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IFAD Strategy on Diversity, Equity and Inclusion: Annual Report

Addendum

Executive Board — 135th Session
Rome, 25–27 April 2022

For: Review

IFAD Strategy on Diversity, Equity and Inclusion: Annual Report

Addendum

1. The attention of the Executive Board is drawn to the following addendum to the IFAD Strategy on Diversity, Equity and Inclusion: Annual Report (EB 2022/135/R.21).
2. This document provides additional details on IFAD's response to Member States, specifically with respect to paragraphs 12 and 18 and appendix I of the annual report. To this end, it offers supplementary narrative and disaggregated data on specific non-staff categories, notably interns, junior professional officers (JPOs) and staff on loan, by gender and nationality. The information provided in the tables is valid as of 31 March 2022, unless otherwise specified.

I. Breakdown by nationality of IFAD interns, JPOs and staff on loan

Interns

3. IFAD's internship programme offers a unique learning experience to recent graduates or students specializing in areas relevant to IFAD's mission, and who can provide IFAD with particular assistance in various professional fields.
4. As of 31 March 2022, there were 67 interns in IFAD, the majority of whom (64.2 per cent) were nationals of List A countries. More than one in three interns (35.8 per cent) were from List B and C countries (1.5 per cent and 34.3 per cent, respectively). Most interns are nationals of China, Italy and the United States. Tables 1 and 2 provide a breakdown by List, location and nationality.
5. In general, IFAD's internships are not managed through bilateral agreements with Member States or universities. However, in the last five years, IFAD has signed three bilateral agreements: one with the Korean Overseas Agricultural Sector Intern Scholarship Programme, signed in 2017, and two, signed in 2019 and 2020, with the China Scholarship Council and Tsinghua University. In general, bilateral agreements do not foresee a limit to the number of interns at IFAD at any given time, although the agreement with the China Scholarship Council foresees up to 20 young graduates each year. At the time of writing, 14 Chinese interns and 13 interns from the Republic of Korea have been engaged through these agreements.
6. Over the past five years, 783 interns have worked at IFAD. Table 3 provides a breakdown by nationality.

Junior professional officers

7. Staff included in this category are junior professionals recruited under bilateral agreements between IFAD and Member States. They are usually nationals of a donor country but may also be nationals of developing countries sponsored by donors.
8. As of 31 March 2022, there were 23 JPOs working at IFAD, of whom 21 were nationals of List A countries (91.3 per cent), and the remainder from List C countries sponsored by France and the Netherlands. Table 1 provides a breakdown by List and location.
9. IFAD has JPO agreements with Belgium, China, Denmark, Finland, France, Germany, Italy, Japan, Republic of Korea, the Netherlands, Norway, Sweden, Switzerland and the United States. These agreements do not specify a maximum number of JPOs that can be funded at any given time.

10. Tables 1 and 2 below present a breakdown by nationality of IFAD JPOs as of 31 March 2022. Since then, two JPOs from China have been appointed (in April 2022) and 10 more JPOs are expected to join by the end of 2022 (three from the Netherlands, two from Germany, and one from France, Italy, Japan, Norway and Switzerland, respectively).
11. Over the past five years, 51 JPOs have been employed at IFAD. Table 4 provides a breakdown by nationality.
- Staff on loan**
12. Staff included in this category are individuals working for IFAD under specific partnership or other agreements, fully or partially sponsored by governments or government institutions.
13. IFAD has special programme officer (SPO) agreements in place with Japan, the Republic of Korea and Sweden. In addition, it has agreements with the Ministry of Finance of China, the Kuwait Fund for Arab Economic Development and the Agence Française de Développement.
14. As of 31 March 2022, there were five staff on loan at IFAD. Three were nationals of List A countries, one from List B and one from sub-List C2. All staff on loan are based at headquarters. One Japanese SPO is expected to join IFAD in the second half of 2022. Tables 1 and 2 provide a breakdown of staff on loan by List, location and nationality.
15. Over the past five years, 12 staff on loan have been employed at IFAD. Table 4 provides a breakdown by nationality since 1 April 2017.

II. Breakdown by List, location and nationality

Table 1

Number and percentage of interns, JPOs and staff on loan at IFAD by List and location (as of 31 March 2022)

	IFAD overall (HQ and field)												
	IFAD	List A		List B		List C		Sub-List C1		Sub-List C2		Sub-List C3	
	#	#	%	#	%	#	%	#	%	#	%	#	%
Interns	67	43	64.2	1	1.5	23	34.3	11	16.4	10	14.9	2	3.0
JPOs	23	21	91.3	0	0.0	2	8.6	1	4.3	1	4.3	0	0.0
Staff on loan	5	3	60.0	1	20.0	1	20.0	0	0.0	1	20.0	0	0.0
	HQ												
	HQ	List A		List B		List C		Sub-List C1		Sub-List C2		Sub-List C3	
	#	#	%	#	%	#	%	#	%	#	%	#	%
Interns	64	43	67.2	1	1.6	20	31.3	11	17.2	7	10.9	2	3.1
JPOs	9	8	88.9	0	0.0	1	11.1	0.0	0.0	1	11.1	0	0.0
Staff on loan	5	3	60.0	1	20.0	1	20.0	0.0	0.0	1	20.0	0	0.0
	Field												
	Field	List A		List B		List C		Sub-List C1		Sub-List C2		Sub-List C3	
	#	#	%	#	%	#	%	#	%	#	%	#	%
Interns	3	0	0.0	0	0.0	3	100.0	0	0.0	3	100.0	0	0.0
JPOs	14	13	92.9	0	0.0	1	7.1	1	7.1	0	0.0	0	0.0
Staff on loan	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Table 2
Number of interns, JPOs and staff on loan at IFAD by nationality (as of 31 March 2022)

Interns			JPOs			Staff on Loan		
Nationality	#	%	Nationality	#	%	Nationality	#	%
Italy	29	43.3	Germany	4	17.4	France	2	40.0
China	5	7.5	Italy	3	13.0	Korea, Republic of	1	20.0
United States	4	6.0	Japan	3	13.0	Kuwait	1	20.0
Canada	3	4.5	Sweden	3	13.0	Sweden	1	20.0
France	3	4.5	Switzerland	3	13.0	Total	5	100.0
India	3	4.5	France	2	8.7			
Ghana	2	3.0	Netherlands	2	8.7			
Tunisia	2	3.0	Bangladesh	1	4.3			
United Kingdom	2	3.0	Benin	1	4.3			
Argentina	1	1.5	Finland	1	4.3			
Belgium	1	1.5	Total	23	100.0			
Brazil	1	1.5						
Ethiopia	1	1.5						
Gambia	1	1.5						
Germany	1	1.5						
Kenya	1	1.5						
Korea, Republic of	1	1.5						
Niger	1	1.5						
Saudi Arabia	1	1.5						
Sudan	1	1.5						
Turkey	1	1.5						
Uganda	1	1.5						
Zimbabwe	1	1.5						
Total	67	100.0						

Table 3
Number of interns at IFAD by nationality (cumulative from 1 April 2017 to 31 March 2022)

Interns					
Nationality	#	Nationality	#	Nationality	#
Italy	291	Morocco	4	Congo, The Democratic Republic	1
United States	74	Turkey	4	Cyprus	1
China	38	Austria	3	Denmark	1
Korea, Republic of	29	Cameroon	3	Egypt	1
France	24	Ireland	3	El Salvador	1
Kenya	22	Jordan	3	Finland	1
United Kingdom	19	Kuwait	3	Gabon	1
India	16	Netherlands	3	Gambia	1
Ghana	15	Pakistan	3	Georgia	1
Brazil	11	Philippines	3	Guatemala	1
Canada	11	Romania	3	Guinea	1
Spain	11	Russian Federation	3	Haiti	1
Uganda	10	Saudi Arabia	3	Honduras	1
Germany	9	South Africa	3	Iran (Islamic Republic Of)	1
Senegal	9	Switzerland	3	Liberia	1
Belgium	8	Togo	3	Mauritania	1
Bangladesh	6	Viet Nam	3	Moldova, Republic of	1
Cote D'Ivoire	6	Afghanistan	2	Mozambique	1
Nigeria	6	Benin	2	New Zealand	1
Zimbabwe	6	Congo	2	Nicaragua	1
Albania	5	Costa Rica	2	Panama	1
Argentina	5	Croatia	2	Paraguay	1
Lebanon	5	Ecuador	2	Rwanda	1
Mexico	5	Malawi	2	Somalia	1
Sweden	5	Nepal	2	South Sudan	1
Tunisia	5	Niger	2	Sri Lanka	1
Bolivia	4	Peru	2	Sudan	1
Colombia	4	Azerbaijan	1	Tanzania, United Republic of	1
Ethiopia	4	Burkina Faso	1	Uruguay	1
Greece	4	Burundi	1	Uzbekistan	1
Indonesia	4	Cape Verde	1	Zambia	1
Kazakhstan	4	Total			783

Table 4
Number of JPOs and staff on loan at IFAD by nationality (cumulative from 1 April 2017 to 31 March 2022)

JPOs		Staff on Loan	
Nationality	#	Nationality	#
Italy	8	France	3
Switzerland	8	China	2
Germany	7	Korea, Republic of	2
Japan	6	Kuwait	2
Netherlands	5	Sweden	2
Sweden	4	Germany	1
Finland	3	Total	12
France	3		
Korea, Republic of	2		
Bangladesh	1		
Benin	1		
Madagascar	1		
Malawi	1		
Zimbabwe	1		
Total	51		

III. Breakdown by gender

16. As of 31 March 2022, across IFAD field offices and headquarters, the percentage of female interns and JPOs was above 50 per cent (55.2 and 52.2 per cent, respectively). Table 5 provides a breakdown by gender.

Table 5
Number and percentage of interns, JPOs and staff on loan at IFAD, by gender and location

	Overall					HQ					Field							
	IFAD		Female		Male		HQ		Female		Male		Field		Female		Male	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Interns	67	37	55.2	30	44.8	64	34	53.10	30	46.9	3	3	100.0	0	0			
JPOs	23	12	52.2	11	47.8	9	5	55.60	4	44.4	14	7	50.0	7	50.0			
Staff on Loan	5	0	0	5	100.0	5	0	0	5	100.0	0	0	0	0	0			