



Governing Body

326th Session, Geneva, 10–24 March 2016

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Institutional Section

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SIXTEENTH ITEM ON THE AGENDA

Reports of the Officers of the Governing Body

First report: Action to be taken regarding the appointment of the Director-General

1. The rules governing the appointment of the Director-General were amended by the Governing Body at its 312th Session (November 2011) and are now reproduced in Annex III of the *Compendium of rules applicable to the Governing Body* (attached). These rules were applied during the last electoral process in 2012.
2. The current term of office of the Director-General expires on 30 September 2017, however due to the various steps required by the rules governing the appointment of the Director-General, early planning is required for the election timetable. Therefore the Officers of the Governing Body recommend an election timetable for consideration by the Governing Body at its 326th Session (March 2016).
3. In preparing a timetable, the Officers took into account the following matters. In November 2016, the Governing Body will be preparing the Programme and Budget for 2018–19 and the Strategic Plan 2018–21, both of which will be considered and finalized between November 2016 and March 2017. In June 2017, new members of the Governing Body will be elected for the period 2017–20.
4. From a good governance perspective, it would be most appropriate to initiate and conclude the process for the appointment of the Director-General under the same Governing Body membership, and as there would not be sufficient time to conduct the entire process between June and September 2017, the timetable should ensure that it is concluded before June 2017.
5. From a management and leadership perspective, it would also be preferable to have the process for the appointment of the Director-General completed prior to the finalization of the Programme and Budget proposals for 2018–19 and the Strategic Plan 2018–21 to ensure that the Director-General for that period will be able to have some influence and involvement in their preparation and finalization, given that he/she will have responsibility for implementing them. Governing Body consideration of the programme and budget proposals and the Strategic Plan will be finalized in March 2017.

6. Under the rules, the steps of the process for the appointment of the Director-General are as follows:

- (i) The Governing Body decides on the date of election and approves the election timetable.
- (ii) The call for candidatures is sent through a letter by the Chairperson of the Governing Body specifying that candidatures need to be received at least two months prior to the date of election.
- (iii) Reception by the Chairperson of the Governing Body of candidatures submitted by member States or by members of the Governing Body and including CV, medical certificate and vision statement. Submission of a vision statement is optional but may only be received at the same time as the candidature.
- (iv) Distribution by the Chairperson of the Governing Body of valid candidatures to Governing Body members and member States not represented in the Governing Body for information.
- (v) Conduct of candidate(s) hearings at a private sitting of the Governing Body (candidates to be informed at least one week prior to the hearing).
- (vi) Conduct of the ballot for the election of the ILO Director-General (as many ballots as may be necessary; to be elected, a candidate must receive the votes of more than one half of the Governing Body members entitled to vote).
- (vii) The Director-General takes office at the end of the current mandate.

7. *The Officers propose to the Governing Body the following timetable for the appointment of the Director-General.*

- *326th Session of the Governing Body (March 2016): The Governing Body approves the election timetable.*
- *18 April 2016: The Chairperson of the Governing Body calls for candidatures.*
- *15 July 2016: Last date for the reception of candidatures.*
- *328th Session of the Governing Body (October/November 2016):*
 - *31 October 2016: The Governing Body conducts candidate(s) hearings;*
 - *7 November 2016: The Governing Body conducts the ballot for the election of the Director-General.*
- *1 October 2017: New term of office of the Director-General commences.*

Appendix

Rules governing the appointment of the Director-General¹

Adopted by the Governing Body at its 240th Session (May–June 1988) and amended at its 312th Session (November 2011).

Candidatures

1. Candidatures for the post of Director-General shall be received in the office of the Governing Body Chairperson on or before a date to be determined by the Governing Body which shall be at least two months prior to the date of the election.

2. In order to be considered these candidatures must be submitted by a member State of the Organization or by a member of the Governing Body.

3. Each candidate shall annex to their candidature a curriculum vitae and a certificate of good health signed by a recognized medical facility.

4. Candidates shall be invited to provide together with their candidature, a statement of no more than 2,000 words describing their vision for the Organization and the strategic direction they would pursue in the event they are appointed. The statement should also address the candidate's commitment to the values and work of the ILO and its tripartite structure; their experience in economic, social and labour issues, international affairs, leadership and organizational management, and their appreciation of cultural, social and political diversities. Candidates should also indicate their language proficiency with regard to the official languages of the ILO.

5. All of the documents mentioned in 2, 3 and 4 above shall be submitted by the candidates in English, French and Spanish, with the exception of the certificate of good health that can be submitted in only one of these three languages or accompanied by an authenticated translation in one of these languages.

6. To be valid, candidatures shall meet the conditions specified in 1, 2, 3 and 5 above.

7. Candidatures submitted in accordance with the abovementioned conditions shall be distributed together with curricula vitae and statements, in the official languages in which they are submitted, to the members of the Governing Body and to the member States not represented on the Governing Body for information, by the Chairperson as soon as practical after the candidature has been received. Only statements received at the same time as the candidatures shall be receivable and distributed.

Fairness and transparency of the appointment process

8. Unethical practices such as promises, favours, gifts, etc., provided by, or in support of, candidates for the post of Director-General are prohibited.

9. Appropriate measures shall be taken by the Director-General to remind the staff of the Office of the rules and standards of conduct aimed at ensuring the Office's neutrality

¹ Source: GB.240/205, para. 79; GB.312/PV, para. 251.

with respect to the electoral process, as well as the sanctions that can be imposed on staff in the event these rules are not respected. Appropriate measures shall also be taken by the Director-General to prohibit the use of ILO resources for the purposes of campaigning for, or supporting, any candidate and to regulate the conduct of ILO staff presenting as candidates for the appointment as Director-General.

10. On accepting appointment, the candidate appointed to the post of Director-General shall divest of any earning of any income, gift or allowance, and any financial involvement or interest, where such could have an impact on, or could be perceived to have an impact on, the objectivity or independence of the person appointed; furthermore the appointed candidate shall be required to comply with the procedure for financial disclosure laid down in the ILO's internal rules.

Majority

11. To be elected, a candidate must receive the votes of more than one half of the members of the Governing Body entitled to vote.

Election procedure

12. Hearings shall be conducted with the candidates at a private sitting of the Governing Body held prior to the election. The order of appearance in the hearings shall be drawn randomly by the Governing Body Chairperson and candidates shall be informed of the date and approximate time of their hearing at least one week prior to the hearing. Each candidate shall be heard individually and shall be invited to make a presentation to the Governing Body. Following the presentation the candidate shall receive and respond to questions from the Governing Body. The time allocated to candidates for making their presentation and receiving and responding to questions shall be determined by the Officers. Equal time will be allocated for all candidates.

13. On the date set for the election, as many ballots shall be held as are necessary to determine which of the candidates has obtained the majority required by Rule (11) above.

14. (i) After each ballot the candidate who has obtained the lowest number of votes shall be eliminated.

(ii) If two or more candidates obtain simultaneously the lowest number of votes, they shall be eliminated together.

15. If in the ballot between the remaining candidates they receive the same number of votes and a further ballot still does not produce a majority for one of them, or if one candidate remains but does not obtain the majority required by Rule (11) above in a further ballot in which his or her name is submitted to the Governing Body for a final vote, the Governing Body may postpone the election and freely set a new deadline for the submission of candidatures.