Governing Body

358th Session, Geneva, 9–19 November 2026

Information note

Election and appointment of the Director-General

▶ Private hearings – Monday, 9 November (3.30-7 p.m.)

1. Arrangements

Time allocated to each candidate: 60 minutes

Order of appearance of candidates:

- **3.30 p.m.-4.30 p.m.:** Mr Javier González-Olaechea Franco

  10-minute break
- **4.40 p.m.-5.40 p.m.:** Ms Yolanda Díaz Pérez

  10-minute break
- **5.50 p.m.-6.50 p.m.:** Mr Gilbert F. Houngbo

2. Sequence

Mr Javier González-Olaechea Franco		Ms Yolanda Díaz Pérez		Mr Gilbert F. Houngbo	
Introduction by Mr González-Olaechea Franco	5 minutes	Introduction by Ms Díaz Pérez	5 minutes	Introduction by Mr Houngbo	5 minutes
Workers' questions	6 minutes	Employers' questions	6 minutes	Governments' questions	12 minutes
Mr González-Olaechea Franco's answers	5 minutes	Ms Díaz Pérez's answers	5 minutes	Mr Houngbo's answers	10 minutes
Employers' questions	6 minutes	Governments' questions	12 minutes	Workers' questions	6 minutes
Mr González-Olaechea Franco's answers	5 minutes	Ms Díaz Pérez's answers	10 minutes	Mr Houngbo's answers	5 minutes
Governments' questions	12 minutes	Workers' questions	6 minutes	Employers' questions	6 minutes
Mr González-Olaechea Franco's answers	10 minutes	Ms Díaz Pérez's answers	5 minutes	Mr Houngbo's answers	5 minutes
Mr González-Olaechea Franco's final remarks	Remaining time	Ms Díaz Pérez's final remarks	Remaining time	Mr Houngbo's final remarks	Remaining time
Total	**60 minutes**		**60 minutes**		**60 minutes**

3. Government group (order of questions)

The four regions will take turns asking questions, according to the following rotation established for each candidate:

- Mr Javier González-Olaechea Franco: Africa, Americas, Asia and the Pacific, Europe
- Ms Yolanda Díaz Pérez: Americas, Asia and the Pacific, Europe, Africa
- Mr Gilbert F. Houngbo: Asia and the Pacific, Europe, Africa, Americas

4. Badge arrangements

Badge allocation

Green badges	Regular	Deputy	Total
GB member countries (2 per country)	56	56	112
Employer members (1 per individual)	14	19	33
Worker members (1 per individual)	14	19	33
Government group (1 per individual)	-	-	8
GB Chairperson and his assistant (1 per individual)	-	-	2
Orange badges	**Regular**	**Deputy**	**Total**
GB member countries (1 per country)	28	28	56
Employers' group secretariat (4 per group)	-	-	4
Workers' group secretariat (4 per group)	-	-	4
Total for green and orange badges	**112**	**122**	**252**
Red badges			
Interpreters, cabin operators and Secretariat staff (individuals, as needed)	-	-	-

Badge distribution

- A distribution desk will be set up on the **R3 level** for government delegates to collect the badges allocated to their delegation. All badges allocated to a delegation will be handed over to the delegation member collecting them. Government members will then be responsible for distributing the badges within their respective delegations.
- The green and orange badges allocated to the Employer and Worker groups will be provided to **ACT/EMP and ACTRAV**, respectively, for onward distribution to their regular and deputy members.

Election day – Monday, 16 November (10 a.m.-1 p.m.)

1. Badge arrangements

Badge allocation

Green badges	Regular	Deputy	Total
GB member countries (2 per country)	56	56	112
Employer members (1 per individual)	14	19	33
Worker members (1 per individual)	14	19	33
Government group (1 per individual)	-	-	8
GB Chairperson and his assistant (1 per individual)	-	-	2
Orange badges	**Regular**	**Deputy**	**Total**
GB member countries (1 per country)	28	28	56
Employers' group secretariat (4 per group)	-	-	4
Workers' group secretariat (4 per group)	-	-	4
Total for green and orange badges	**112**	**122**	**252**
Red badges			
Interpreters, cabin operators and Secretariat staff (individuals, as needed)	-	-	-
Blue badges			
Scrutineers (1 per individual)	-	-	3

- The **same badges will be used for election day**, with the exception of 3 blue badges for scrutineers.

Badge distribution

- The blue badges allocated to the scrutineers will be distributed directly by RELOFF.

2. Voting procedure

- The election will be conducted by **secret ballot**, with as many rounds of voting as necessary until one candidate obtains the required majority of **29 votes**. After each ballot, a break of at least **45 minutes** will be held for consultations. The names of the candidates remaining after each round will be announced in the meeting room and communicated through the relevant online channels.

- Voting will take place in the following order: **Governments, Employers and Workers**. Government members will be called in **French alphabetical order by country** (except any State which may have lost the right to vote due to arrears in the payment of their contributions to the Organization), while Employer and Worker members will be called **alphabetically by name**. Voters will be called in groups of three and will receive a certified ballot paper before proceeding to one of the voting booths.

- For each round, voters may vote for **one candidate only**, by ticking the box next to the candidate's name. Ballot papers containing more than one selection will be considered void. A ballot paper completed in error may be exchanged for a new one. Once completed, the ballot paper must be folded and deposited in the ballot box.

- At the end of each round, the **scrutineers designated by the three groups** will count the votes. The process will be repeated as necessary until a candidate obtains the required majority.

- Once the election has been concluded, the Governing Body will reconvene in **public sitting** to declare the appointment of the Director-General-elect.