



Governing Body

341st Session, Geneva, March 2021

Institutional Section

INS

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Fifteenth item on the agenda

Calendar of actions to be taken regarding the election of the Director-General

1. The term of office of the current Director-General expires on 30 September 2022, and it is for the Governing Body to decide on the timetable for the election of his successor.
2. Annex III of the [Compendium of rules applicable to the Governing Body](#) provides the rules governing the appointment of the Director-General, which were last amended in November 2011.¹ These rules were applied during the two previous electoral processes, in 2012 and in 2016, and provide for the following steps:
 - (i) The Governing Body decides on the date for the election and approves the election timetable.
 - (ii) A call for candidatures is issued by the Chairperson of the Governing Body, specifying that candidatures need to be received at least two months prior to the date of election.
 - (iii) The Chairperson of the Governing Body receives the candidatures submitted by Member States or by members of the Governing Body and including a curriculum vitae, medical certificate and vision statement. Submission of a vision statement is optional, but it may only be received at the same time as the candidature.
 - (iv) The Chairperson of the Governing Body distributes valid candidatures to Governing Body members and Member States not represented in the Governing Body for information.

¹ GB.312/INS/16/3.

- (v) Hearings of the candidate(s) are held at a private sitting of the Governing Body.
 - (vi) The election of the ILO Director-General is conducted by ballot (as many ballots as may be necessary; to be elected, a candidate must receive the votes of more than one half of the Governing Body members entitled to vote).
 - (vii) The Director-General elect takes office on the day following the end of the mandate of the current Director-General.
3. The Governing Body is therefore required to determine the dates for:
- (a) the issue of the call for candidatures;
 - (b) the closure of the call for candidatures;
 - (c) the hearings of candidates; and
 - (d) the ballot.

▶ Considerations in respect of timing

4. While past practice has varied in respect of the intervals between the different steps of the electoral process (see the appendix for details), the Governing Body will wish to take the following into consideration when determining the election timetable:
- the need for an appropriate interval between the ballot and the taking up of office of the Director-General elect on 1 October 2022;
 - the need for an appropriate interval between the candidate(s) hearings and the ballot, and in particular whether or not they should be held at the same Governing Body session;
 - the need for an appropriate period during which candidates can be nominated.
5. In addition, the Governing Body may wish to take into consideration the financial implications of holding the ballot during one of the ordinary sessions of the Governing Body or at a special meeting. The direct costs of a two-day special meeting would be up to US\$410,000, while each extra day added to an ordinary session would involve expenditure of US\$90,000. These estimates correspond to travel and interpretation costs for an in-person session.

▶ Ordinary and special Governing Body sessions

6. Should the Governing Body decide to hold the ballot in the context of one of its ordinary sessions, the ballot could take place at the November 2021, March 2022 or June 2022 session.
7. As regards the candidate(s) hearings, they could take place either at the same Governing Body session as the ballot, with the hearings being held at the beginning and the ballot at the end of that session, or alternatively at the session preceding the one during which the ballot is conducted. Should the Governing Body decide to convene special meeting(s) for the ballot and/or the candidate(s) hearings, it may determine the date(s) of the special meeting(s) at its discretion.

▶ Period for the nomination of candidates

8. Subject only to the requirement that the call for candidatures must close at least two months prior to the date of the ballot, the Governing Body has full discretion to determine when the Chairperson should open the call for candidatures and the period during which candidates can be nominated.

▶ Draft decision

9. **The Governing Body decided the following timetable for the appointment of the Director-General:**
 - (a) [date]: **The Chairperson of the Governing Body calls for candidatures.**
 - (b) [date]: **Last date for the reception of candidatures.**
 - (c) [date]: **The Governing Body conducts candidate(s) hearings (xxth Session of the Governing Body).**
 - (d) [date]: **The Governing Body conducts the ballot for the election of the Director-General (xxth Session of the Governing Body).**
 - (e) **1 October 2022: The term of office of the Director-General commences.**

▶ **Appendix**

Year	Period between closure of call for candidatures and hearings	Period between hearings and election	Period between closure of call for candidatures and election	Period between election and assuming office
1989*	No hearing	-	1 month	14 days
1993	No hearing	-	1 month	9 months
1998*	No hearing	-	1 month	11 months
2004	No hearing	-	1 month	11 months
2008	No hearing	-	1 month	4 months
2012* (first election held under the present rules)	3 weeks	2 months	2.75 months	4 months
2016	3.5 months	1 week	4.5 months	11 months

*Elections where the incumbent Director-General was not a candidate.