

# Governing Body

342nd Session, Geneva, June 2021

Institutional Section

INS

**Date:** 4 June 2021

**Original:** English

Sixth item on the agenda

## Action to be taken regarding the election of the Director-General: additional opportunities for interaction with candidates for the post of Director-General

1. At its 341st Session (March 2021), the Governing Body approved a timetable for the process leading to the election of the Director-General, and requested the Office to prepare for its 342nd Session (June 2021) options for interaction with candidates in addition to the hearings required under the rules governing the appointment of the Director-General.
2. Based on the comments made at the last session of the Governing Body and on the experience of other international organizations whose process for the election of their executive head includes interaction with candidates in addition to formal hearings with the governing organ or organs in charge of the election,<sup>1</sup> it is proposed that the following principles guide additional interaction with candidates to the position of Director-General of the International Labour Office.

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<sup>1</sup> The “Candidates forum” of the World Health Organization introduced in 2016 and revised for the upcoming election in 2022, and the “Informal Interactive Dialogues” with candidates for the position of Secretary-General of the United Nations, introduced in 2016 and revised for the selection process in 2021.

## ▶ Nature

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3. The additional interaction with candidates 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. The interaction should be introduced on a trial basis before considering its possible codification in the relevant rules.

## ▶ Audience

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4. The dialogue with candidates would be with a wider group than the 56 regular members of the Governing Body. Governments from all Member States would be invited to take part in the interviews; employer and worker constituents from all countries would be invited through the group secretariats. The event could also be webcasted so that actors from civil society and the general public would be able to follow it.

## ▶ Institutional context

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5. In order to frame the additional interaction within the ILO institutional context, it is proposed that it be organized under the facilitation of the Chairperson of the Governing Body, and that any additional interpretation cost<sup>2</sup> be borne by the budget of the Organization.

## ▶ Format of the interaction

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6. Interaction should offer equal opportunities to all candidates, allow for a well-structured and balanced participation of the three groups of constituents, avoid duplication with the formal hearings and ensure a reasonable level of interactivity taking into account the need to keep the time with each candidate within reasonable limits of 60 to 90 minutes depending on the number of candidates.
7. To also afford all constituents equal participation opportunities, the interaction would be organized virtually. In order to ensure a fair distribution of time between the three groups (including the regional groups), as well as consistency in approach with all candidates, the interviews would be organized in three stages.

### 60-minute interview option

- A five-minute presentation by each candidate to supplement the vision statement included with the submission of the candidature.
- Eight questions and answers, two from employer constituents, two from worker constituents and four from governments (one per geographical region), each question

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<sup>2</sup> Around CHF13,000 for each day of interview in all seven ILO working languages.

should be formulated in one minute, with four to five minutes for each answer (up to 50 minutes).

- Concluding remarks of the candidate within the time remaining to reach 60 minutes.

## 90-minute interview option

- 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 four minutes for each answer.
  - Concluding remarks of the candidate within the time remaining to reach 90 minutes.
8. Unless any group decides otherwise, each group secretary or coordinator will be invited to communicate to the Office, no later than the eve of the interviews, the names of all the employer, worker and government representatives within their groups who are seeking to put a question to candidates. For each interview, 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.
  9. All representatives seeking to put questions will be required to prepare more than one question to avoid similar questions being put to the same candidate. Alternatively, they could forfeit their turn and let the Chairperson draw another name from the same receptacle.

## ▶ Timing of the interaction

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10. The Governing Body already decided that the additional interaction should take place before the formal hearings scheduled at the opening of the 344th Session of the Governing Body in March 2022, that is to say between November 2021 and March 2022. Considering the heavy schedule of meetings at the end of 2021, including the resumed session of the Conference, it is proposed to schedule the additional interaction in late January or early February 2022, over a period of up to three days depending on the number of candidates. The dialogues should be scheduled between noon and 4 p.m. CET to facilitate participation from all time zones.

## ▶ Draft decision

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11. **The Governing Body decided that interviews with candidates for the position of Director-General should be conducted by its Chairperson during the week of 17 January 2022, based on the format and principles contained in document GB.342/INS/6 and on any further guidance provided during the discussion.**