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| **Council 2021Virtual consultation of councillors, 8-18 June 2021** |  |
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| **Agenda item: PL 2.4** | **Revision 1 toDocument C21/4-E** |
| **22 April 2021** |
| **Original: English** |
| Report by the Secretary-General |
| Implementation of PP-18 recommendations on ITU electoral processes |

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| SummaryThe Plenipotentiary Conference in Dubai (PP-18) adopted two recommendations regarding ITU electoral processes. As a follow-up, the secretariat submitted document [C19/13](https://www.itu.int/md/S19-CL-C-0013/en) to Council 2019, inviting the Council to provide guidance to the Secretary-General on the way forward to implement the two recommendations. After discussion, the Council, in [C19/112](https://www.itu.int/md/S19-CL-C-0112/en), *“instructed the Secretary-General to take account of its discussions and prepare a report to Council-20 on the implementation of recommendations 6 and 7 made by Committee 5 at PP-18 and adopted by the conference”, “noted**with broad support**Document C19/67 on ethical aspects of campaign activities prior to ITU plenipotentiary conferences and endorsed the basic principles contained in the draft decision annexed to the document, the text of which should be finalized at Council-20, based on further contributions by Member States.”*This document was originally submitted to the 2020 session of the Council as document C20/4 but was not reviewed. It has been updated to take into account the shortened time-frame before PP-22. Action requiredThe Council is invited **to take note** of the document and consider the recommendation to **create** a dedicated group to examine ways to implement the PP-18 recommendations on electoral processes and to re-endorse for PP-22 the guidelines contained in [Annex 3](#Annex3) on “Ethical aspects of certain campaign activities”, **which are identical to those adopted by the 2018 Session of the Council**.\_\_\_\_\_\_\_\_\_\_\_\_References[*B/75/1*](https://www.itu.int/net4/proposals/PP14/Main/GetDocument?idProposal=14954&isSub=false&codeLang=E)*,* [*PP-14/DT/66*](https://www.itu.int/md/S14-PP-141020-TD-0066/en)*,* [*PP-14/161*](http://www.itu.int/md/S14-PP-C-0161/en)*,* [*PP-14/175 (Recommendation 8)*](http://www.itu.int/md/S14-PP-C-0175/en)*,* [*C15/4*](https://www.itu.int/md/S15-CL-C-0004/en)*,* [*C15/99*](https://www.itu.int/md/S15-CL-C-0099/en)*,* [*C16/4*](https://www.itu.int/md/S15-CL-C-0004/en)*,* [*C16/120*](https://www.itu.int/md/S16-CL-C-0120/en)*,* [*CL-16/48*](https://www.itu.int/md/S16-SG-CIR-0048/en)*;* [*CWG-FHR 7/10*](https://www.itu.int/md/S17-CLCWGFHRM7-C-0010/en)*,* [*CL17/7*](https://www.itu.int/md/S17-SG-CIR-0007/en)*,* [*C17/INF/6*](https://www.itu.int/md/S17-CL-INF-0006/en)*,* [*C17/4(Rev.1)*](https://www.itu.int/md/S17-CL-C-0004/en)*,* [*C17/76(Rev.1)*](https://www.itu.int/md/S17-CL-C-0076/en)*,* [*C17/78(Rev.2)*](https://www.itu.int/md/S17-CL-C-0078/en)*,* [*C17/96*](https://www.itu.int/md/S17-CL-C-0096/en)*,* [*C17/DL/8*](https://www.itu.int/md/S17-CL-170515-DL-0008/en)*,* [*C17/130*](https://www.itu.int/md/S17-CL-C-0130/en)*,* [*C18/5*](https://www.itu.int/md/S18-CL-C-0005/en)*,* [*C18/50*](https://www.itu.int/md/S18-CL-C-0050/en)*,* [*C18/109*](https://www.itu.int/md/S18-CL-C-0109/en)*,* [*PP-18/31*](https://www.itu.int/md/S18-PP-C-0031/en)*,* [*PP-18/31*](https://www.itu.int/md/S18-PP-C-0031/en)*,* [*IAP/63A1/7*](https://www.itu.int/net4/proposals/PP18/Detail/Index?idProposal=48659)*,* [*IAP/63A1/23*](https://www.itu.int/net4/proposals/PP18/Detail/Index?idProposal=48675)*,* [*ARG/CAN/CTR/DOM/PRG/S/68R1/1*](https://www.itu.int/net4/proposals/PP18/Detail/Index?idProposal=48944)*,* [*AFCP/55A5/1*](https://www.itu.int/net4/proposals/PP18/Detail/Index?idProposal=48559)*,* [*ARB/72A1/38*](https://www.itu.int/net4/proposals/PP18/Detail/Index?idProposal=48905)*,* [*DT/18(Rev.1)*](https://www.itu.int/md/S18-PP-181029-TD-0018/en)*,* [*PP-18/155*](https://www.itu.int/md/S18-PP-C-0155/en)*,* [*PP-18/173*](https://www.itu.int/md/S18-PP-C-0173/en)*,* [*C19/13*](https://www.itu.int/md/S19-CL-C-0013/en)*,* [*C19/112*](https://www.itu.int/md/S19-CL-C-0112/en)*,* [*C20/4*](https://www.itu.int/md/S20-CL-C-0004/en)*.* |

1. ITU’s election procedures are governed by the rules laid out in Chapter III of the General Rules of Conferences, Assemblies and Meetings of the Union, and rules governing internal candidates may be found in Regulation 12.2 of the Staff Rules and Regulations and in Regulation XI.2 of the Staff Regulations and Staff Rules for Elected Officials (in Annexes).

2. At PP-14, a draft new resolution ([B/75/1](https://www.itu.int/net4/proposals/PP14/Main/GetDocument?idProposal=14954&isSub=false&codeLang=E)) on “Procedures for the election of Secretary-General, Deputy Secretary-General and Directors of the Bureaux” was submitted to Committee 5 for its consideration. During the ensuing discussions, [PP-14/DT/66](https://www.itu.int/md/S14-PP-141020-TD-0066/en) was created but not adopted. Instead, Committee 5 issued the following recommendation in document [PP-14/161](http://www.itu.int/md/S14-PP-C-0161/en), which was approved by the Plenary ([PP-14/175)](http://www.itu.int/md/S14-PP-C-0175/en):

“Recommendation 8: It is desirable to improve the electoral process of the elected officials in the Union. In this regard, Council should study the issue and recommend to Member States options for implementing new procedures to improve the electoral process of Secretary-General, Deputy Secretary-General and Directors of the Bureaux. Due consideration should be given to several options such as presentations, interactive sessions, live sessions, interviews, submission of questions, through webcasting and remote participation, as well as further enhancing the election portal in the ITU website. Council is invited to initiate these studies in its 2015 session in order to implement these possible improvements.”

3. After PP-14, a report was submitted to C15 ([C15/4](https://www.itu.int/md/S15-CL-C-0004/en)) and, upon request of Member States, the secretariat prepared and submitted to C16 ([C16/4](https://www.itu.int/md/S16-CL-C-0004/en)) a report on possible improvements to the roll-out of the PP. This document focused on five areas of improvement, including improving electoral processes. The secretariat consulted also with other UN organizations such as ILO, WHO, WIPO, UNIDO, UNGA, etc. to learn from their experiences and their practice of candidate’s hearing. It was noted that in most other agencies, the hearing organized by the executive board/council is part of the formal election/nomination/selection process, as agreed by their respective general conference. However, in ITU this type of hearing is not provided for in the General Rules, which govern the election process. After discussion, C16 then instructed the Secretary-General to continue consultations, and in [CL-16/48](https://www.itu.int/md/S16-SG-CIR-0048/en), Member States were invited to submit their proposals as well. Document [CWG-FHR 7/10](https://www.itu.int/md/S17-CLCWGFHRM7-C-0010/en) was presented to CWG-FHR in January-February 2017. Following this meeting, an extension was given for this consultation via [CL-17/7](https://www.itu.int/md/S17-SG-CIR-0007/en). The compilation of the results of these consultations and the resulting recommendations were submitted to C17 in documents [C17/INF/6](https://www.itu.int/md/S17-CL-INF-0006/en), [C17/70](https://www.itu.int/md/S17-CL-C-0070/en), and [C17/4(Rev.1)](https://www.itu.int/md/S17-CL-C-0004/en). Member States also contributed the following proposals: [C17/76(Rev.1)](https://www.itu.int/md/S17-CL-C-0076/en), [C17/78(Rev.2)](https://www.itu.int/md/S17-CL-C-0078/en), and [C17/96](https://www.itu.int/md/S17-CL-C-0096/en). Discussions during C17 led to the approval by the Plenary ([C17/130](https://www.itu.int/md/S17-CL-C-0130/en)) of the proposals contained in [C17/DL/8](https://www.itu.int/md/S17-CL-170515-DL-0008/en). A final document ([C18/5](https://www.itu.int/md/S18-CL-C-0005/en)) on candidates’ hearing and ethics guidelines was submitted to C18, and the ethics guidelines for internal candidates were published [here](http://plenipotentiary.itu.int/web/pp-18/uploads/pp-18-ethicalguidelines.pdf) on the PP website. The summary of the discussion of this document is contained in [C18/109](https://www.itu.int/md/S18-CL-C-0109/en); C18 agreed to forward the document to PP-18 ([PP-18/31](https://www.itu.int/md/S18-PP-C-0031/en)).

4. At PP-18, the following contributions were received on procedures for hearings/elections: [IAP/63A1/7](https://www.itu.int/net4/proposals/PP18/Detail/Index?idProposal=48659), [IAP/63A1/23](https://www.itu.int/net4/proposals/PP18/Detail/Index?idProposal=48675), [ARG/CAN/CTR/DOM/PRG/S/68R1/1](https://www.itu.int/net4/proposals/PP18/Detail/Index?idProposal=48944), [AFCP/55A5/1](https://www.itu.int/net4/proposals/PP18/Detail/Index?idProposal=48559), and [ARB/72A1/38](https://www.itu.int/net4/proposals/PP18/Detail/Index?idProposal=48905). These proposals were compiled into document [DT/18(Rev.1)](https://www.itu.int/md/S18-PP-181029-TD-0018/en), and examined by Committee 5 with [PP-18/31](https://www.itu.int/md/S18-PP-C-0031/en). The following two recommendations regarding ITU electoral processes were made by Committee 5 ([PP-18/155](https://www.itu.int/md/S18-PP-C-0155/en)) and adopted by the Plenary ([PP-18/173](https://www.itu.int/md/S18-PP-C-0173/en)):

 “Recommendation 6: Committee 5 recommends that the Plenary instructs the Council to:

1. conduct a comprehensive study on possible improvements of the ITU electoral process as a whole, in particular on the need for a **revision of the General Rules** **related to election procedures**, including **studies for holding hearings**. It should be done taking into account the relevant documents of Council and PP-14 (for example Recommendation 8 of Committee 5 approved by the Plenary) and to take timely decisions, as appropriate;

2. **amend, if necessary, the ITU Staff Regulations and Rules for appointed Staff members and the Staff Rules and Regulations for Elected Officials,** to consider eliminating the need for appointed ITU staff to enter into special leave without pay when standing for election to an elected official post;

3. continue improving the **PP elections online portal** to allow for more interaction with, and more information about, the candidates;

4. continue using ITU News magazine as a platform to present candidate’s positions/vision;

5. **adopt standard guidelines on ethical aspects of campaign activities for future elections**, based on the provisions of “Ethical aspects of certain campaign activities prior to the 2018 Plenipotentiary Conference”, as adopted by the 2018 Session of the Council, with possible improvements, as appropriate.”

and

“Recommendation 7: Committee 5 recommends that the Plenary adopt the following text:

This Plenipotentiary Conference (PP) acknowledges the need to foster the participation of women in all ITU decision-making processes as a way to promote more women to become candidates for the elected positions of the Union in accordance with No. 154 of the ITU Constitution.

Accordingly, PP instructs the Council to:

1 **study mechanisms towards having more women in leadership and management positions, especially in relation to the electoral process;**

2 conduct the work necessary for amending the specific rules of procedure for the election of the Secretary-General, the Deputy Secretary-General and the Directors of the Bureaux for the implementation of this recommendation and to present a report to the 2022 Plenipotentiary Conference,

PP invites Member States to:

1 encourage the participation of women in all ITU activities, and especially in the decision-making processes;

2 promote and present women candidates for the posts of Secretary-General, Deputy Secretary-General, Directors of the Bureaux, and members of the Radio Regulations Board.”

5. As a follow-up, the secretariat submitted document [C19/13](https://www.itu.int/md/S19-CL-C-0013/en) to Council 2019, inviting the Council to provide guidance to the Secretary-General on the way forward to implement the two recommendations. Document [C19/67](https://www.itu.int/md/S19-CL-C-0067/en) was also submitted by three Member States, inviting the Council to adopt proposed ethical guidelines on campaign activities.

6. The Council, in [C19/112](https://www.itu.int/md/S19-CL-C-0112/en), *“instructed the Secretary-General to take account of its discussions and prepare a report to Council-20 on the implementation of recommendations 6 and 7 made by Committee 5 at PP-18 and adopted by the conference”, “noted**with broad support**Document C19/67 on ethical aspects of campaign activities prior to ITU plenipotentiary conferences and endorsed the basic principles contained in the draft decision annexed to the document, the text of which should be finalized at Council-20, based on further contributions by Member States.”*

7. During these discussions over the years, Member States have raised a number of issues, including, but not limited to: status of internal candidates and special leaves of internal candidates; date of deadline for candidatures; ethical guidelines for campaigning activities; candidates’ hearings, date of elections; ways to promote more women becoming candidates; methods of campaigning, including gifts and social events; issues related to mandates for elected officials; elements to be included in the submission of a candidature; web platform to interact with candidates; etc.

Recommendation

As the topic of revision of electoral processes has been raised continuously for a number of years in both Council and Plenipotentiary meetings with no agreement achieved in either venue, it is suggested to address these issues in a more structured and holistic manner, driven by Member States. Therefore, in order that measures be taken before PP-22, the Council is invited to create a dedicated group to examine these issues, formulate ways to implement the above-mentioned PP-18 recommendations, and report back to the Council with concrete proposals for approval.

However, as this document was not reviewed at C20 as was originally foreseen and given the short delay before the opening of candidatures for PP-22 (in September 2021), and as the Ethical guidelines cannot be dissociated from the overall electoral process, it is proposed that the guidelines on “Ethical aspects of certain campaign activities”, as adopted by the 2018 Session of the Council (in [annex 3](#Annex3)) be renewed to apply to the next electoral campaign in view of the elections at PP-22

*Annexes:* ***3***

Annex 1

**STAFF REGULATIONS AND STAFF RULES**

**Regulation 12.2 Appointed staff of the Union standing for election or elected to an elected official post**

1. a) An appointed staff member of the Union standing for election to one of the elected official posts referred to, respectively, in Article 9 of the Constitution and Article 2 of the Convention of the Union (Geneva, 1992) shall automatically be placed on special leave without pay by the Secretary-General, in accordance with Regulation 5.2 of the Staff Regulations and Staff Rules for appointed staff, with effect from the day following the date of submission of his candidature to the Secretary-General.

b) i) If the appointed staff member is not elected, the period of his special leave without pay shall come to an end not later than five working days following the date on which the Plenipotentiary Conference completed the election for the elected official post in question, in order to enable him to resume his duties at Union headquarters upon expiry of his special leave.

ii) If he is elected, the period of his special leave without pay shall end on the day following his election, so as to enable him to participate in the work of the Conference as a member of its secretariat.

c) Apart from those expenses incurred under the circumstances referred to in b) ii) above, which shall be borne by the Union, no other expenses incurred by an appointed staff member in connection with his candidature for an elected official post shall be borne by the Union.

2. a) An appointed staff member who has been elected to a post of elected official of the Union by a Plenipotentiary Conference must resign from his post as appointed staff member. This resignation shall take effect not later than the day preceding the date of entry on duty as an elected official, as determined by the Plenipotentiary Conference.

b) Although three (3) months' notice of resignation is normally required for staff appointed on a continuing basis, and thirty (30) or sixty (60) days' notice, as appropriate, for staff appointed on a fixed-term basis, the Secretary-General shall be bound to accept a shorter period of notice from an elected official to take account of the date of entry on duty set by the Plenipotentiary Conference for the elected official post (see a) above).

c) The resignation of an appointed staff member following his election to an elected official post shall be subject to the relevant provisions of the Staff Regulations and Staff Rules for appointed staff, with due regard, where applicable, to the conditions of service set forth in his letter of appointment.

3. As regards the contractual status of an elected official, periods of service as an appointed staff member and periods of service as an elected official shall be taken into account in calculating length of service for the purposes of sick leave, annual leave, home leave, maternity leave, compensation for death, termination indemnity and repatriation grant. Length of service shall be understood to be the total period during which such an official has been in continuous and full-time service with the Union. Any periods of prior service for which indemnities due at the time of a separation from service have already been paid shall not be taken into account in the above-mentioned calculations.

Annex 2

**STAFF REGULATIONS AND STAFF RULES FOR ELECTED OFFICIALS**

**Regulation XI.2 Appointed staff of the Union standing for election or elected to an elected official post**

1a) An appointed staff member of the Union standing for election to one of the elected official posts referred to, respectively, in Article 9 of the Constitution and Article 2 of the Convention of the Union (Geneva, 1992) shall automatically be placed on special leave without pay by the Secretary-General, in accordance with Regulation 5.2 of the Staff Regulations and Staff Rules for appointed staff, with effect from the day following the date of submission of his candidature to the Secretary-General.

b) i) If the appointed staff member is not elected, the period of his special leave without pay shall come to an end not later than five working days following the date on which the Plenipotentiary Conference completed the election for the elected official post in question, in order to enable him to resume his duties at Union headquarters upon expiry of his special leave.

ii) If he is elected, the period of his special leave without pay shall end on the day following his election, so as to enable him to participate in the work of the Conference as a member of its secretariat.

c) Apart from those expenses incurred under the circumstances referred to in b) ii) above, which shall be borne by the Union, no other expenses incurred by an appointed staff member in connection with his candidature for an elected official post shall be borne by the Union.

2 a) An appointed staff member who has been elected to a post of elected official of the Union by a Plenipotentiary Conference must resign from his post as appointed staff member. This resignation shall take effect not later than the day preceding the date of entry on duty as an elected official, as determined by the Plenipotentiary Conference.

b) Although three months’ notice of resignation is normally required for staff appointed on a permanent basis, and thirty days for staff appointed on a temporary basis, the Secretary-General shall be bound to accept a shorter period of notice from an elected official to take account to the date of entry on duty set by the Plenipotentiary Conference for the elected official post (see a) above).

c) The resignation of an appointed staff member following his election to an elected official post shall be subject to the relevant provisions of the Staff Regulations and Staff Rules for appointed staff, with due regard, where applicable, to the conditions of service set forth in his letter of appointment.

3 As regards the contractual status of an elected official, periods of service as an appointed staff member and periods of service as an elected official shall be taken into account in calculating length of service for the purposes of sick leave, annual leave, home leave, maternity leave, compensation for death, termination indemnity and repatriation grant. Length of service shall be understood to be the total period during which such an official has been in continuous and full-time service with the Union. Any periods of prior service for which indemnities due at the time of a separation from service have already been paid shall not be taken into account in the above-mentioned calculations.

ANNEX 3

**Guidelines on “Ethical aspects of certain campaign activities” [[1]](#footnote-1)
prior to the Plenipotentiary Conference**

 The guidance provided in the document is based on the current framework and practice. [[2]](#footnote-2) It is relevant primarily to candidates with a current role in the Union—this includes appointed staff members as well as Elected Officials.

 In addition to basic principles such as fairness, equity, transparency, good faith, dignity and mutual respect, individuals who must balance an existing role in the Union with a candidature should be particularly mindful of general principles in the following three key areas, described further below: (A) Use of Union resources; (B) Campaign activities around Union events; and (C) Engagement with Member State representatives.

1. Use of Union Resources

**General Principle:**

* **The resources of the Union may only be used for the purpose of delivering the organization’s mandate and advancing its best interests**.

Application: Candidates should be mindful not to use any Union resources or their current position—including personnel support, official travel and expense reimbursement, or any office resources—for the purpose of advancing their candidature. Doing so may provide those with access to such resources an undue advantage and allow them to improperly draw a personal benefit from resources that are intended for official use only.

*For example*:

* Official travel for a mission or event should not be undertaken or authorized if the traveler would not typically attend such event in the normal course of their official duties for ITU. Conversely, if a staff member in active service would typically attend an event in the course of their official duties, their candidature should not preclude attendance. For further guidance on conduct while at an official event or during a mission, see below.
* There should be no use of any Union symbols (i.e., the ITU flag and/or emblem or the logos for specific conferences arranged by ITU) in any materials to promote a candidacy. This may improperly create the appearance of an official endorsement of a candidate. The ETO is available to review draft materials and advise on any specific cases.
* ITU Computers, printers, communications channels—including, ITU social media accounts—and ITU letterhead should not be used for any campaign activities. A private email account (not on the ITU corporate system) should be used for correspondence relating to campaign activities. To the extent an individual is contacted on their ITU corporate account regarding their candidature, the correspondence should be forwarded to the private account and further correspondence should occur through that channel.
* Candidates should not seek the support of ITU staff responsible for communications activities of the Union (or any other ITU staff) to prepare any promotional materials for their candidature. This includes requests for advice, pictures, assistance or feedback with any promotional materials.
1. Campaign Activities Around Union Events

**General Principle:**

* **Campaign-related activities should not interfere with the conduct of Union affairs at official events.**

Application: Union events—and the informal and social occasions that surround these events—are an opportunity to engage with Member State representatives. Some candidates may be in attendance at such events due to their official responsibilities with ITU. Others may be in attendance as they currently serve on the delegation of a Member State. Still others may not have an official reason to attend the event, but wish to use the opportunity of stakeholders being convened in a single location.

 The basic principles of fairness and equity suggest that candidates should have an equal opportunity to engage with Member State representatives when they are convening for such events. At the same time, it should be noted that the purpose of these events is to advance the Union’s work in a specific area, not to serve as a forum for campaigning. Thus, individuals should refrain from engaging with Member State representatives to promote their candidature during the course of a Union event. Informal or social occasions surrounding these events—not in the event space itself—may be used by candidates for campaign activities. Overall, candidates should refrain from behavior that would suggest that the fullest care for Union affairs is being displaced by attention to campaign-related activities.

*For example*:

* *Actively* engaging Member State representatives to discuss a candidature during the course of official proceedings may detract from the ability to conclude official matters during that event. Thus, it would be best to avoid actively engaging Member State representatives on election issues during a Union event. Candidates who are approached during a Union event to discuss their candidacy should consider inviting the relevant party to discuss further outside of the official meetings. Preferably, this would be at a meeting scheduled after proceedings for the day have concluded rather than during a coffee or lunch break (which are frequently otherwise used to continue discussions on official matters).
* During ITU events, candidates are discouraged from using the event space for any campaign activities. This includes refraining from delivering any candidate campaign statements during event break sessions sponsored by the Member States advancing their candidacy. As noted above, candidates may engage in campaign activities at informal or social occasions (such as receptions hosted by Member States) outside of the ITU event space itself.
* Individuals travelling to the site of an event to promote their candidature—who would not otherwise attend the event in the normal course of their official duties—should do so while on leave from the Union. Furthermore, as noted above, costs for attendance at an event for such individuals should not be borne by the Union. Individuals are strongly encouraged to contact the ETO to inform of planned presence at an ITU event in a private capacity such that specific aspects of the relevant campaign activities can be discussed.
1. Engagement with Member States

**General Principle:**

* **The fundamental values of independence, loyalty to the Union and impartiality should be respected even while coordinating a candidature with a Member State.**

Application: A candidature will inevitably involve some level of coordination with a Member State. This type of engagement with a Member State should not jeopardize the independence and impartiality of the individual as an international civil servants and loyalty to the Union. Respect for these principles requires scrupulous attention to the possible perception that behavior taken in an official capacity will be viewed as reflecting the interests of a particular Member State and/or primarily intended to advance a candidature rather than serve the interests of the Union. There should be no suggestion that official acts on behalf of the Union—whether current or future—are, or will be, unduly influenced in exchange for support with a candidature.

*For example:*

* The coordination of a candidature should not involve sharing information with the Member State promoting the candidature that is not otherwise available to all Member States or not appropriate for public disclosure. This includes information related to the workplace performance of other candidates.
* Events organized by Member States to promote the candidature of an individual may involve a public speech by the candidate to outline their vision for the Union. There may also be written materials that are prepared in this regard. Those already serving the Union should endeavor to express their strictly personal views as candidate without calling into question their independence from Member States, impartiality, and loyalty to the Union. A message that would reasonably appear to be focused on criticizing the Union and/or any other candidates rather than presenting a positive vision would be inconsistent with the basic principles of good-faith, dignity, and mutual respect and may be contrary to the obligations of international civil servants to remain loyal to the Union and refrain from publicly airing grievances. In light also of provisions in the legal framework regulating outside activities (including statements to the press and submission of materials for publication which relate to the purpose, activities or interests of the Union), the ETO is available, on a confidential basis, to review in advance and advise on any public remarks or publication materials.

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1. The text of these guidelines is identical to the text of the guidelines adopted by the 2018 session of the Council and published on the PP website. [↑](#footnote-ref-1)
2. In principle, ETO considers that campaign activities of candidates should be limited until the steps to formalize a candidature have taken place. [↑](#footnote-ref-2)