



Governing Body

313th Session, Geneva, 15–30 March 2012

GB.313/PFA/6/2(Rev.)

Programme, Financial and Administrative Section
Audit and Oversight Segment

PFA

Date: 22 March 2012

Original: English

SIXTH ITEM ON THE AGENDA

Independent Oversight Advisory Committee (IOAC)

Proposed membership and selection process

Purpose of the document

In the present document, the Governing Body is invited to approve the proposed text relating to the composition and selection process of the Independent Oversight Advisory Committee (see the draft decision in paragraph 4).

Relevant strategic objective: Not applicable.

Policy implications: None.

Legal implications: None.

Financial implications: None, pending further decisions on the complete terms of reference.

Follow-up action required: None.

Author unit: Treasurer and Financial Comptroller.

Related documents: GB.312/PFA/10.

1. At its 312th Session (November 2011), the Governing Body established the Independent Oversight Advisory Committee (IOAC) as a permanent advisory body and requested the Director-General to continue to facilitate informal consultations in order to make proposals on the selection process for membership of the IOAC at its current session.
2. Since the 312th Session, informal consultation sessions were held on 23 November 2011, 26 January, 14 February and 27 February 2012. Invitations were extended to all regional coordinators and the social partners to participate in the consultations.
3. Attached to this document is a proposed text that has received broad endorsement through the consultative process and it is now submitted for consideration by the Governing Body. This text will ultimately form part of the complete terms of reference of the IOAC, planned for submission to the 316th Session of the Governing Body. Should the Governing Body approve the text attached to this document, the Office would immediately initiate the selection process to ensure that the appointment process could be completed at the 316th Session of the Governing Body.

Draft decision

4. *The Governing Body approves the extract of the terms of reference of the IOAC relating to the composition and selection procedures for membership, as proposed in the appendix to the present document, and requests the Director-General to initiate the selection process in order that appointments to the Committee may be made at the 316th Session of the Governing Body.*

Appendix

Independent Oversight Advisory Committee (IOAC)

International Labour Office

Composition

1. The IOAC shall comprise five independent expert members serving in their personal capacity.
2. Professional competence, experience and integrity shall be of paramount consideration in the selection of members. Membership shall reflect the tripartite and international nature of the International Labour Organization and have due regard to:
 - (a) geographical distribution;
 - (b) gender balance;
 - (c) public- and private-sector experience; and
 - (d) developed and developing countries.
3. All IOAC members should have experience and appropriate qualifications as a senior oversight professional, auditor or senior financial manager.
4. All IOAC members shall be proficient in at least one of the three working languages of the ILO.
5. To undertake their role effectively, members of the IOAC should possess knowledge, skills and senior-level experience in at least one of the following areas:
 - (a) finance and audit;
 - (b) organization governance and accountability structure, including risk management;
 - (c) senior-level management;
 - (d) the organization, structure and functioning of the United Nations system and/or other intergovernmental organizations; and
 - (e) a general understanding of the ILO's mandate, values and objectives.

Collectively, the Committee should possess knowledge, skills and senior-level experience in all of the above areas.
6. Members should have, or acquire rapidly, an understanding of the mandate, values and objectives of the Organization, its tripartite governance and accountability structure and the relevant rules governing it, and its organizational culture and control environment.

Independence

7. Since the role of the IOAC is to provide objective advice, members shall remain independent of the International Labour Office, the Governing Body and the International Labour Conference, and shall be free of any real or perceived conflict of interest.
8. Members of the IOAC shall:
 - (a) not hold a position or engage in any activity that could impair their independence from the ILO;
 - (b) not currently be, or have been within the three years prior to appointment to the IOAC, employed or engaged in any capacity by the ILO, or have an immediate family

- member (as defined by the ILO Staff Regulations) working for, or having a contractual relationship with, the ILO;
- (c) not currently be, or have been within the three years prior to appointment to the IOAC, a member of the ILO Governing Body nor have an immediate family member (as defined by the ILO Staff Regulations) serving as a member of the ILO Governing Body;
 - (d) not currently be, or have been within the three years prior to appointment to the IOAC, an employee of a member of the United Nations Panel of External Auditors or a member of the Joint Inspection Unit; and
 - (e) not be eligible for any senior employment with the ILO for at least three years immediately following the last day of their tenure on the IOAC.
9. IOAC members shall serve in their personal capacity and shall not seek or accept instructions in regard to their work on the IOAC from any government, constituent or other authority internal or external to the ILO.
10. Members of the IOAC shall sign an annual declaration of independence and statement of financial interests (Appendix I).

Selection, appointment and term

11. Members of the Committee shall be appointed by the Governing Body following a triennial tripartite selection process as set out in the following paragraphs.
12. The Director-General shall:
- (a) invite ILO Governing Body members and other member States to nominate individuals who are deemed to possess appropriate qualifications and experience as specified in this document;
 - (b) place in reputable international magazines and/or newspapers, and on the Internet, a call for expressions of interest from suitably qualified and experienced individuals.
- Member States nominating individuals under subparagraph 12(a) above and applicants responding to the expression of interest under subparagraph 12(b), shall be requested to provide the same information, including a detailed curriculum vitae in English, French or Spanish, and within the same time frame.
13. The Director-General shall, in consultation with the Officers of the Governing Body, engage an external consultant, specialized in the recruitment for senior positions, to screen all applications, interview candidates deemed suitable, and prepare a shortlist of the most suitable candidates (not exceeding 15) based on the criteria contained in paragraphs 3 and 5 above. In finalizing the short list, the consultant shall have regard to the diversity referred to in paragraph 2. The consultant shall also provide a report containing a brief assessment of the unsuccessful candidates. The consultant will be engaged following a competitive procurement process in accordance with the ILO's Financial Rules and related procedures, the results of which shall be reported to the Governing Body.
14. A selection panel (comprising a representative of the Government group Chair, representatives of regional groups, the Employers' group and Workers' group) shall receive the consultant's report, review the shortlisted candidates, taking into account the criteria contained in this document, and propose a list of candidates, equal to the number of current vacancies on the IOAC, to the Officers of the Governing Body. The information to be provided to the Officers shall include each candidate's name, gender, nationality, qualifications and professional experience. The decisions of the selection panel will be made to the extent possible by consensus. If there is no consensus the issue will be referred to the Officers.

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15. The Officers shall review the proposal and, if in agreement, refer it to the Governing Body for final consideration and approval.
 16. The selection panel shall also create and retain a list of suitably qualified candidates for consideration by the Officers and the Governing Body, in order to propose alternative candidates should any candidate of the first list not be approved by the Officers or the Governing Body, or to fill a vacancy arising for any unforeseen reason (for example resignation or incapacity) during the term of the Committee.
 17. Members of the IOAC are appointed to serve for a term of three years, renewable for a second and final term of three years, which need not be consecutive. To ensure continuity of membership for future mandates, two of its five members shall be appointed in November 2012, for a single non-renewable term of three years to be decided, if necessary, by the drawing of lots. Members of the inaugural Committee whose mandate ends in November 2012 may present their candidature for one further non-renewable term of three years.
 18. The Chairperson shall be selected by the IOAC members from among their number and shall serve in this capacity for a maximum of one three-year term.
 19. A member of the IOAC may resign his/her membership by giving notice in writing to the Chairperson of the Governing Body. A special temporary appointment for the remainder of the outgoing member's term shall be made in accordance with the provisions set out in Appendix I to cater for such a vacancy.
 20. A member appointed by the Governing Body during the term of the Committee shall serve the remainder of the term of the outgoing member and shall be eligible for reappointment to the IOAC for a second and final term.
 21. An appointment to the IOAC may only be revoked by the Governing Body.

Appendix I

International Labour Office

Declaration of independence of members of the Independent Oversight Advisory Committee

I _____ declare to the best of my knowledge that, having read the terms of reference of the International Labour Office's Independent Oversight Advisory Committee (IOAC), I am eligible to serve as a member of that Committee. I undertake to discharge my functions and responsibilities as a member of the Committee with the interests of the International Labour Organization alone in view and not to seek or accept instructions in regard to the performance of these functions from any government, constituent organization or other authority external or internal to the International Labour Organization.

I also declare that I have no personal, financial or other interests that could or could be seen to influence the decisions or actions I am taking or the advice I am giving in the course of my duties as a member of the IOAC.

To the best of my knowledge, no member of my immediate family has personal, financial or other interests that could or could be seen to influence the decisions or actions I am taking or the advice I am giving in the course of my duties as a member of the IOAC.

Should there be any change in my relationship with the International Labour Organization with respect to my independence, I will immediately inform the Chairperson of the ILO Governing Body.

Signed: _____

Date: _____