

► The Chairperson of the Governing Body

TO ILO MEMBER STATES

1 July 2021

In accordance with the [Rules governing the appointment of the Director-General](#) and the decisions made by the Governing Body at its [341st](#) and [342nd](#) Sessions, it is my pleasure, as Chairperson of the Governing Body, to call for candidates for appointment to the office of Director-General of the ILO through a communication to all Governing Body members and all ILO Member States. This letter is therefore the call for candidates.

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, CET, on Friday, 1 October 2021, at the latest**. Candidatures can be sent by postal or electronic mail to the following address:

The Chairperson of the Governing Body
Route des Morillons 4
CH-1211 Geneva 22
Email: gb-chair@iloguest.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 that 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 and distributed.

Candidatures submitted in accordance with the abovementioned conditions will be posted on the ILO's public website in a [webpage dedicated to the election](#).

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 344th Session of the Governing Body, on 14 and 15 March 2022, and will be dedicated to the hearings of candidates. The second phase will be the secret ballot for the election of the Director-General. It will be held on the last day of the 344th Session of the Governing Body on 25 March 2022.

In addition, the Governing Body [decided](#) at its 342nd Session, on 25 June 2021, that candidates should also be invited to virtual interactions with the ILO's wider constituency during a week in January 2022. The format of those interactions will be developed on the basis of the principles and proposals set out in document [GB.342/INS/6](#) and which will be finalized following the conclusion of the call for candidates. Candidates will be informed of the exact date, time and duration of those interactions by late November 2021.

Subject to the sanitary conditions prevailing at the time of hearings, candidates will be invited to travel to Geneva to participate in person in the hearings with the Governing Body in March 2022. 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 Secretariat concerning the travel arrangements and the date and approximate time of the hearing, well before the deadline set in paragraph 12 of the Rules. 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 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 with respect to the conduct of the ILO Secretariat, and the possible eventuality of internal candidates, the Director-General has submitted to the Chairperson of the Governing Body, a statement of the measures he intends to take to ensure the integrity and fairness of the election process in accordance with the Rules governing the appointment of the Director-General. A copy of his letter is attached.

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 Juan Llobera Serra (tel: + 41 22 799 66 58, e-mail: llobera@ilo.org).

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'Anna Jardfelt', with a stylized, flowing script.

Anna Jardfelt
Chairperson of the Governing Body of the
International Labour Office