International Labour Organization

Election and appointment of the Director-General

RELMEETINGS Department

Date: Thursday / 22 October 2026

The election process

- **March 2026**: GB.356 **approved** timetable and arrangements for the election and appointment of the Director-General
  Please see appendix of document GB.358/INS/1 for the approved practical arrangements for the private hearings and the ballot process
- **15 April 2026**: Chairperson of the GB **called for candidatures**
- **31 August 2026**: Upon expiry of the deadline for the submission of candidatures, **three valid candidatures received** (in order of submission): **Mr Gilbert F. Houngbo (Togo)**, **Ms Yolanda Díaz Pérez (Spain)** and **Mr Javier González-Olaechea Franco (Peru)**
  → Curricula vitae, vision statements and the nomination letters from Governments are available on the ILO website
- **23 September 2026**: A **public interactive event** with the candidates was held and livestreamed on the ILO website
- **9 November 2026**: **Private hearings** will be held in the afternoon
- **16 November 2026**: **Election** of the Director-General

Conditions of appointment of the Director-General (GB.355/INS/1)

- "The Director-General shall be **appointed** for a **period of five years**. The Governing Body may **renew** the appointment **once**. The possible extension shall not exceed five years." (Article 4.6(a) of the Staff Regulations)

- Officers of the GB propose to confirm following five-year term of the Director-General: **1 October 2027 - 30 September 2032** (in accordance with past practice)

- It is proposed to **maintain the current conditions of employment** of the Director General (approved by the GB at its 313th Session (March 2012) and adjusted at its 346th Session (November 2022)

  → for more information, please see document GB.358/INS/1

Private hearings

- **Private hearings to be held on 9 November from 3.30 p.m.**
- **Time allocated to each candidate:** 60 minutes, as per the sequence below:

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

Access to private hearings and election (Government group)

- Both events will be held in private sittings
- Access will be controlled through special badges, to be collected from the dedicated desk at the **R3 level on 9 November**
- One **green** badge (front of the room) will be issued to each Officer of the **Government group**, including **regional coordinators**
- Two **green** badges (front of the room) will be issued to each **Governing Body regular and deputy member country**
- One **orange** badge (back of the room) will be issued to each **Governing Body regular and deputy member country**
- **Badges should be retained**, as they will be reused on the day of the election (16 November)

Private hearings

The four regions will rotate in alphabetical order for asking questions to each candidate, as follows:

- 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

Conduct of the hearings

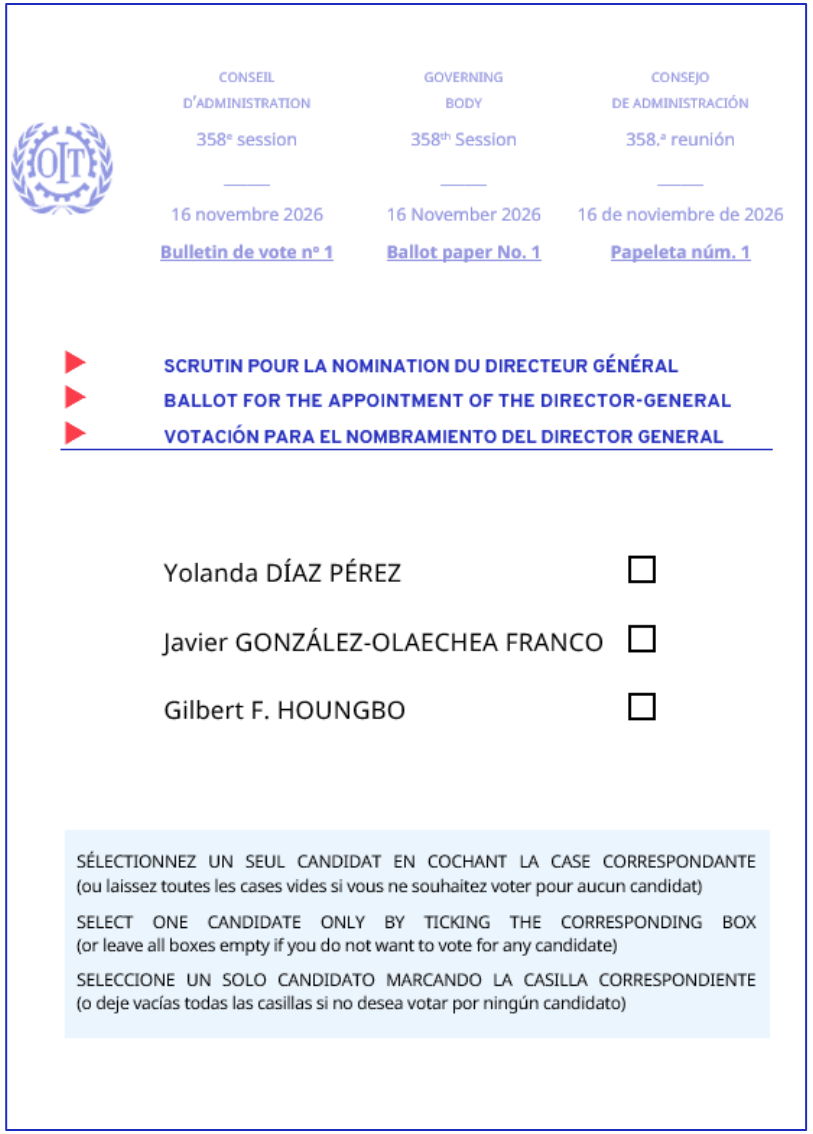
- Participants must refrain **from recording (audio or video)** the proceedings and from **commenting on social media**; and must **use parliamentary language** during the hearing
- **Doors will remain closed** and delegates are expected to **remain seated throughout the hearing**
- Each candidate shall be heard individually and shall be invited to make a presentation to the GB, followed by a Q&A
- Equal time will be allocated for all candidates

Date of the election (16 November 2026)

- Secret ballot in private sitting
- **10:00 a.m. on Monday, 16 November** (will last as long as required to conclude the election, with at least 45-minute breaks between each round to allow for consultations)
- **Admission to the room**: Limited in the **same manner as for the hearing**; will be monitored using the same **badge system**; the **candidates will not be admitted** to the room during the private sitting.
- **Doors** will remain **closed** during each ballot; **video or audio recording of proceedings will not be authorized**, nor will the posting of comments on social media.

The ballot form

- Candidates listed **alphabetically by family name**, with a box next to each name
- Voters **tick or cross one box only**, then fold and place the ballot in the ballot box
- Ballots with **more than one candidate selected or any other mark are void**
- To abstain, voters **leave the ballot blank** and place it in the ballot box
- For each subsequent ballot, a **new ballot paper** is prepared with the remaining candidates



CONSEIL D'ADMINISTRATION — 358e session — 16 novembre 2026 — Bulletin de vote nº 1

GOVERNING BODY — 358th Session — 16 November 2026 — Ballot paper No. 1

CONSEJO DE ADMINISTRACIÓN — 358.ª reunión — 16 de noviembre de 2026 — Papeleta núm. 1

SCRUTIN POUR LA NOMINATION DU DIRECTEUR GÉNÉRAL
BALLOT FOR THE APPOINTMENT OF THE DIRECTOR-GENERAL
VOTACIÓN PARA EL NOMBRAMIENTO DEL DIRECTOR GENERAL

Yolanda DÍAZ PÉREZ ☐

Javier GONZÁLEZ-OLAECHEA FRANCO ☐

Gilbert F. HOUNGBO ☐

SÉLECTIONNEZ UN SEUL CANDIDAT EN COCHANT LA CASE CORRESPONDANTE (ou laissez toutes les cases vides si vous ne souhaitez voter pour aucun candidat)

SELECT ONE CANDIDATE ONLY BY TICKING THE CORRESPONDING BOX (or leave all boxes empty if you do not want to vote for any candidate)

SELECCIONE UN SOLO CANDIDATO MARCANDO LA CASILLA CORRESPONDIENTE (o deje vacías todas las casillas si no desea votar por ningún candidato)

Ballot process

- Three voting booths in the room
- **Clerk will call the members of the GB** entitled to vote as follows:
  - **Governments** in **French alphabetical** order of the 28 Member States holding regular seats (except any State which may have lost the right to vote due to arrears in the payment of their contributions to the Organization)
  - **14 Employer** and **14 Worker regular members** (or their designated deputy members), **by their family name**
  - As they are called, GB voting members, upon presentation of their badge, will be issued with a ballot paper initialled by the Clerk
- Voters may not be accompanied to the voting booth

Next steps

- **Order of appearance of the candidates in the private hearings** to be drawn and communicated to all groups on **Friday, 23 October**, along with a summary of the procedure relating to the private hearings
- **Regional coordinators** to communicate, by **Friday, 6 November at 6:00 p.m.**, the names of the persons who will be asking questions to candidates from their groups during the private hearings
- The Government group should communicate to the Office, by **Friday, 13 November at 6:00 p.m.**, whether any deputy member country has been designated by a regular member country to vote in their stead
- **One scrutineer** should be appointed by the Government group and their name communicated by **Friday, 13 November at 6:00 p.m**
- The scrutineer will **count ballot papers** at the conclusion of each ballot, along with the Employer and Worker scrutineers, and with the assistance from the Clerk

Appointment of the Director-General of the ILO

April-November 2026

Overview
Candidates
Public interactive event with candidates
Applicable rules and arrangements

At its 356th Session (March-April 2026), the ILO Governing Body approved the following timetable for the appointment of the Director-General in view of the fact that the term of office of the current Director-General will come to an end on 30 September 2027:

- 15 April 2026: The Chairperson of the Governing Body calls for candidatures
- 31 August 2026: Deadline for the receipt of candidatures
- 23 September 2026: Public interactive event with all candidates

During its 358th Session, the Governing Body, in private sittings:

- on 9 November 2026, conducts candidates hearings;

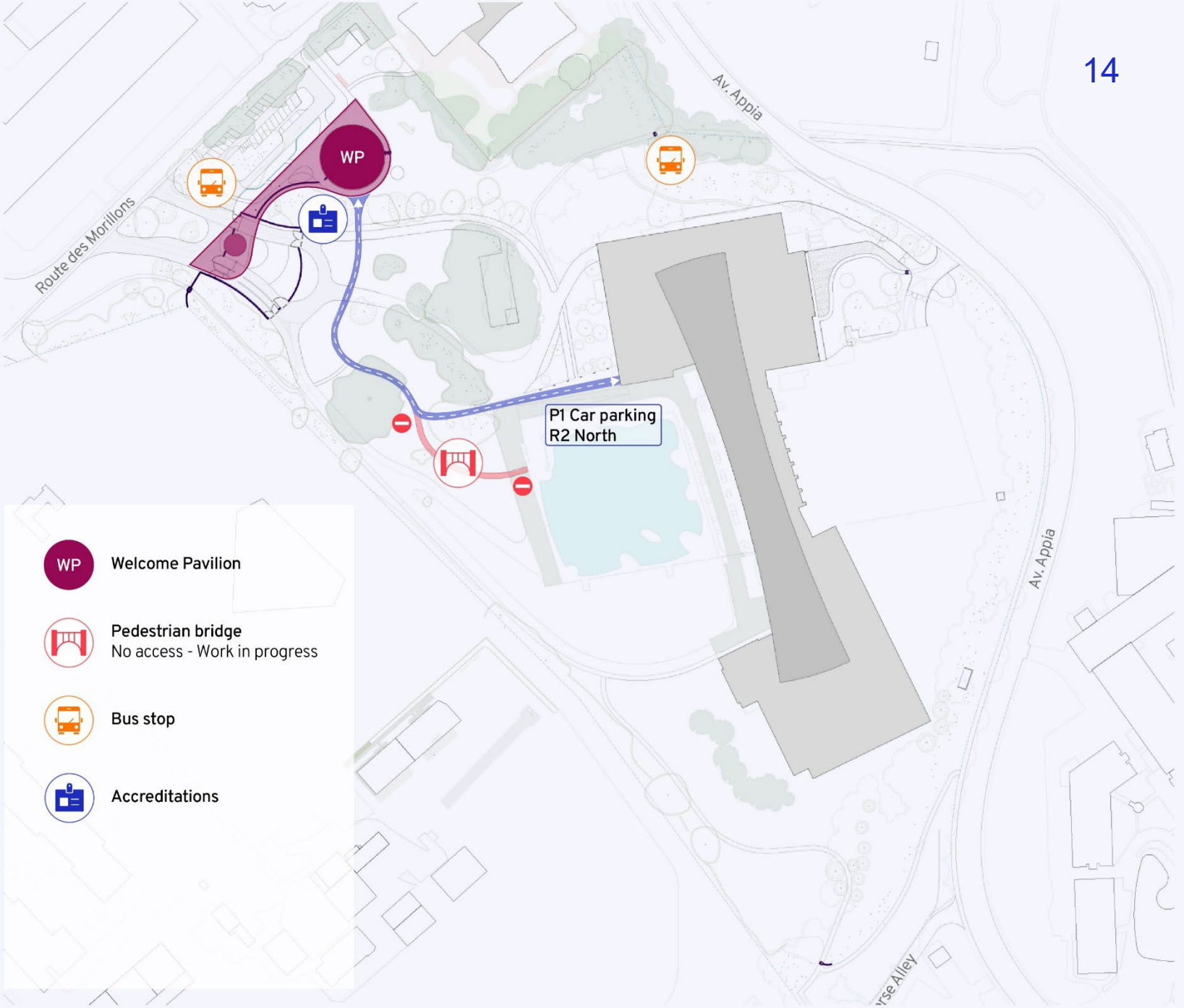
New security perimeter and access control system: Renewal of access badges

Following developments will take place **at the end of October**:

- The **ILO garden and entrance will be enclosed** by a new security perimeter with access control turnstiles
- The new **Welcome Pavilion** (i.e. the building in construction at the entrance gate) will become **operational**
- **Current access badges** will **need to be re-coded** and made compatible with the new system
- **As of 26 October**, access to the **secured ILO compound** will **be granted exclusively to holders of re-coded** access badges
- Accreditation Office, located in the new Welcome Pavilion (4, Route des Morillons):
  8:00 – 11:30 a.m. and from 1:30 – 4:00 p.m.
- Delegates arriving by car may park in the visitor parking (P5), located next to the Welcome Pavillon

International Labour Organization

Accreditations
Temporary access



Thank you for your attention!

Q&A

For questions thereafter, please contact:

RELOFF@ilo.org