion where ideas are expressed that need to be included in the conclusions.

38. Article 8 of the *Rules* is sufficiently broad to accommodate these or other formulae that may be adopted in future.

C. Report

39. Following suggestions put forward at the November 2016 session of the Governing Body, the draft report of the 16th Asia and the Pacific Regional Meeting (APRM), was not submitted for adoption by the Meeting at its last sitting, but was posted on the web page of the Regional Meeting one week after the close of the Meeting, in English only. Participants had until Monday, 9 January 2017, to submit amendments to the summaries of their own statements. The amendments received were entered into the text of the report, which was reposted in its final form.⁵ It was then translated into the other two languages of the Meeting, Arabic and Chinese, as well as into French and Spanish for submission to the Governing Body at the current session.⁶ Similarly, the report of the Credentials Committee was issued in-session in English only, but it has been translated into the other two working languages of the Meeting, as well as into French and Spanish as part of the 16th APRM report submitted to the Governing Body.

40. These arrangements reduce considerably the length of the closing sitting, whereas previously the meeting report was presented by the spokespersons of the three groups and was the subject of debate and amendment prior to adoption. This also allows the meeting to concentrate on the more important outcome document – the conclusions – and removes the need for the secretariat to produce the report in-session in several languages over the last night.

41. *It is therefore proposed to continue this practice, subject to the language considerations below.*

⁵ http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_538298.pdf.

⁶ GB.329/INS/8.

D. Languages

42. The working languages customarily set by the Governing Body for Regional Meetings vary according to region, but always include at least one of the three ILO official languages: English, French and Spanish. At present, these working languages by region are: Arabic, English and French for the African Regional Meeting; English and Spanish for the American Regional Meeting; Arabic, Chinese and English for the APRM; and English, French, German, Russian and Spanish for the European Regional Meeting.
43. The Report of the Director-General to the Meeting, as well as certain support documents and notes for the thematic sessions, are translated into the corresponding working languages prior to the Meeting. The conclusions of each Regional Meeting are translated and distributed in the group meetings prior to the final plenary sitting on day four, and adopted by the Meeting at that sitting.
44. If the Governing Body adopts the proposed arrangements described in paragraph 39 above for the production of the Credentials Committee's report, in-session production of that document could be limited to English, French, Spanish as applicable to the particular meeting. The Credential Committee's report and the main report, if the arrangements applied at the last APRM are maintained, would subsequently be translated into the other working languages of the meeting and official languages of the ILO for submission to the Governing Body.
45. *If confirmed, these arrangements could be consolidated in the Rules, but providing some discretion for the Governing Body to adapt them where required.*

E. Addressing gender gaps in voice and representation

46. The Credentials Committees of Regional Meetings have been monitoring the participation of women in delegations against the minimum target of 30 per cent used since 1990. Their reports contain an analysis of the evolution of the situation in each region.
47. In view of the record of participation of women in Asia and Pacific Regional Meetings, specific efforts were made by the Director-General and the Regional Offices of Asia and the Pacific and Arab States to improve progress and increase the participation of women delegates at the 16th APRM. Despite some progress, the 30 per cent target was still not met (women represented 27.9 per cent of total delegates and advisers – compared to 20.4 per cent in 2011; titular delegates made up 22.9 per cent – compared with 11.6 per cent in 2011; and the number of all-male delegations fell to seven – compared to 14 in 2011).⁷
48. A special event was also organized to enable women delegates to interact with the Director-General and the two regional directors, increase their voice and visibility and generate practical recommendations for closing the gender gaps in Regional Meetings. *Below are some of the recommendations made for consideration:*
 - (a) *All official communications to member States about Regional Meetings could include data on the status of representation of women delegates at previous Regional Meetings, including an individual country's performance. Official communications could urge*

⁷ See report of the Credentials Committee of the 16th APRM in GB.329/INS/8.

member States to meet and surpass the 30 per cent target in delegations and aim to achieve parity.

- (b) When provisional lists of delegates are submitted by countries, those with no female delegates should receive an additional communication about the importance of diversity. This would be more realistic if the registration deadline, which is currently set at two weeks before the start of the meeting, was brought forward.*
- (c) Member States who attend Regional Meetings with male-only delegations should be required to submit a formal explanation to the Credentials Committee (copied to the Director-General) of why their delegation included no women and what they are doing to address the matter. These replies, or their absence, should be included in the official meeting report.*
- (d) In planning for future Regional Meetings, adequate attention could be given to the provision of care facilities for delegates with small children, and any such provision advertised well in advance.*
- (e) The programme of Regional Meetings could include a dedicated session for all women delegates, to be held prior to the official opening to enhance capacity to raise the voice and visibility of women at the meeting.*
- (f) Regional Meetings should meet the target of gender parity in terms of representation on panels and aim for parity in plenary session speakers from the floor. Records should be tracked and published.*
- (g) Until 2030, every Regional Meeting should integrate a special session on the “Status of women at work in the region” as a permanent item on the programme and as a concrete contribution to the 2030 Agenda. The conclusions of the meeting should always include at least one item related to the status of women at work in the region.*
- (h) Data on women’s participation in Regional Meetings should be made public and visible on the ILO’s website within a reasonable period of time. A ranking of performance of countries according to the gender parity of their delegations should also be published.*

VIII. Cost of Regional Meetings

- 49.** Under the line for governance organs in the operational budget, the programme and budget provides for coverage of the direct costs of holding two Regional Meetings in a biennium (interpretation, travel costs and conference facilities and equipment) as well as some indirect costs identifiable from the Official Meetings, Documentation and Relations Department and the Internal Services and Administration Department, related to preparation of these meetings (such as logistical preparations, documents translation, formatting, design and dissemination and official communications and information). These budget estimates vary slightly each biennium depending on the location and languages of the meetings. The 2016–17 operational budget for Regional Meetings amounts to US\$2,408,573 corresponding to the organization of the 16th APRM and the Tenth European Regional Meeting.
- 50.** The budgets of other departments involved in the organization of a Regional Meeting, as well as the budget of the region hosting the meeting also contribute to the overall costs of the meeting, both as regards direct costs and the staff costs for the activities necessary for the preparation and running of the meeting. In the case of the preparation and conduct of the 16th APRM held in Bali in December 2016, these other costs represented US\$1,325,000.

51. Although there are noticeable variable costs from one region to another (such as the number of languages in which the main documentation is made available and interpretation services offered, the extent to which the host country covers some of the direct costs, distance of the venue from headquarters and the relevant regional office), taking the estimate of the most recent 16th APRM as a reference, the cost to the ILO for one Regional Meeting is approximately US\$2,525,000, as shown in table 2 below.

Table 2. ILO sources of financing

	Per biennium (US\$)	Per meeting * (US\$)
Governance organs – Major Regional Meetings budget	2 408 573	1 200 000
Regional and departmental budgets		1 325 000
Total		2 525 000

* On the basis of the 16th APRM.

52. The contributions either in cash or in kind of the country hosting the meeting, which often cover most of the cost of the conference venue and facilities, interpretation services into local languages, hospitality, etc., should be added to provide the real total cost of each meeting.
53. As regards expenditure, it can be split between the preparatory activities (such as programme set-up and consultations, logistical preparations, document preparation, translation, formatting, design and dissemination, official communications and information) leading up to the meeting and the actual conduct of the meeting (interpretation, travel and staff costs of the secretariat servicing the meeting). Table 3 presents a breakdown by major line of expenditure, and table 4 the typical composition of the secretariat of a Regional Meeting, that includes staff both from headquarters and from the regional and country offices of the region concerned.

Table 3. Nature of expenditure (in US\$)

	Staff	Travel staff	Interpretation	Other *	Total
Preparatory activities and missions	1 370 000	50 000	–	–	1 420 000
Meeting services	340 000	450 000	180 000	135 000	1 105 000
Total	1 710 000	500 000	180 000	135 000	2 525 000

* These costs include hospitality, paper smart arrangements such as USB keys, printing, as well as some conference venue and equipment, taking into account that the host government normally funds most of these costs.

Table 4. Regional Meeting secretariat

	Number of staff in the Professional and higher categories	Number of staff in the General Service and National Officer categories
Senior management and constituents' relations	15	–
Employers' relations	7	–
Workers' relations	7	–
Central secretariat services	6	14
Credentials and registration	4	5
Documents, reports and conclusions	11	1
Communications and media	4	2
Grand total	54	22

IX. Draft decision

- 54.** *The Working Party may wish to recommend to the Governing Body that it pursues its review of the role and functioning of Regional Meetings and request the Office to prepare for its consideration at the 331st Session (November 2017) further proposals taking into account the views expressed and the guidance provided during the discussion.*

Appendix

Africa

Member States

Algeria	Libya
Angola	Madagascar
Benin	Malawi
Botswana	Mali
Burkina Faso	Mauritania
Burundi	Mauritius
Cabo Verde	Morocco
Cameroon	Mozambique
Central African Republic	Namibia
Chad	Niger
Comoros	Nigeria
Congo	Rwanda
Congo (Democratic Republic of the)	Sao Tome and Principe
Côte d'Ivoire	Senegal
Djibouti	Seychelles
Egypt	Sierra Leone
Equatorial Guinea	Somalia
Eritrea	South Africa
Ethiopia	South Sudan
Gabon	Sudan
Gambia	Swaziland
Ghana	Tanzania (United Republic of)
Guinea	Togo
Guinea-Bissau	Tunisia
Kenya	Uganda
Lesotho	Zambia
Liberia	Zimbabwe

Countries with territorial interests

France
United Kingdom

Americas

Member States

Antigua and Barbuda	Guyana
Argentina	Haiti
Bahamas	Honduras
Barbados	Jamaica
Belize	Mexico
Bolivia (Plurinational State of)	Nicaragua
Brazil	Panama
Canada	Paraguay
Chile	Peru
Colombia	Saint Kitts and Nevis
Costa Rica	Saint Lucia
Cuba	Saint Vincent and the Grenadines
Dominica	Suriname
Dominican Republic	Trinidad and Tobago
Ecuador	Uruguay
El Salvador	United States
Grenada	Venezuela (Bolivarian Republic of)
Guatemala	

Countries with territorial interests

France
Netherlands
United Kingdom

Asia and the Pacific

Member States

Afghanistan	Mongolia
Australia	Myanmar
Bahrain *	Nepal
Bangladesh	New Zealand
Brunei Darussalam	Oman *
Cambodia	Pakistan
China	Palau
Cook Islands	Papua New Guinea
Fiji	Philippines
India	Qatar *
Indonesia	Samoa
Iraq	Saudi Arabia *
Iran (Islamic Republic of)	Singapore
Japan	Solomon Islands
Jordan *	Sri Lanka
Kiribati	Syrian Arab Republic *
Korea (Republic of)	Thailand
Kuwait *	Timor Leste
Lao People's Democratic Republic	Tonga
Lebanon *	Tuvalu
Malaysia	United Arab Emirates *
Maldives	Vanuatu
Marshall Islands	Viet Nam
	Yemen *

* States covered by the ILO Regional Office for Arab States.

Countries with territorial interests

France	United Kingdom
Russian Federation	United States

Europe

Member States

Albania	Lithuania
Armenia	Luxembourg
Austria	Malta
Azerbaijan	Moldova (Republic of)
Belarus	Montenegro
Belgium	Netherlands
Bosnia and Herzegovina	Norway
Bulgaria	Poland
Croatia	Portugal
Cyprus	Romania
Czech Republic	Russian Federation
Denmark	San Marino
Estonia	Serbia
Finland	Slovakia
France	Slovenia
Georgia	Spain
Germany	Sweden
Greece	Switzerland
Hungary	Tajikistan
Iceland	the former Yugoslav Republic of Macedonia
Ireland	Turkey
Israel	Turkmenistan
Italy	Ukraine
Kazakhstan	United Kingdom
Kyrgyzstan	Uzbekistan
Latvia	