

IFAD

Corporate Induction &
Senior Management
Meet-and-Greet

Impact For Agricultural Development

Corporate Services Department
Tuesday, 11 February 2025

 **IFAD**
Investing in rural people



Who we are: Key workforce statistics

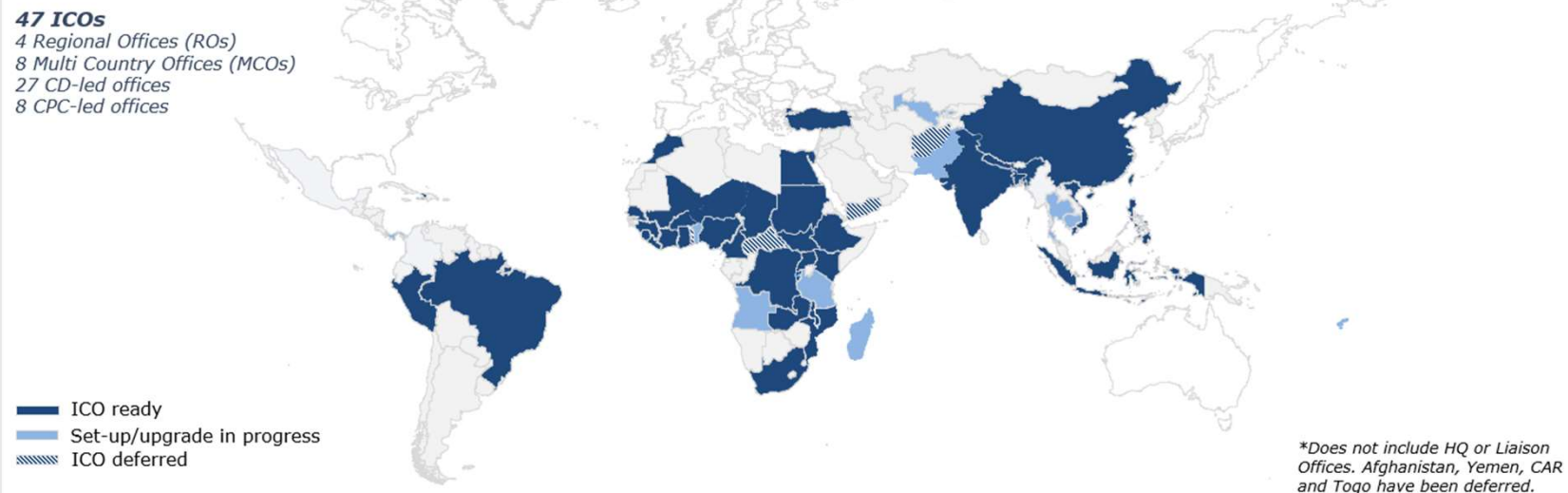
IFAD's workforce is diverse and mission-driven (as at 31 December 2024):

- **Total staff positions:** 857 regular fixed-term staff and 37 staff on supplementary funded-positions
- **Regular staff positions in field offices:** 415 staff (48%), a significant increase from 17% in 2017
- **Diverse body:** 180 member states and international professional staff representing 95 nationalities
- **Global focus and commitment to inclusivity:** List C nationalities make up 52%, List A account for 45.3%, and list B for 2.3%
- **Gender and inclusivity:** overall 56.7% women and 43.3% men, strong commitment to gender parity and inclusive hiring.
- **Female representation (P-5 and above)** grew from 30.6% in 2019 to 48.3% in 2024, nearing gender parity (target: 50% by 2030).

Where we are: Global offices footprint

Local presence, global impact:

- HQ in Rome
- 47 offices globally
- 4 Regional Offices (Abidjan, Bangkok, Nairobi, and Panama City)



LAC (4 ICOs)			WCA (14-16 ICOs)			ESA (13 ICOs)			APR (11-12 ICOs)			NEN (5-6 ICOs)		
Brazil	CD-led	●	Benin	CD-led (N)	●	Angola	CD-led (U)	●	Afghanistan	TBC CD-led (N)	▨	Egypt	MCO	●
Haiti	CPC-led	●	B. Faso	CD-led (U)	●	Burundi	CPC-led	●	Bangladesh	CD-led	●	Morocco	CPC-led	●
Panama	RO (U)	●	Cameroon	MCO	●	Ethiopia	MCO	●	Cambodia	CD-led (U)	●	Sudan	CD-led	●
Peru	MCO	●	CAR	TBC CPC-led (N)	▨	Kenya	RO (U)	●	China	CD-led and SSTC	●	Turkey	MCO	●
			Chad	CPC-led (N)	●	Madagascar	CD-led (U)	●	Fiji	CD-led (U)	●	Uzbekistan	CD-led (N)	●
			DRC	CD-led	●	Malawi	CD-led (N)	●	India	MCO	●	Yemen	TBC CPC-led (N)	▨
			C. D'Ivoire	RO (U)	●	Mozambique	CD-led (U)	●	Indonesia	CD-led	●			
			Ghana	CD-led	●	Rwanda	CD-led (U)	●	Nepal	CD-led (U)	●			
			Guinea	CPC-led	●	South Africa	MCO	●	Pakistan	CD-led (U)	●			
			Liberia	CD-led (N)	●	South Sudan	CPC-led (N)	●	Philippines	CD-led	●			
			Mali	CD-led (U)	●	Tanzania	CD-led (U)	●	Thailand	RO (N)	●			
			Niger	CD-led (U)	●	Uganda	CD-led (U)	●	Vietnam	CD-led	●			
			Nigeria	CD-led	●	Zambia	CPC-led	●						
			Senegal	MCO	●									
			S. Leone	CPC-led	●									
			Togo	TBC CPC-led (N)	▨									

Upgrade (U)
 New (N)

What we do: Fostering a positive workplace culture



DIVERSITY, EQUITY AND INCLUSION COMPACT

As IFAD Senior Management, we are inspired by IFAD's compelling mission of investing in the rural poor around the world. We are committed to continue investing in a workplace culture where everyone feels proud of IFAD's noble work, and where we demonstrate our core values of **Focus on Results, Respect, Professionalism and Integrity**.

Leading by example, we as IFAD Senior Management seek to demonstrate in our daily interactions the collective responsibility of all staff to:

- foster and maintain a positive work environment, working together as One IFAD for a results-oriented culture delivered in line with our **IFAD core values**.
- support and encourage **diversity** with IFAD colleagues and stakeholders from varied backgrounds, groups, abilities and experiences.
- promote **equity** seeking to support the full participation of our broad workforce and the unique nature of each person.
- foster **inclusion**, with an increased sense of belonging among our workforce, including by supporting awareness-raising discussions and activities around our diversity, equity and inclusion (DEI) strategy.

By signing this document, we honour these commitments to perform IFAD's critical work supporting rural people each day in a way aligned with IFAD's core values and our collective DEI aspirations.

Signed on 21 May 2024

- **Leadership modelling** and accountability frameworks
- **Annual pulse check & biennial GSS** to assess staff engagement
- **Policies & practices** addressing work-life balance, equity and inclusion
- **Staff wellbeing & career development** initiatives
- **Staff recognition** & rewards
- **Capacity development** for leadership & behaviour change



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Thank You