

► The Director-General

H.E. Ambassador Anna Jardfelt  
Chairperson  
ILO Governing Body

1 July 2021

Dear Chairperson,

As you are about to initiate the call for candidates for the appointment to the office of Director-General of the ILO, and in accordance with the discussion at the 342nd Session of the Governing Body over which you presided on 25 June, I am writing to provide you, and through you, ILO Members, information on how I will act to ensure that the conduct of the Office and its staff will conform with the highest standards of integrity and impartiality.

The rules governing the appointment of the Director-General require me to take appropriate measures to remind the staff of the Office of the rules and standards of conduct aimed at ensuring the Office's neutrality, integrity and objectivity 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.

Additionally, I am required to prohibit the use of ILO resources for the purpose of campaigning for, or supporting, any candidate and to regulate the conduct of ILO staff presenting as candidates for the appointment as Director-General.

With regard to the conduct of ILO staff, I will write to all colleagues on 1 July making it clear that they have no role in the electoral process other than the responsibility of a limited number to provide administrative support to that process in accordance with the modalities set out by the Governing Body. This message will be supported by instructions to members of senior management and to departmental directors to be vigilant in ensuring that this principle is adhered to strictly. It will be said explicitly that any action in contravention of the principles will be subject to appropriate disciplinary action.

It will be made clear that the range of prohibited activity includes not only active lobbying in favour of, or against any candidate, but also the expression of opinions including through official or private social media accounts.

These messages will be posted on the ILO intranet and reiterated at regular intervals or in case of emerging need.

As regards any internal candidate, I will require the person(s) concerned to sign a written statement that they will not use in any way ILO resources for the purpose of campaigning, that they will disclose any conflict of interest, real or perceived, and that they will observe strictly the rules set out by the Governing Body at all times.

I will ensure that any internal candidate is removed immediately from any responsibility touching directly or indirectly upon the organization and administration of the electoral process; that she or he does not engage in electoral activity during ILO working time or on ILO premises; will not use ILO equipment, its logo or letterhead for such purposes, or undertake any official mission other than for conducting ILO business unrelated to the election.

When an internal candidate undertakes any activity related to the election, she or he must take annual leave for the full duration of such activity, and ensure that no expense to the ILO is incurred.

I undertake to consult with you, Madam Chairperson, as well as the ILO Internal Audit Office and the ILO Ethics Officer, in the application of these measures and to alert you immediately of any incident or difficulty which may arise.

Let me assure you, and all ILO Members of my determination and commitment to ensure that the forthcoming election of the Director-General takes place according to the highest standards of fairness, integrity and transparency.

Yours sincerely,

A handwritten signature in black ink, reading "Guy Ryder". The signature is written in a cursive, flowing style with a large initial 'G' and 'R'.

Guy Ryder