



Governing Body

323rd Session, Geneva, 12–27 March 2015

GB.323/PFA/7/1

Programme, Financial and Administrative Section
Audit and Oversight Segment

PFA

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SEVENTH ITEM ON THE AGENDA

Independent Oversight Advisory Committee (IOAC) – Selection process

Purpose of the document

In this paper the Governing Body is invited to approve a temporary change in the selection process in order to reduce expenditure and introduce administrative efficiency.

Relevant strategic objective: Governance, support and management.

Policy implications: None.

Legal implications: None.

Financial implications: None.

Follow-up action required: Proposals for new IOAC members to be made at its 325th Session (November 2015).

Author unit: Office of the Treasurer and Financial Comptroller (TR/CF).

Related documents: GB.316/PFA/6/1.

1. At its 316th Session (November 2012), the Governing Body adopted revised terms of reference for the Independent Oversight Advisory Committee (IOAC).¹ These terms of reference provide for a rotation of the membership, with three of the five members being eligible for a second mandate and a need to appoint two replacement members for the period 2016–18.
2. The selection process foreseen in the terms of reference² and applied in 2012 involved an extended period of time and direct costs of some US\$140,000 for consultancy support and advertising. The process concluded with a short list of well-qualified candidates from which the current membership was selected.
3. Informal consultations have identified an interest in adopting a more streamlined process for the selection of the two new members and it is proposed that the Governing Body temporarily suspend paragraphs 19 and 20 of the terms of reference. The selection panel foreseen in paragraph 21 of the terms of reference would then be requested to review the shortlist of candidates established during the previous process. In all other aspects, the selection process would follow the terms of reference.
4. The Office would assist the selection panel by confirming the availability of those in the shortlist and requesting updated curriculum vitae as appropriate. Following its review, the selection panel would submit proposals to the Governing Body at its 325th Session (November 2015) for decision.
5. A full process of selection in accordance with the terms of reference will be conducted in 2018 to identify three further members for the period 2019–21.
6. The following three IOAC members remain available for a renewed term as foreseen in paragraph 24 of the IOAC terms of reference:
 - Mr Luis CHINCHILLA (Peru)
 - Ms Bushra MALIK (Pakistan)
 - Ms Jeya WILSON (South Africa)

Draft decision

7. *The Governing Body decides to suspend paragraphs 19 and 20 of the terms of reference of the Independent Oversight Advisory Committee (IOAC) and instructs the selection panel, provided for in paragraph 21 of the terms of reference, to review the shortlisted candidates from the 2012 selection process in order to propose two new members of the IOAC and a reserve list at the November 2015 session of the Governing Body, to serve for a three-year mandate starting on 1 January 2016.*

¹ GB.316/PFA/6/1.

² See appendix.

Appendix

Extract from document GB.316/PFA/6/1 Independent Oversight Advisory Committee (IOAC): Revised terms of reference

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Selection, appointment and term

18. Members of the Committee shall be appointed by the Governing Body following a triennial tripartite selection process as set out in the following paragraphs.
19. The Director-General shall:
 - (a) invite ILO Governing Body members and other member States to nominate individuals who are deemed to possess appropriate qualifications and experience as specified in this document; and
 - (b) place in reputable international magazines and/or newspapers, and on the Internet, a call for expressions of interest from suitably qualified and experienced individuals.

Member States nominating individuals under subparagraph 19(a) above and applicants responding to the expression of interest under subparagraph 19(b), shall be requested to provide the same information, including a detailed curriculum vitae in English, French or Spanish, and within the same time frame.
20. The Director-General shall, in consultation with the Officers of the Governing Body, engage an external consultant, specialized in the recruitment for senior positions, to screen all applications, interview candidates deemed suitable, and prepare a shortlist of the most suitable candidates (not exceeding 15) based on the criteria contained in paragraphs 10 and 12 above. In finalizing the shortlist, the consultant shall have regard to the diversity referred to in paragraph 9. The consultant shall also provide a report containing a brief assessment of the unsuccessful candidates. The consultant will be engaged following a competitive procurement process in accordance with the ILO's Financial Rules and related procedures, the results of which shall be reported to the Governing Body.
21. A selection panel (comprising a representative of the Government group chair, representatives of regional groups, the Employers' group and Workers' group) shall receive the consultant's report, review the shortlisted candidates, taking into account the criteria contained in this document, and propose a list of candidates, equal to the number of current vacancies on the IOAC, to the Officers of the Governing Body. The information to be provided to the Officers shall include each candidate's name, gender, nationality, qualifications and professional experience. The decisions of the selection panel will be made to the extent possible by consensus. If there is no consensus the issue will be referred to the Officers.
22. The Officers shall review the proposal and, if in agreement, refer it to the Governing Body for final consideration and approval.
23. The selection panel shall also create and retain a list of suitably qualified candidates for consideration by the Officers and the Governing Body, in order to propose alternative candidates should any candidate of the first list not be approved by the Officers or the Governing Body, or to fill a vacancy arising for any unforeseen reason (for example resignation or incapacity) during the term of the Committee.

24. Members of the IOAC are appointed to serve for a term of three years, renewable for a second and final term of three years, which need not be consecutive. To ensure continuity of membership for future mandates, two of its five members shall be appointed in November 2012, for a single non-renewable term of three years to be decided, if necessary, by the drawing of lots. Members of the inaugural Committee whose mandate ends in November 2012 may present their candidature for one further non-renewable term of three years.
25. The Chairperson shall be selected by the IOAC members from among their number and shall serve in this capacity for a maximum of one three-year term.
26. A member of the IOAC may resign his/her membership by giving notice in writing to the Chairperson of the Governing Body. A special temporary appointment for the remainder of the outgoing member's term shall be made in accordance with the provisions set out in paragraphs 23 and 27 to cater for such a vacancy.
27. A member appointed by the Governing Body during the term of the Committee shall serve the remainder of the term of the outgoing member and shall be eligible for reappointment to the IOAC for a second and final term.
28. An appointment to the IOAC may only be revoked by the Governing Body.

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