

Amendments to the Staff Regulations (GB.355/PFA/9)

Additional information on proposed amendment to article 4.2(c)

1. On 18 November 2025, at the close of the discussion of the Governing Body of the proposed amendments to article 4.2(c) and footnote 1 in the salary scale for the professional and higher categories under article 3.1 of the [Staff Regulations](#), the Chairperson invited the Office to provide written explanations concerning the origin of the proposed amendments and legislative history and practice, as well as responses to specific questions that would be communicated after the discussion.

Origins of the proposed amendments

2. As explained in document [GB.355/PFA/9](#), the proposed amendment to article 4.2. of the Staff Regulations seeks to address an apparent contradiction between the current version of its paragraphs (b) and (c) concerning the position of Deputy Director-General and the relevant procedure for her or his appointment or designation.
3. Article 4.2(b) refers to *appointments* to vacancies of Deputy Director-General made by the Director-General after consultation with the Officers of the Governing Body:

(b) Appointments to vacancies of Deputy Director-General, Assistant Director-General and Treasurer and Financial Comptroller shall be made by the Director-General after consultation with the Officers of the Governing Body.
4. Article 4.2(c) provides that the Director-General may *designate* a Deputy Director-General after consultation with the Officers of the Governing Body and with the agreement of the Governing Body:

(c) The Director-General may designate a Deputy Director-General, in which event such designation shall be made after consultation with the Officers of the Governing Body and with the agreement of the Governing Body.
5. As indicated in the document, the situation results from an amendment to article 4.2(c) which was approved by the Governing Body in 2024.¹ Currently, paragraphs (b) and (c) address two processes: one for appointment requiring consultation with the Officers of the Governing Body and the other for designation requiring, in addition, the agreement of the Governing Body. Before the 2024 amendment, there was an additional distinction in the paragraphs as paragraph (c) referred to the designation of “a *Principal* Deputy Director-General”:

(c) The Director-General may designate a Principal Deputy Director-General, in which event such designation shall be made after consultation with the Officers of the Governing Body and with the agreement of the Governing Body.
6. The 2024 amendment removed the word “Principal” from this provision, without any explanation being provided in either the Office document or the documents of the Joint Negotiation Committee, which had been consulted on this and other amendments.² Despite the deletion in article 4.2(c) removing the procedure for designating a Principal Deputy Director-General, the reference to the position was retained in footnote 1 of the salary scale for the Professional and higher categories in article 3.1 of the Staff

¹ [GB.350/PFA/9](#), [GB.350/PV](#), paras 1058-1074.

² The amendment was one of a set of substantial amendments to article 4.2 and Annex I concerning the recruitment and selection procedure and greater alignment of terms and conditions across the Office.

Regulations, that provides that “where the Director-General designates a Deputy Director-General as Principal Deputy Director-General, his or her net salary is increased by US\$600 and his or her gross salary by the corresponding amount”.

Legislative history and practice

7. The text of article 4.2(c) as it was prior to the 2024 amendment was introduced into the Staff Regulations in 1964. At that time, two additional Deputy Director-General posts were created and the existing Deputy-Director General was given the title of Principal Deputy Director-General in recognition of specific responsibilities,³ and a salary increase of US\$600 per year. The designation of one of the Deputy Directors-General as the Principal Deputy Director-General was a second, distinct, step from their appointment.⁴ The minutes record that:⁵
 3. After having duly consulted the Officers of the Governing Body the Director-General has decided:
 - (a) to extend the appointment of the present Deputy Director-General, Mr. Rens, for a period of five years on the expiration of his present term of office;
 - (b) to appoint Mr. Jenks and Mr. Ammar as Deputy Directors-General for a period of five years as from that date.
 These decisions are communicated to the Governing Body for its information. Notes indicating the qualifications and previous activities of Mr. Rens, Mr. Jenks and Mr. Ammar are annexed to this paper.
 4. Moreover, after consultation with the Officers of the Governing Body and with the agreement of the Governing Body, the Director-General intends to designate the present Deputy Director-General, Mr. Rens, as Principal Deputy Director-General for the period of his extended term of office. *The Governing Body is requested to signify its agreement on this point.*
8. In 1967, the Director-General again designated, after consultation with the Officers of the Governing Body and with the agreement of the Governing Body, a Principal Deputy Director-General pursuant to article 4.2(c) of the Staff Regulations.⁶ Once again, this designation was made in respect of an official who had been appointed in 1964 as Deputy Director-General under article 4.2(b).
9. Since then, no Deputy Director-General has been designated as Principal Deputy Director-General under article 4.2(c) of the Staff Regulations. Perhaps linked, the salary supplement of US\$600 for the position has never been revised.⁷
10. As set out above and as is evident from the Annex, in practice each of the officials concerned have held the role of Deputy Director-General following appointment pursuant to article 4.2(b). The procedure under article 4.2(c) has only been used on the two occasions when an official, having been previously appointed to the position of Deputy Director-General under article 4.2(b), has been subsequently designated as Principal Deputy Director-General.

³ These included to chair various committees and boards formally chaired by the Director-General and to be in charge of the Office in the absence of the Director-General: [GB.160/3/3](#), paras 9-10.

⁴ [GB.160/PV](#), p. 66, para 2.

⁵ [GB.160/PV](#), p. 66, para 3-4.

⁶ [GB.169/PV](#), pp. 4-6 and 74.

⁷ The Office estimates that the equivalent current value of the supplement set out in footnote 1 in the salary scale under article 3.1 of the Staff Regulations would be approximately US\$6,000 per annum.

11. In light of the above, it may be observed that the terms “appointment” and “designation” cannot be understood to be synonymous. “Appointment”, rather than “designation”, is the term used in the Constitution and the Staff Regulations to refer to the act of contracting an individual and is performed by the Director-General under his or her constitutional authority. In comparison, the term “designation” is used in the Staff Regulations to largely refer to an administrative determination of, for example, duty stations and dependents, or the assignment of particular tasks. The French and the Spanish versions of article 4.2 of the Staff Regulations also distinguish “*nomination*”/“*nombramientos*” in paragraph (b) from “*designer*”/“*designar*” in paragraph (c). Accordingly, the act of making a designation in article 4.2(c) is legally different from the act of appointment pursuant to article 4.2(b).

Questions received in writing on 19 November 2025

12. The Workers’ group submitted specific questions to the Office in writing, to which the Office replies as follows.

- (i) **How has article 4.2(c) been applied since 1964 (when the concept was incorporated into the Staff Regulations). When was a Principal Deputy Director-General designated, if ever? What was the situation under Guy Ryder who had a senior management of three Deputy Directors-General?**

As set out in paras 7–10 above and as can be seen in the Annex, the procedure under article 4.2(c) has only been used on the two occasions that an official who had previously been appointed to the position of Deputy Director-General under article 4.2(b) was subsequently designated as Principal Deputy Director-General. During Guy Ryder’s term as Director-General, all Deputy Directors-General were appointed in accordance with article 4.2(b).

- (ii) **How many Deputy Directors-General have been appointed with explicit reference to article 4.2.(b) during the same period?**

As set out in paras 7-10 above and as can be seen in the Annex, since 1964 all Deputy Directors-General have been appointed in accordance with article 4.2(b) of the Staff Regulations.

- (iii) **Which rules or regulations (Constitution, Staff Regulations or other) do apply if there is no Deputy Directors-General at all, or no designated Principal Deputy Director-General, or several appointed Deputy Directors-General, regarding who takes on the responsibilities of the Director-General if he becomes temporarily or permanently incapacitated without having been able to designate a replacement, and until the Governing Body has selected a new one in his place?**

There are no defined rules in the Constitution or Staff Regulations. In the three such instances that have arisen to date, the decision was taken by the Governing Body. In 1932, upon the death of the ILO Director,⁸ the Governing Body discussed the question of formally entrusting “the functions of Director” to his Deputy until an election was held but instead proceeded directly with his election as new Director.⁹ In 1941, upon the resignation of the Director, the Deputy-Director became “Acting Director, with all the powers and

⁸ At this time, the Office was headed by the “Director”. The 1946 amendment to the ILO Constitution replaced the term “Director” with “Director-General”.

⁹ GB.59/PV (Private), p. 12.

responsibilities of the Director” pursuant to a Governing Body resolution.¹⁰ In 1973, when again the Director-General died in office, one of the two Deputy Directors-General at the time undertook the responsibility of running the Office until the next session of the Governing Body, when he requested to be relieved of these duties. The Governing Body accepted and requested the other Deputy Director-General “to take charge of the International Labour Office with full authority until the Director-General to be elected at the next session should take office.”¹¹

- (iv) **In the Constitution of the ILO, the position of Deputy Director-General is mentioned in article 8, which deals with the appointment of the Director-General, and not in article 9 dealing with the staff. Has the legislative history of the amendments to the Staff Regulations in relation to the Deputy Director-General taken this apparent difference regarding the appointments of the Director-General and Deputy Director-General on one hand from that of the staff under article 9 on the other hand into account? If not, how does the Office interpret the apparent difference or does the Office not deem the two different provisions to be dealing with two different classes of officers/officials of the ILO?**

Article 8 of the Constitution concerns the Director-General. While its paragraph (1) concerns the Director-General's appointment and responsibilities, its paragraph (2) provides that the Director-General “or his deputy” (“*ou son suppléant*” in the French version¹²) shall attend all meetings of the Governing Body.¹³ Article 9 of the Constitution concerns the staff of the Office, and in particular their appointment by the Director-General under regulations approved by the Governing Body. Article 8(2) of the Constitution has never been considered to be a basis for distinguishing the Deputy Director-General from other staff of the Office. It is understood that “deputy”/“suppléant” in article 8(2) of the Constitution refers to the official representing the Director-General at a session of the Governing Body and does not relate to the appointment of the Deputy Director-General.

- (v) **In the future, a Director-General could (again) appoint more than one Deputy Director-General. Would the current text of article 4.2(c) then still (or again) make sense? Or require a new interpretation? Or would it be necessary again to introduce the word ‘principal’?**

As set out in paragraphs 7–10 above and as can be seen in the Annex, article 4.2(b) has been the legal basis for the appointment of Deputy Directors-General, whether there was only one or more than one at any point in time. The appointment of more than one Deputy Director-General would, accordingly, have no impact on the meaning of article 4.2(c).

¹⁰ GB.90/PV, p. 24.

¹¹ GB.191/PV, p. VII/8.

¹² Compare with “*Directeur général adjoint*”, which is the French translation of Deputy Director-General.

¹³ In 1920, different views were expressed as to whether article 8 of the Constitution (then Article 394 of the Versailles Treaty) required a Deputy-Director to be elected by the Governing Body (GB.1/PV, pp 2, 6 and 8). At the 2nd Session of the Governing Body, the creation of the post of Deputy-Director was accepted in principle, as was the authority of the Director to appoint that Deputy (GB.2/PV, pp 9 and 31).

- (vi) If the Legal Adviser considers there is inconsistency between articles 4.2(b) and (c), is the current proposal on the table the only way to solve it, or can it also be solved in other ways, for instance with an amendment to article 4.2(b)?**

The Office proposed the solution of the deletion of article 4.2(c) as it appeared to be obsolete given that there had been no designation of a Principal Deputy Director-General for the last 48 years and that, even before, the provision had been used only twice. If the Governing Body were to consider that the Director-General should retain the possibility to designate a Deputy Director-General as a Principal Deputy Director-General, it could alternatively decide to add the term "Principal" back into article 4.2(c).

- (vii) If the current proposals for amendments are not adopted, what would be legal meaning of the two paragraphs, 4.2(b) and 4.2(c) existing next to each other? What would the Office/ Director-General in legal terms be expected to do regarding the appointment and/or designation of one or more Deputy Directors-General?**

While the lack of clarity is not optimal, it does not pose a legal problem in relation to the appointment of one or more Deputy Directors-General. The positions would be filled pursuant to the procedure set out in article 4.2(b) of the Staff Regulations, regardless of whether the Director-General wishes to appoint a sole Deputy Director-General or multiple Deputy Directors-General, as has been the practice since the provision was adopted in 1964 (see Annex).

- (viii) If in 2024 it was an "error" to keep Article 4.2(c) in place, is this then also the case for the salary table? Is this also an oversight?**

In GB.355/PFA/9, the Office proposes the deletion of footnote 1 in the salary scale for the professional and higher categories under article 3.1 of the Staff Regulations. This is to ensure coherence in light of the deletion of the reference to the position of Principal Deputy Director-General in article 4.2(c) and to reflect the fact that no Principal Deputy Director-General has been designated since 1967. If the Governing Body were to reinstate the word "Principal" (see (vi) above), footnote 1 to the salary scale could be maintained, but the amount would presumably need to be re-evaluated (see footnote 7 above).

Annex: Procedure for appointments of Deputy Directors-General and designations of Principal Deputy Directors-General (1964–2024)

1964	Rens	Deputy Director-General designated as Principal	Designation as Principal DDG in consultation with GB Officers and with agreement of the GB (SR 4.2(c)); previously appointed as DDG in consultation with GB Officers (SR 4.2(b))	[GB.160/PV , pp. 44 and 66]
1964	Jenks	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.160/PV , p. 66]
1964	Amar	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.160/PV , p. 66]
1967	Jenks	Deputy Director-General designated as Principal	Designation as Principal DDG in consultation with GB Officers and with agreement of the GB (SR 4.2(c)); previously appointed as DDG in consultation with GB Officers (SR 4.2(b))	[GB.169/PV , pp 4-6 and 74]
1968	Blanchard	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.171/PV , pp 27-28 and 109]
1975	Bolin	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.195/PV , pp I/5 and GB.195/25/27]
1975	McDonald	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.195/PV , pp I/5 and GB.195/25/27]
1975	Jain	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.196/PV , p. II/1 and GB.196/20/15]
1983	Taylor	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.223/PV , pp I/9-10 and GB.223/14/7]
1988	Kane	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.239/PV , pp I/8-9 and GB.239/18/19]
1989	Maier	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.243/PV , pp II/1-2 and GB.243/14/7]
1989	Chinery-Hesse	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.244/PV , pp I/5-6; GB.244/18/5(Rev.)]
1994	Hagen	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.261/PV , pp I/1-2 and GB.261/13/2]
1996	Tapiola	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.266/PV , p. I/9 and GB.266/8/2]
2010	Ryder	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.309/PV , para. 331; GB.309/18/1]
2012	Vines	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.316/PV(&Corr.) , para. 278; GB.316/INS/14/3]
2012	Polaski	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.316/PV(&Corr.) , para. 278; GB.316/INS/14/3]
2013	Houngbo	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.317/PV , para. 229; GB.317/INS/12/6]
2016	Greenfield	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.327/PV , para. 35; GB.327/INS/5/1]
2018	Oumarou Diallo	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.331/PV , para. 523; GB.331/INS/18/4]
2020	Newton	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.340/PV , para. 404; GB.340/INS/18/7]
2023	Drake	Deputy Director-General	Consultation with GB Officers (SR 4.2(b))	[GB.349/PV(Rev.1) , para. 682; GB.349/INS/18/2]