



Governing Body

347th Session, Geneva, 13–23 March 2023

Legal Issues and International Labour Standards Section

LILS

Legal Issues Segment

Date: 21 March 2023

Original: English

Third item on the agenda

Improving the Rules governing the appointment of the Director-General

Purpose of the document

Ensuring fair and transparent elections for the position of the Director-General calls for a regular review of the relevant rules and practices. Based on a review of practices among United Nations organizations, a number of improvements could be introduced in the applicable regulatory framework. The Governing Body is invited to approve amendments to the Rules governing the appointment of the Director-General in order to enhance transparency and fairness and uphold ethical standards in the appointment process, and to articles 4.6 and 7.7 of the Staff Regulations to align the period of appointment of Deputy Directors-General and Assistant Directors-General with that of the Director-General and to provide that internal candidates should be placed on special leave with half salary prior to the election (see the draft decision in paragraph 32).

Relevant strategic objective: None.

Main relevant outcome: Enabling outcome B: Effective and efficient governance of the Organization.

Policy implications: None.

Legal implications: Amendments to the Rules governing the appointment of the Director-General and to articles 4.6 and 7.7 of the Staff Regulations.

Financial implications: None.

Follow-up action required: None at this stage.

Author unit: Office of the Legal Adviser (JUR).

Related documents: [GB.346/INS/INF/6](#).

▶ Introduction

1. The Rules governing the appointment of the Director-General are set forth in Annex III to the Compendium of rules applicable to the Governing Body. These Rules were last amended by the Governing Body at its 312th Session (November 2011), as a response to the recommendations made in a 2009 report by the Joint Inspection Unit (JIU).¹ At that time, the amendments were aimed at drawing lessons from the JIU report to ensure fairness, transparency and impartiality in the appointment process.²
2. The discussions that took place in the context of the last appointment process, which led to the election of the Director-General in March 2022, have pointed to the desirability of further reinforcing certain aspects of the process in terms of transparency and fairness, in order to uphold high ethical standards.³ Further consideration by the Governing Body should preferably take place outside any specific electoral campaign and should be undertaken by the same Governing Body members who participated in the last appointment process.
3. It is generally accepted that rules for fair and transparent elections should be reviewed from time to time for the purpose of further promoting and consolidating a credible and inclusive process, accountability, respectful conduct, moral principles and a culture of good governance. In this respect, questions around the funding of an electoral campaign, the sound management of the Organization's resources and mitigating conflicts of interest become particularly relevant.
4. Drawing lessons from recent experience and aligning with best practices in other United Nations (UN) organizations, the Governing Body is invited to consider further improvements, with a focus on codifying the concept of holding an ILO-hosted public interactive event for candidates to make themselves known to a public beyond the Governing Body members, enhancing the transparency of the process, clarifying the status of internal candidates and aligning the terms of appointment of Deputy Directors-General and Assistant Directors-General – who are direct appointees holding positions of trust – with that of the Director-General.
5. It is recalled that, when this question was placed on the agenda of the 347th Session (March 2023) for discussion and decision, it was decided that a document for information on the same subject should be made available at the 346th Session (October–November 2022).⁴ The present document is an updated and amended version of that document for information, reflecting additional information received from other international organizations and the views expressed during informal tripartite consultations held on 18 January 2023.
6. Even though rules and practices across the UN system are, by and large, similar, information is fragmented and is not always publicly available. Rules and standards are often set out in internal documents such as guidelines, information notes and procedures that are reviewed in the context of each new appointment process. A comparative table containing information

¹ Mohamed Mounir Zahran, Papa Louis Fall and Enrique Roman-Morey, *Selection and Conditions of Service of Executive Heads in the United Nations System Organizations* (JIU, United Nations, 2009).

² GB.312/INS/16/3 and GB.312/PV, paras 238–251.

³ GB.341/PV, paras 488–503; GB.342/PV, paras 57–83.

⁴ GB.346/INS/INF/6.

on the ethical standards applicable to the appointment of executive heads in other specialized agencies is found in Appendix II.⁵

► Codifying initiatives for interaction with candidates

7. During the last appointment process at the ILO, the Governing Body decided to organize on a trial basis, in January 2022, an interactive event involving what were referred to as “public dialogues”, for the purpose of conducting interviews with the candidates. These public dialogues were additional to the hearings in private sitting provided for in the Rules governing the appointment of the Director-General and were intended to give each candidate an opportunity to make their vision and profile known to a public beyond the Governing Body members.⁶
8. The public dialogues consisted of an 80-minute interview of each candidate facilitated by the Chairperson of the Governing Body. The dialogues were webcast to enable the tripartite constituents, civil society actors and members of the general public from around the world to follow them. Each dialogue comprised a five-minute presentation by the candidate followed by a round of questions and answers organized to allow for the balanced participation of the three constituent groups (four questions from Employer constituents, four from Worker constituents and eight from Governments) and the candidate’s concluding remarks.
9. In holding the public dialogues, the ILO drew on the experience of other organizations that have held similar interactive events, such as the candidates’ forums of the World Health Organization (WHO) and the informal interactive dialogues of the UN Secretariat, both of which were introduced in 2016.⁷
10. The public dialogues drew almost 3,000 viewers via the ILO website, in addition to the constituents who followed them on a video conferencing platform. They were commended as an initiative to foster openness and good governance.
11. Therefore, in the interest of promoting the transparency of the appointment process, it is proposed that a new provision be inserted in the Rules governing the appointment of the Director-General, requiring the Office to organize at least one interactive event in the three-month period preceding the election date. The event should be broadcast on a publicly accessible platform in all official languages and the Office should cover the travel and subsistence expenses of candidates participating in the event. To ensure the necessary flexibility, it should be left to the Governing Body to decide on the specific modalities, including the format and duration, of the interactive event.

⁵ See also the comparative table included in WHO, *Evaluation of the election of the Director-General of the World Health Organization: Report by the Secretariat*, Executive Board, EB.147/4, 2020, Annex and the benchmarking questionnaire in the *Report of the Governing Council Bureau on the review of the established practice for the process leading to the appointment of the President of IFAD*, November 2017.

⁶ GB.342/INS/6 and GB.343/INS/14/1(Rev.1).

⁷ See also United Nations Educational, Scientific and Cultural Organization (UNESCO), *Consideration of the procedure to be followed for the nomination of the Director-General of the Organization*, Executive Board, 210 EX/24, 2020; WTO, *Procedures for the appointment of Directors-General*, WT/L/509, 2003.

► Enhancing the transparency of the process

12. A first set of rules could be introduced to address matters such as the disclosure by the candidates of their campaign activities and the amount and sources of funding for such activities and the respectful standards of conduct that all candidates should observe with each other. Such rules already exist in other international organizations.
13. For instance, the code of conduct for the election of the Director-General of the WHO provides that all Member States and candidates should promptly disclose their campaign activities (for example, hosting of meetings, workshops and visits), together with the amount and source of all funding for campaign activities, and communicate them to the Secretariat. Information so disclosed is to be posted on a dedicated page of the WHO website.⁸ In the same vein, the guidelines issued by the International Telecommunication Union (ITU) on ethical aspects of certain campaign activities state that individuals should be particularly mindful of general principles of fairness, equity, transparency, good faith and dignity in three key areas, namely the use of ITU resources, campaign-related activities around ITU events and engagement with Member States.⁹ Moreover, the ethical considerations and guidelines adopted by the International Maritime Organization (IMO) for conduct of Council election campaigns set out the key principles of integrity, accountability, fairness, mutual respect and transparency and address issues such as gifts, favours and the hosting receptions.¹⁰
14. The WHO's code of conduct states that Member States and candidates should refer to one another with respect, should not disrupt or impede the campaign activities of other candidates and should not make any statement or other representation that could be deemed slanderous or libellous. The International Fund for Agricultural Development (IFAD) has adopted similar guidelines.¹¹ Mutual respect is explicitly required from candidates under the ITU guidelines and the nomination procedures of the World Intellectual Property Organization (WIPO).¹²
15. The WHO's code of conduct contains additional guidelines on the appointment process. For instance, Member States and candidates should refrain from improperly influencing the process by, for example, granting or accepting financial or other benefits as a quid pro quo for the support of a candidate, or by promising such benefits. It is important to note, in this respect, that benefits, favours and gifts should not be deemed to include the usual support of a sponsoring government or group, such as the payment of candidate's travel costs or the hosting of receptions.
16. Moreover, it is important to ensure that the appointment process remains open to scrutiny in order to establish trust and confidence in the process. As the process is placed under the overall control and guidance of the Chairperson of the Governing Body, it is proposed that any alleged non-observance of ethical principles and standards set forth in the Rules governing the appointment of the Director-General or other misconduct on the part of a candidate, Member State or Governing Body member in relation to the appointment process be referred to the

⁸ WHO, *Code of Conduct for the Election of the Director-General of the World Health Organization*.

⁹ ITU, *Guidelines: Ethical Aspects of Certain Campaign Activities prior to the 2018 Plenipotentiary Conference*, 2018.

¹⁰ IMO, *Ethical Considerations and Guidelines for Conduct of IMO Council Election Campaigns*, 2020.

¹¹ IFAD, *Information Note on Procedures and Modalities for the Appointment of the President of IFAD*, 2020.

¹² WIPO, *Procedures for Nomination by the Coordination Committee of a Candidate to the Post of Director-General*, 2020.

Chairperson for consideration and follow-up action.¹³ In addition, the Ethics Officer would be available to advise on matters relating to such ethical principles and standards.¹⁴

17. Furthermore, in line with the principles of accountability, integrity and good faith that should govern the appointment process, candidates should pledge to observe at all times the applicable ethical principles and standards. Accordingly, it is proposed that an additional provision be inserted in the Rules governing the appointment of the Director-General requiring candidates to state expressly and in writing when submitting their candidature (vision statement) that they undertake to respect the ethical principles and standards applicable to the appointment process.

► Clarifying the status of internal candidates

18. A second set of rules would seek to establish stricter requirements regulating the status of internal candidates for the post of Director-General, for instance requiring that such candidates be placed on special leave for a specified period prior to the date of the election and obliging them to submit their conditional resignation, as elaborated below.
19. It is recalled that, according to the 2009 JIU report, the situation of internal candidates may raise questions both with regard to ethical aspects and with regard to ensuring equal opportunities between internal and external candidates.¹⁵ The report noted, in particular, that none of the UN system organizations, except for the ITU,¹⁶ have formal procedures for internal candidates running for the post of executive head, including any mandatory or discretionary requirement for internal candidates to suspend their duties during their campaigns with a view to avoiding any potential conflict of interest or the misuse of their functions, staff and office facilities for their campaigns. It also noted that, despite the absence of formal procedures, there were cases in some UN system organizations – such as in the UN, the WHO and UNESCO – where, on an ad hoc basis, internal candidates running for the post of executive head took a voluntary leave of absence or discontinued their involvement in the activities of the organizations.
20. However, there have been noticeable developments since the publication of the JIU report, indicating that the issue of the status of internal candidates is of increasing interest. Thus, during the 2017 appointment processes at the WHO and IFAD, internal candidates were placed on special leave, with full pay and without pay respectively.¹⁷ This has also been the approach followed at the Food and Agriculture Organization of the United Nations (FAO), where, in 2018,

¹³ A separate guidance document could be prepared to address specifically issues such the investigative and disciplinary process to be followed in the context of an appointment process.

¹⁴ At the ITU, the Ethics Officer is available to review in advance any publication materials or the public remarks of candidates and advise accordingly.

¹⁵ Zahran, Fall and Roman-Morey, *Selection and Conditions of Service of Executive Heads in the United Nations System Organizations*, paras 77–83.

¹⁶ According to Regulation 12.2 of the [Staff Regulations and Staff Rules](#) of the ITU, “[any] appointed staff member of the Union standing for election to one of the elected official posts [...] shall automatically be placed on special leave without pay by the Secretary-General, [...] with effect from the day following the date of submission of his candidature to the Secretary-General.”

¹⁷ WHO, *Code of Conduct* and IFAD, *Report of the Governing Council Bureau on the Review of the Established Practice for the Process Leading to the Appointment of the President of IFAD*, December 2017, paras 22–25.

the FAO Council agreed that any internal candidate for the office of Director-General should be placed on special leave without pay from the date of communication of nominations.¹⁸

21. Taking into account the above, the placement of internal candidates on special leave during the appointment process appears to reflect accepted practice among those organizations that address the issue of internal candidates in the appointment process. A related issue is whether internal candidates should be placed on special leave with full salary, special leave with partial salary, or special leave without salary. Practice is not uniform in this respect.
22. Special leave without salary as from the date of the circulation of nominations is the practice followed by the ITU, the FAO and IFAD. It could be argued that, as a matter of principle, no resources of the Organization should be expended for electoral purposes and over extended periods in the form of salaries of internal candidates, who often hold high-ranking positions. This option would remove any perception of conflict of interest between the exercise of official responsibilities and the promotion of a candidature that may be supported by a particular Member or constituent group of the Organization.
23. From an ILO perspective, it is recalled that an official on special leave without salary is not a serving official, does not receive the salary and allowances that are payable to a serving official, and cannot make use of Office resources. Such an official does, however, remain entirely subject to the requirements set forth in Chapter I of the ILO Staff Regulations and the rules governing outside activities.¹⁹ Placing internal candidates on special leave without salary would ensure that they do not appear to be paid to campaign and do not use any Office resources to promote their candidature while remaining fully bound by the standards of conduct incumbent upon ILO staff as international civil servants.
24. However, depriving internal candidates of their regular, and possibly only, source of income would significantly affect their capacity to campaign and would put them in a disadvantaged position compared to external candidates. In addition, a mandatory period of leave without salary would result in weakening a key position in the Organization for the duration of the campaign, would normally deprive the candidate of their legitimation card that allows them to reside in Switzerland, and would thus act as a disincentive for internal candidates to run for election. While internal candidates may occasionally enjoy material support from the Member that has submitted their nomination, such support is far from being guaranteed in all cases, and is even less certain in the case of candidates nominated by the non-governmental groups.
25. A less stringent condition would be to place internal candidates on special leave with partial salary. This option would balance, on the one hand, the need to avoid placing internal candidates in an unduly disadvantageous position and, on the other, the need to ensure a clear separation between their professional status and their electoral aspirations. However, the concern about weakening a key position of the Organization would remain; the question of the duration of the leave would therefore need to be considered in the light of the overall length of the electoral campaign. At the WHO, for example, internal candidates are placed on special leave with half pay as from the date of the announcement of their candidature, and in any event at least ten weeks before the session of the Executive Board at which candidates are nominated. They are then placed on special leave with full pay for the period between that

¹⁸ FAO, *Procedures Related to the Process of Appointment of the Director-General*, Committee on Constitutional and Legal Matters, March 2018.

¹⁹ ILO, Office Procedure, *Special leave without pay*, IGDS No. 31 (Version 1), 27 June 2008.

session of the Executive Board and the World Health Assembly at which the appointment is made (in other words, from January to May).

26. Therefore, based on the timetable of the last appointment process,²⁰ it is proposed that internal candidates be placed on special leave with half salary for the period between the closure of candidatures and the date of election it being understood that such special leave will take effect only after candidates have exhausted their annual leave credit. This administrative arrangement will also be the subject of prior consultations with the authorities of the host country. If this proposal is retained, a consequential amendment should be introduced in article 7.7(a) of the Staff Regulations for more clarity.
27. It should be clarified, in this connection, that such a rule on special leave with half salary would not apply to a Director-General running for reappointment. As the 2009 JIU report concluded on this point, “while it is conceivable that staff members of the UN who are candidates for the position of Secretary-General could be placed on Special Leave Without Pay (SLWOP), remaining subject to the staff regulations and rules, it would not be appropriate to place an incumbent Secretary-General, who is not subject to the staff regulations and rules, and is running for a second term, on SLWOP, given his mandate and functions”.²¹ It is recalled, in this respect, that the WHO and ITU rules on special leave for internal candidates are not applicable to elected officials.

▶ **Aligning the period of appointment of Deputy Directors-General and Assistant Directors-General with the term of office of the Director-General**

28. A third possible improvement would seek to facilitate the post-election transfer of power from the outgoing to the incoming administration by aligning the period of appointment of Deputy Directors-General and Assistant Directors-General – who are direct appointees holding positions of trust – with that of the Director-General. The objective would be to ensure that the contracts of those top-ranking officials may not be renewed in a manner that could impede a newly appointed Director-General from appointing Deputy and Assistant Directors-General of his or her own choosing. In all cases, the period of appointment of such appointees would expire before the new Director-General takes up his or her duties.
29. The specificity of such direct appointments, and in particular the discretion enjoyed by the executive head in this respect, appears to be well established across the UN system of organizations. At the UN, for instance, in accordance with the UN General Assembly resolution 52/12 B establishing the post of Deputy Secretary-General, the Secretary-General appoints the Deputy Secretary-General, whose term of office “will not exceed that of the Secretary-General”.²² Similarly, at WIPO, the terms of office of the Deputy Directors-General and the

²⁰ [GB.341/INS/15/Decision](#). The period between the call for candidatures (1 July 2021) and the election date (25 March 2022) was almost nine months, while the period between the last date for submission of candidatures (1 October 2021) and the election date was almost six months.

²¹ Zahran, Fall and Roman-Morey, *Selection and Conditions of Service of Executive Heads in the United Nations System Organizations*, para. 82.

²² UN General Assembly, resolution 52/12 B, [Renewing the United Nations: a programme for reform](#), A/RES/52/12 B (1998), paras 1 and 2.

Assistant Directors-General are linked to that of the Director-General and end with the mandate of the latter.

30. At the WTO, in order to assist the transition process, Deputy Directors-General remain in office for one month into the term of office of the incoming Director-General. The Special Advisers to the Director-General, who are appointed without going through the normal recruitment process, automatically leave the Organization at the end of the term of office of the appointing Director-General, are not eligible to apply for any vacancy during the term of the appointing Director-General, and cannot be moved to another position.
31. The possible improvements highlighted above would require amendments to the Rules governing the appointment of the Director-General set out in Annex III to the Compendium of rules applicable to the Governing Body of the International Labour Office and to the Staff Regulations. The draft amendments are set out in Appendix I to the present document.

▶ Draft decision

32. **The Governing Body approved the amendments to Annex III to the Compendium of rules applicable to the Governing Body of the International Labour Office and to articles 4.6 and 7.7 of the Staff Regulations set forth in Appendix I to document GB.347/LILS/3(Rev.2).**

▶ Appendix I

Draft amendments to Annex III to the Compendium of rules applicable to the Governing Body and to the Staff Regulations

(Additions appear underlined and deletions are struck out)

Rules governing the appointment of the Director-General

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

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 pledge to observe at all times the ethical principles and standards set out in these Rules. Candidates should also indicate their language proficiency with regard to the official languages of the ILO.

5. All of the documents mentioned in Rules 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 Rules 1, 2, 3 and 5 above.

7. Candidatures submitted in accordance with the above-mentioned 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 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

~~8.42. In the three-month period prior to the election, at least one interactive event, such as an interview or panel discussion, shall be organized with a view to providing an opportunity for candidates to make themselves and their vision known to the entire ILO constituency and the general public. The interactive event shall be webcast on the ILO public website in all ILO official languages. The order of appearance shall be determined by lot. Detailed arrangements concerning the date, format and duration of the interactive event shall be decided by the Governing Body at its session preceding the event. Expenses arising out of the candidates’ participation in the interactive event shall be borne by the Organization.~~

~~9. 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.~~

~~10.43. 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 required majority ~~required by Rule 11 above~~.~~

~~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.~~

~~12.44. (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.~~

~~13.45. 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 required 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.

Fairness and transparency of the appointment process and ethical conduct

~~14.8. Unethical practices that may undermine or improperly influence the integrity of the appointment process, such as promises, favours, and gifts etc., provided by, or in support of, candidates for the post of Director-General, are prohibited.~~

~~15.9. 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 strict neutrality and impartiality with respect to the electoral process, as well as the sanctions that can be imposed on staff in the event these rules and standards are not respected.~~

~~16. In particular, Appropriate measures shall also be taken by the Director-General to prohibit the use of ILO resources for the purposes of campaigning as well as any action that amounts to, or may be perceived as, disapproval of for, or support for any candidate and to regulate the conduct of ILO staff presenting as candidates for the appointment as Director-General.~~

~~17. Candidates shall promptly disclose their campaign activities (such as the hosting of meetings, workshops and visits) together with the amount and source of all funding for such activities, and communicate this information to the Office. Information so disclosed shall be posted on a dedicated ILO web page.~~

~~18. Candidates shall refer to one another with respect. They shall refrain from making any oral or written statement or other representation that could be deemed slanderous or libellous.~~

~~19. Allegations of inappropriate behaviour or non-compliance with the ethical principles and standards of the appointment process shall be referred to the Chairperson of the Governing Body for appropriate follow-up action.~~

~~20. Candidates may consult the Ethics Officer in case of doubt and seek advice with respect to the applicable ethical principles and standards.~~

~~21. 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.~~

Status of internal candidates

~~22. Any ILO officials submitting their candidature for the post of Director-General must observe at all times the highest standards of ethical conduct and strive to avoid any appearance of impropriety. They must clearly separate their ILO functions from their candidature and avoid any overlap, or perception of overlap, between campaign activities and their work for the ILO. They also must avoid any perception of conflict of interest.~~

~~23. To this end, ILO officials submitting their candidature for the post of Director-General shall be placed on special leave with half salary, under article 7.7 of the Staff Regulations, for the period between the closure of candidatures and the date of election (after their annual leave credit is exhausted).~~

~~24. Rule 23 above does not apply to a Director-General running for reappointment.~~

Staff Regulations

Article 4.6

Period of appointment

(a) The Director-General shall be appointed for a period of five years. The Governing Body may renew the appointment once. The possible extension shall not exceed five years.

(b) The Deputy Directors-General, and Assistant Directors-General and the Treasurer and Financial Comptroller shall be appointed for periods not exceeding five years. The appointments may be renewed but shall terminate not later than the date on which a new Director-General takes office, indefinitely. No single extension shall exceed five years.

(c) The Treasurer and Financial Comptroller shall be appointed for a period not exceeding five years. The appointment may be renewed. No single extension shall exceed five years.

Article 7.7

Special leave

(a) Special leave, with full or partial salary or without salary, may be granted by the Director-General to an official for advanced study or research in the interest of the Organization, or for other exceptional or urgent reasons. Officials submitting their candidature for the post of Director-General shall be placed on special leave with half salary, as provided for in the Rules governing the appointment of the Director-General. Special leave without salary shall be granted on application to an official who is mobilized for service in the armed forces or for national service. For purposes of this article "salary" shall mean salary and allowances.

► Appendix II

Information received from other organizations on practices to ensure an ethical and transparent framework for the appointment of their executive head

	FAO	IFAD	ITU	UN	UNESCO	UPU	WHO	WIPO	WMO	WTO
Hearings/interactive events	✓ ¹	✓ ²		✓ ³	✓ ⁴		✓ ⁵	✓ ⁶		✓
All candidates	Act in good faith and show mutual respect towards one another		✓	✓			✓	✓		
	Refrain from making oral or written statements that could be deemed slanderous or libellous		✓				✓	✓		
	Refrain from disrupting or impeding the campaign activities of others and from improperly influencing the process		✓					✓		
	Disclose campaign activities with the amount and source of all funding						✓			
	Refrain from making promises or accepting favours or gifts		✓				✓			
	Pledge to observe the ethical standards applicable to the process						✓			
	Limit travel to Member States						✓			

		FAO	IFAD	ITU	UN	UNESCO	UPU	WHO	WIPO	WMO	WTO
Internal candidates	Special leave	✓ ⁷	✓ ⁷	✓ ⁸				✓ ⁹			
	Special leave not applicable to elected officials			✓				✓			
Internal candidates	Advance letter of resignation	✓ ¹⁰									
	Refrain from using the Organization's logo, IT equipment, letterhead, email account etc.			✓			✓				
	All staff are to adhere to the obligation of neutrality and impartiality	✓	✓		✓		✓		✓	✓	✓
	Oversight/compliance mechanism		✓	✓ ¹¹							
<p>¹ 30-minute appearance before a plenary sitting of the FAO Council. ² 90-minute interview with representatives of Member States, video-recorded and shared with IFAD Governors. ³ Informal dialogues with candidates were held pursuant to UN General Assembly, resolution 69/321 of 11 September 2015. ⁴ 90-minute interview, including a 10-minute oral presentation, in a public plenary sitting of the Executive Board, which is webcast. ⁵ Two candidates' forums are held that are open to all Member States: a 60-minute interview and panel discussion that is broadcast on the WHO's public website. In addition, a web forum is held for questions and answers that is open to all Member States and candidates. ⁶ The WIPO Coordination Committee holds an informal meeting for presentations by candidates. ⁷ Without pay as from the date of the circulation of nominations. ⁸ Without pay as from the date of the submission of candidature. ⁹ With half pay as from the announcement of candidature (at least 10 weeks before the session of the Executive Board at which candidates are nominated), followed by special leave with full pay for the period between the Executive Board session and the World Health Assembly (January–May). ¹⁰ Director-General elect to decide within 10 days after assuming office whether to accept resignation. ¹¹ Ethics Officer available to provide advice.</p>											