

Governing Body

343rd Session, Geneva, November 2021

Institutional Section

INS

Date: 10 November 2021

Original: English

Fourteenth item on the agenda

Reports of the Officers of the Governing Body

First report: Finalization of arrangements for the public dialogues with candidates for the position of Director-General and preparation of the hearings and election to be held during the 344th Session (March 2022)

1. At its 341st Session (March 2021), the Governing Body approved the timetable for the process leading to the appointment of the Director-General, including the call for candidatures and the deadline for their submission, as well as the candidates' hearings and the ballot in private sitting in March 2022. ¹ At its 342nd Session (June 2021), the Governing Body decided that prior to the hearings, public dialogues with candidates should be held virtually in a week in January 2022, taking into account the discussions on the format and principles set out in the document that had been submitted for its consideration. ² Further to that decision, this document presents the recommendations of the Officers for the date and scheduling of the public dialogues.
2. Five candidatures were received at the expiration of the deadline for submission on 1 October 2021. These were, in chronological order of receipt: Mr Greg Vines (Australia), Mr Gilbert Hougbo (Togo), Mr Mthunzi Mdwaba (South Africa), Ms Muriel Pénicaud

¹ GB.341/PV, para. 503.

² GB.342/PV, para. 83 and GB.342/INS/6.

► [GB.343/INS/14/1\(Rev.1\)](#)

(France) and Ms Kang Kyung-wha (Republic of Korea). The candidatures and the nominators (Governments of Member States or Governing Body members) are available on the ILO's [public website](#).

3. Considering the number of candidatures received, the Officers of the Governing Body propose that the dialogues be organized over a two-day period, on 20 and 21 January 2021, with three candidates being interviewed on Thursday 20 January, and two on Friday 21 January.
4. To enable constituents and the public at large to follow the dialogues from different time zones, these should be held between 12h00 and 16h30 Central European Time, with a ten-minute break between each dialogue. The Officers further propose that the duration of each dialogue be limited to 80 minutes, taking into account the need to differentiate them from the hearings in private sitting and to ensure that the above time spans are complied with.
5. Consistent with paragraph 12 of the [Rules governing the appointment of the Director-General](#), the Officers have randomly drawn the order in which the candidates would be heard. On that basis the following order is proposed: Mr Houngho, Ms Kang, Mr Mdwaba, Mr Vines and Ms Pénicaud.
6. The principles and format agreed in June, together with the dates, time, length and order of the dialogues proposed in the present paper are consolidated in the Appendix.
7. With respect to the organization of the hearings and the ballot in private sitting in March 2022 during the 344th Session of the Governing Body, the Officers consider it preferable to defer consideration of the matter until early 2022 so as to better assess the possibility of holding the entire 344th Session in person, or of securing the presence in Geneva of at least all voting members during the ballot, the hearings or both. The proposals of the Officers could be submitted for approval by correspondence well before the opening of the 344th Session, following consultations with the tripartite Screening Group.

► **Draft decision**

8. **The Governing Body, on the recommendation of its Officers:**
 - (a) **decided that the dialogues with candidates scheduled on 20 and 21 January 2022 will be organized in accordance with the arrangements contained in the appendix to document GB.343/INS/14/1; and**
 - (b) **requested its Officers to prepare and submit for decision by correspondence, in early February 2022, the process and practical arrangements for the hearings and election of the Director-General to be held during the 344th Session of the Governing Body (March 2022).**

▶ Appendix

Dialogue with candidates for the post of Director-General

Nature and audience of the dialogue

1. A dialogue with each candidate, additional to the hearings in private sitting provided for in the Rules governing the appointment of the Director-General, is an opportunity to make each candidate's vision and profile known beyond the Members of the Governing Body who take part in the election. These dialogues are introduced on a trial basis before considering their possible codification in the Rules.
2. Participation in the dialogues with candidates is open to Governments from all Member States and to employer and worker constituents from all countries, invited through the group secretariats. The dialogues will also be webcast so that actors from civil society and the general public are able to follow it.

Duration and format of the dialogue

3. The dialogues will be organized under the facilitation of the Chairperson of the Governing Body, with a maximum of 80 minutes being allocated to each dialogue. Interpretation will be provided in all seven ILO working languages (Arabic, Chinese, English, French, German, Russian and Spanish).
4. Candidates and the three constituent groups shall have equal participation opportunities through a well-structured and balanced organization of the event, avoiding to the extent possible, duplication with the formal hearings to be held in March 2022.
5. To ensure equal conditions for all candidates, they will be required to participate in person from ILO headquarters, from the same room where the Chairperson of the Governing Body will conduct the dialogues.
6. To afford all constituents equal participation opportunities, the dialogues will be organized virtually. To ensure a fair distribution of time between the three groups, and between the four regional groups within the Government Group, as well as consistency in approach with all candidates, the interviews would be organized in three stages:
 - A five minute presentation by each candidate to supplement the vision statement included with the submission of the candidature
 - 16 questions and answers, four from Employer constituents, four from Worker constituents and eight from Governments (two per geographical region), each question should be formulated in one minute, with no more than three minutes for each answer.
 - Concluding remarks of the candidate within the time remaining to reach 80 minutes.
7. Unless any group decides otherwise, each group secretary or coordinator will be invited to communicate to the Office, no later than the eve of each dialogue, the names of all the representatives within their groups who are seeking to put a question to candidates. For each dialogue, those names will be placed in six receptacles (one for the employers, one for the workers and one for each regional group) and the Chairperson of the Governing Body will pull randomly from each receptacle the names of the representatives who will be invited to put questions to the candidate.

► GB.343/INS/14/1(Rev.1)

8. All representatives seeking to put questions are required to prepare more than one question to avoid similar questions being put to the same candidate. Alternatively, they can forfeit their turn and let the Chairperson draw another name from the same receptacle.
9. The Chairperson will decide which group will put the first question to each candidate and will thereafter alternate questions from each regional group with questions from each of the social partners.

Date and time of the dialogue

10. The dialogues will be held on 20 and 21 January according to the following order and schedule:

Thursday 20 January

12h00 – 13h20	Mr Gilbert Hougbo (Togo)
13h30 – 14h50	Ms Kang Kyung-wha (Republic of Korea)
15h00 – 16h20	Mr Mthunzi Mdwaba (South Africa)

Friday 21 January

12h30 – 13h50	Mr Greg Vines (Australia)
14h00 – 15h20	Ms Muriel Pénicaud (France)