



Process and arrangements for the hearings of candidates and the election and appointment of the Director-General

1. Hearings (14 March 2022)

Date of the hearings

1. At its 342nd Session (June 2021),¹ the Governing Body foresaw two consecutive days for the hearings in case the number of candidatures received would not make it possible to conduct them in a single day. Since there are five candidates, the first day, namely, Monday, 14 March 2022, appears sufficient to conduct the hearings of all candidates.

Admission to the hearings

2. In accordance with paragraph 12 of the Rules governing the appointment of the Director-General *of the ILO*,² hearings of the candidates shall be conducted at a private sitting held prior to the election.
3. To ensure that physical access to the room where the private sitting will be held is restricted to Governing Body members and authorized persons, special badges will be distributed as follows:

- **Green badges – Governing Body members and officers and secretariats of the groups:**
 - o 56 transferable badges for Government members, according to the distribution determined by the Government Group;
 - o One non-transferable, nominative badge per Employer regular and deputy member of the Governing Body;
 - o One non-transferable, nominative badge per Worker regular and deputy member of the Governing Body;
 - o One transferable badge per officer of the Government Group: Chairperson, Vice-chairperson and spokespersons of Africa, the group of Latin American and Caribbean countries (GRULAC), Asia and Pacific group (ASPAG), group of industrialized market economy countries (IMEC), Western Europe and Eastern Europe;
 - o Two transferable badges for each of the Workers' and Employers' group secretariats.
- **Red badges – Secretariat staff servicing the hearings, including interpreters and operators.**

¹ GB.341/INS/15.

² See Annex III of the *Compendium of rules applicable to the Governing Body* (March 2019).

- **Orange badges – additional representatives to follow the private sittings for the hearings of candidates and for the election of the Director-General from an overflow room:**
 - 56 transferable badges for Government members, according to the distribution determined by the Government Group;
 - Seven transferable badges for each of the Employers' and Workers' group secretariats.

Conduct of the hearings

4. In order to ensure an orderly and proper conduct of the hearings, participants must refrain from recording (audio or video) the proceedings and from commenting on social media; and must use parliamentary language during the hearing.
5. In accordance with paragraph 12 of the *Rules governing the appointment of the Director-General of the ILO*, the order of appearance of candidates in the hearing will be drawn randomly by the Chairperson of the Governing Body before the start of the Session.
6. The hearing of each of the five candidates will be organized as follows:
 - **First part (40 minutes):**
 - Presentation by the candidate: 5 minutes.
 - Employers' group questions: 4 minutes.
 - Workers' group questions: 4 minutes.
 - Government group questions: 8 minutes.
 - Candidate's response: 19 minutes.
 - **Second part (20 minutes):**
 - Workers' group questions: 2 minutes.
 - Employers' group questions: 2 minutes.
 - Government group questions: 4 minutes.
 - Candidate's response and concluding remarks: 12 minutes.
7. Each constituent group will determine how it will organize its questions and will communicate to the Secretariat by 10 a.m. on 14 March 2022 the names of the members present in the room who will ask the questions, the order in which they should be called, and the time allocated for each question within the minutes available to each group.
8. The time allocated for the presentation, questions and answers will be monitored and enforced using time management devices.
9. The private sitting will open on 14 March at 10.30 a.m. and will follow the following programme:
 - 10:30 a.m.–11:30 a.m. Candidate A
 - 11:40 a.m.–12:40 p.m. Candidate B
 - 2:00 p.m.–3:00 p.m. Candidate C
 - 3:10 p.m.–4:10 p.m. Candidate D
 - 4:20 p.m.–5:20 p.m. Candidate E

2. Election (25 March 2022)

Date of the ballot

10. The secret ballot will be held in a private sitting of the Governing Body at 10 a.m. on Friday, 25 March 2022 and will last as long as required to conclude the election, with at least 45-minute breaks between each round to allow for consultations, as determined by the Chairperson of the Governing Body, in consultation with the two Vice-Chairpersons.

Admission to the ballot

11. Admission to the main and overflow rooms will be limited in the same manner as for the hearing and will be controlled using the same badge system. The candidates will not be admitted to the room during the private sitting. Each candidate will, however, be invited to designate a representative to observe the conduct of the ballot as long as the candidate is still on the ballot.
12. Doors will remain closed during each ballot; video or audio recording of proceedings will not be authorized, nor will the posting of comments on social media.
13. At the conclusion of the election, the private sitting will close and after a short break the Governing Body will resume in a public sitting to formally declare the election result and appoint the ILO Director-General. The Director-General elect will be invited to make and sign a declaration of loyalty and to speak. The public sitting will be broadcast through the ILO website.

Ballot papers

14. The name of the five candidates will appear on the first ballot paper in the alphabetical order of the candidates' family name, with a box next to each candidate's name. Voters must cross or tick the box next to their preferred candidate, and fold and place the ballot paper in the ballot box.
15. Ballots in which more than one candidate has been ticked or containing any other mark shall be void. Voters not wanting to vote for any candidate should leave the ballot paper blank, but still fold and place their ballot paper in the ballot box.
16. At the conclusion of each ballot, a new ballot paper will be prepared with the names of the remaining candidates.

Ballot process

17. Three voting booths will be available in the room.
18. The Clerk will call the members of the Governing Body entitled to vote as follows: Governments will be called first in the French alphabetical order of the 28 Member States holding regular seats (or of a State holding a deputy seat appointed to vote on behalf of a regular member in accordance with article 6.1 of the ILO *Standing Orders of the Governing Body*), followed by the 14 Employer and 14 Worker regular members, or their designated deputy members in accordance with article 1.5.3(b) of the *Standing Orders of the Governing Body*, by their family name.
19. The name of any Government, Employer and Worker deputy member appointed to take part in the ballots on behalf of a regular member shall be provided to the Chairperson of the Governing Body no later than 6 p.m. (Geneva time) on 24 March 2022.

20. As they are called, Governing Body voting members will be issued with a ballot paper initialled by the Clerk. The voters will complete their ballot in a voting booth and fold and place the ballot in the ballot box. Voters may not be accompanied to the voting booth.
21. If a voter makes an error on their ballot paper before placing it in the box, they will be able to replace it with a new ballot paper from the Clerk. The Clerk will destroy the original ballot paper before issuing a new one.
22. In the event that a voting member is unable to be physically present to vote and there is no deputy member available to replace them, they may exercise their voting right either through a public notary mandated to that effect by the Officers of the Governing Body or through another voting member present in the room, designated by the member in question. The public notary or the designated member will collect the ballot paper and cast the vote on behalf of the designating member. Any request to vote by proxy or through the public notary should be addressed to the Chairperson of the Governing Body as early as possible before the vote.
23. One scrutineer will be appointed from their membership by the Government group, the Employers' group, and the Workers' group. At the conclusion of each ballot, the votes will be counted, in the room, by the three scrutineers with assistance from the Clerk. The Chairperson will adjudicate any dispute relating to the validity of the ballot papers and announce the result of each ballot immediately after the count of votes, indicating which candidates will progress to the next ballot. The results of each ballot will be shown on screens in the room and the list of candidates progressing through each round will be published on the ILO website and the ILO Events APP.
24. The representative of each candidate invited to observe the process will be seated close to the podium. They will be prohibited from interacting with members of the Governing Body or ILO staff during the conduct of any ballot and may raise any issue of concern only with the Chairperson of the Governing Body.

3. Appointment of the Director-General

25. Article 4.6(a) of the Staff Regulations provides that the Director-General shall be appointed for a period of five years. As already decided by the Governing Body in March 2021,³ the five-year term of the Director-General elect will run from 1 October 2022 to 30 September 2027.
26. It is proposed that the conditions of employment of the Director-General approved by the Governing Body in March 2012,⁴ and confirmed in October 2016 for Mr Ryder's second term,⁵ remain the same. Such conditions are based on existing arrangements and provisions for similar appointments in other United Nations specialized agencies, namely:
 - (a) net base salary equal to that of the Administrator of the United Nations Development Programme (UNDP);
 - (b) Geneva post adjustment as determined by the International Civil Service Commission;
 - (c) a representation allowance of 40,000 Swiss francs (CHF) per year;
 - (d) a housing allowance, covering rent and fixed charges, of a maximum of CHF12,000 per month;

³ GB.341/INS/15, [Decision](#).

⁴ GB.313/INS/13/7, [Decision](#).

⁵ GB.328/INS/1.

- (e) all other allowances and benefits accruing to staff members in the Professional and higher categories in accordance with the Staff Regulations of the ILO;
 - (f) participation in the United Nations Joint Staff Pension Fund (UNJSPF) at the pensionable remuneration rate applicable to the Administrator of the UNDP, or the supplement for pension arrangements applicable to ungraded officials in the UN common system who decide not to participate in the UNJSPF (United Nations General Assembly resolution 47/203).
27. The Chairperson will sign the letter of appointment of the Director-General on behalf of the Governing Body.