

► **The Chairperson of the Governing Body**

TO GOVERNING BODY MEMBERS
TO ALL MEMBER STATES OF THE ILO

15 April 2026

In accordance with the [Rules governing the appointment of the Director-General](#), set out in Annex III to the [Compendium of rules applicable to the Governing Body](#), and the [decision](#) made by the Governing Body at its 356th Session (March-April 2026), it is my pleasure, as Chairperson of the Governing Body, to call for candidates for appointment to the post of Director-General of the ILO through a communication to all Governing Body members and all ILO Member States.

To be considered, candidatures must be submitted by a Member State of the ILO or by a regular or deputy member of the Governing Body and received in the office of its Chairperson by **midnight (CEST) on Monday 31 August 2026, at the latest**. Candidatures can be sent by electronic mail to the following address:

ILO-GB-Chairperson@ilo.org

In accordance with the aforementioned Rules, candidatures must be accompanied by a curriculum vitae and a certificate of good health signed by a recognized medical facility. Candidates are further invited to provide 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 of their appointment. 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; their appreciation of cultural, social and political diversity; and indicate their language proficiency with regard to the official languages of the ILO.

Candidatures and the accompanying documents must be submitted in English, French and Spanish with the exception of the certificate of good health, which can be submitted in only one of these three languages or accompanied by an authenticated translation in one of these languages. Only statements received at the same time as the candidatures shall be receivable.

Candidatures submitted in accordance with the abovementioned conditions will be posted on the ILO's public website, on the [webpage dedicated to the election](#), and distributed to all ILO Member States and members of the Governing Body.

Pursuant to Rule 8, the Governing Body decided at its 356th Session that candidates should be invited to participate in a public interactive event to be held virtually on 23 September 2026. The interactive event could be extended by one more day depending on the number of candidates. Its format will be developed on the basis of the principles and proposals set out in document [GB.356/INS/20/1\(Rev.1\)](#).

The process for the appointment of the Director-General will be conducted by the Governing Body in two phases. The first phase will take place at the start of the 358th Session of the Governing Body, on Monday 9 November 2026, and will consist of hearings of the candidates in a private sitting. The second phase will be the secret ballot for the election of the Director-General. The ballot will be held on the second week of the 358th Session of the Governing Body, on Monday, 16 November 2026, also in a private sitting.

Candidates will be invited to travel to Geneva to participate in person in the hearings with the Governing Body in November 2026. The order of appearance in the hearings would be drawn randomly by the Governing Body Chairperson. Candidates will be contacted in due course by the Office concerning the travel arrangements and the approximate time of the hearing, well before the deadline set in Rule 9. The ILO will cover the travel and subsistence expenses of their participation in the hearings in accordance with the [*Rules for the payment of travel expenses of members of the Governing Body and members of certain committees and other bodies*](#).

Each candidate will be heard individually and will be invited to make a presentation to the Governing Body. Following the presentation, the candidate will 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 of the Governing Body. Equal time will be allocated to all candidates. As the hearings will be conducted in a special private sitting of the Governing Body, only regular and deputy members, and their substitutes, will be entitled to participate.

Under the aforementioned Rules, the candidate appointed to the post of Director-General will have to divest of any earning of any income, gift or allowance, and any financial involvement or interest, where such could have, or be perceived to have, an impact on the objectivity or independence of the person appointed. Furthermore, the appointed candidate will be required to comply with the procedure for financial disclosure laid down in the ILO's internal rules. Unethical practices such as promises, favours, gifts, etc., provided by, or in support of, candidates for the post of Director-General are strictly prohibited.

Finally I wish to recall that the rules concerning the candidatures of ILO officials for the post of Director-General are provided for in Rules 22 to 24 of the aforementioned Rules. In addition, pursuant to Rule 15, the Director-General will take appropriate measures 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, and will inform me accordingly.

For all further information that you may require in connection with the election process, please do not hesitate to contact the Clerk of the Governing Body, Mr Luca Bormioli (bormioli@ilo.org).

Yours sincerely,



Anousheh Karvar
Chairperson of the Governing Body of the
International Labour Office