
**IFAD Strategy on Diversity, Equity and Inclusion:
Update
Addendum**

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IFAD Strategy on Diversity, Equity and Inclusion: Update - Addendum

1. The attention of the Executive Board is drawn to the following addendum to the IFAD Strategy on Diversity, Equity and Inclusion: Update (EB 2023/138/R.12).
2. This document provides supplementary narrative and data disaggregated by gender and nationality on the specific staff categories of Junior Professional Officers (JPOs), Special Programme Officers (SPOs) and staff on loan; and on the specific non-staff category of interns. The information provided in the tables is valid as of 31 March 2023.

I. Breakdown by nationality

Interns

3. IFAD's internship programme offers a unique learning experience to recent graduates or students specializing in areas relevant to IFAD's mission to provide IFAD with assistance in a range of professional fields. As of 31 March 2023, 75 interns were under contract at IFAD, the majority of whom (61.3 per cent) were nationals of List A countries. In line with a conscious focus on geographic representation, there was a reduction in the number of interns from List A countries compared to the previous year (64.2 per cent), while the number from List C countries (38.7 per cent) increased relative to the previous year (34.3 per cent). There were no interns from List B countries in the reporting period. The interns are predominantly nationals of Italy, Kenya, China and France. Tables 1 and 2 provide a breakdown by List, location and nationality.

Junior Professional Officers

4. Junior Professional Officers are sponsored by donor countries interested in investing in young, university-educated nationals of their own countries or other countries. The programme is a key initiative to enhance partnerships between IFAD and the sponsoring Member States. JPOs are recruited under bilateral agreements between IFAD and Member States.
5. As of 31 March 2023, there were 26 JPOs working at IFAD: 21 are nationals of List A countries (80.8 per cent), and the remainder are from List C countries. Here also, the number from List C countries (19.2 per cent) has increased as compared to the previous year (8.6 per cent). Tables 1 and 2 provide a breakdown by List, location and nationality. IFAD has JPO agreements with Belgium, China, Denmark, Finland, France, Germany, Italy, Japan, the Kingdom of the Netherlands, Norway, Republic of Korea, Sweden, Switzerland and the United States. These agreements do not specify a maximum number of JPOs that can be funded at any given time.

Special Programme Officers

6. Special Programme Officer assignments provide senior officials from sponsoring Member States with development experience and additional professional expertise relevant to IFAD. The SPO initiative enhances the partnership between IFAD and the sponsoring Member State. SPOs are recruited under bilateral agreements between IFAD and Member States.
7. As of 31 March 2023, there were two SPOs working at IFAD; one from a List A country and one from List C.
8. IFAD has SPO agreements in place with Japan, the Republic of Korea and Sweden.

Staff on loan

9. Staff members on loan are persons temporarily made available to the Fund by their national administrations, intergovernmental organizations, or other organizations or entities through one of the following modalities: partnership or assignment agreements fully or partially sponsored by external entities; an inter-organization

agreement concerning the transfer, secondment or loan of staff among the organizations applying the United Nations common system of salaries and allowances (UN inter-organization agreement); agreements with international financial institutions (IFIs), development or other intergovernmental organizations; or agreements with national administrations or intergovernmental organizations through loans, exchanges or other arrangements.

10. Staff members on loan hired through the UN inter-organization agreement are included as IFAD fixed-term staff in the IFAD Strategy on Diversity, Equity and Inclusion: Update. They are not reported on separately as staff on loan in this document because they are selected through a competitive process and hired through the UN inter-organization agreement to ensure continuity of service in the UN common system and a seamless administration of their benefits and entitlements.
11. As of 31 March 2023, there were 6 staff on loan at IFAD. Three are nationals of List A countries, 2 are from List B countries and 1 is from a sub-List C3 country. The percentages of staff from List A, B and C countries also changed (50, 33.3 and 16.7 per cent respectively) as compared to the previous year (60.0, 20.0 and 20.0 per cent respectively). All staff on loan are based at headquarters (which includes IFAD Liaison Offices). Tables 1 and 2 provide a breakdown of staff on loan by List, location and nationality.
12. IFAD has agreements in place with the Agence Française de Développement, the Bank of Italy, the French Agricultural Research Centre for International Development, IDB Invest, the Kingdom of Saudi Arabia and the Kuwait Fund for Arab Economic Development.

II. Breakdown by List, location and nationality

Table 1
Number and percentage of interns, JPOs, SPOs and staff on loan at IFAD by List and location
(as of 31 March 2023)

	IFAD overall (HQ/ILOs and field)													
	IFAD		List A		List B		List C		Sub-List C1		Sub-List C2		Sub-List C3	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Interns	75	46	61.3	0	0.0	29	38.7	12	16.0	11	14.7	6	8.0	
JPOs	26	21	80.8	0	0.0	5	19.2	0	0.0	5	19.2	0	0.0	
SPOs	2	1	50.0	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	
Staff on loan	6	3	50.0	2	33.3	1	16.7	0	0.0	0	0.0	1	16.7	
	HQ/ILOs													
	HQ		List A		List B		List C		Sub-List C1		Sub-List C2		Sub-List C3	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Interns	70	46	65.7	0	0.0	24	34.3	7	10.0	11	15.7	6	8.6	
JPOs	16	11	68.8	0	0.0	5	31.3	0	0.0	5	31.3	0	0.0	
SPOs	2	1	50.0	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	
Staff on loan	6	3	50.0	2	33.3	1	16.7	0	0.0	0	0.0	1	16.7	
	Field													
	Field		List A		List B		List C		Sub-List C1		Sub-List C2		Sub-List C3	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Interns	5	0	0.0	0	0.0	5	100.0	5	100.0	0	0.0	0	0.0	
JPOs	10	10	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
SPOs	0	0	0.0	0	0.0	0	0.0	0	0.0	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, SPOs and staff on loan at IFAD by nationality (as of 31 March 2023)

Interns			JPOs		
Nationality	#	%	Nationality	#	%
Italy	36	48.0	China	5	19.2
Kenya	5	6.7	Germany	4	15.4
China	4	5.3	Japan	3	11.5
France	4	5.3	Switzerland	3	11.5
Republic of Korea	3	4.0	Italy	3	11.5
United States	3	4.0	France	2	7.7
Ecuador	2	2.7	Sweden	2	7.7
Rwanda	2	2.7	Netherlands (Kingdom of the)	2	7.7
Peru	1	1.3	Finland	1	3.8
Malawi	1	1.3	Norway	1	3.8
Costa Rica	1	1.3	Total	26	100.0
Côte d'Ivoire	1	1.3			
Lebanon	1	1.3	SPOs		
Ethiopia	1	1.3	Nationality	#	%
Colombia	1	1.3	Japan	1	50.0
Romania	1	1.3	Republic of Korea	1	50.0
Ghana	1	1.3	Total	2	100.0
United Kingdom	1	1.3			
Ireland	1	1.3	Staff on Loan		
Uzbekistan	1	1.3	Nationality	#	%
Viet Nam	1	1.3	France	2	33.3
Zimbabwe	1	1.3	Colombia	1	16.7
Chile	1	1.3	Italy	1	16.7
Japan	1	1.3	Kuwait	1	16.7
Total	75	100	Saudi Arabia	1	16.7
			Total	6	100.0

III. Breakdown by gender

13. As of 31 March 2023, across IFAD field offices and headquarters/ILOs, the percentage of female interns and JPOs was above 50 per cent (65.3 and 61.5 per cent respectively). This represents an increase on the previous year (55.2 and 52.2 per cent respectively). Table 3 provides a detailed breakdown.

Table 3

Number and percentage of interns, JPOs and staff on loan at IFAD by gender and location (as of 31 March 2023)

	Overall					HQ/ILOs					Field								
	IFAD		Female		Male		HQ		Female		Male		Field		Female		Male		
	#	#	%	#	%	#	#	%	#	%	#	#	%	#	#	%	#	%	
Interns	75	49	65.3	26	34.7	70	44	62.9	26	37.1	5	5	100	0	0.0				
JPOs	26	16	61.5	10	38.5	16	10	62.5	6	37.5	10	6	60.0	4	40.0				
SPOs	2	0	0.0	2	100	2	0	0.0	2	100	0	0	0.0	0	0.0				
Staff on loan	6	0	0.0	6	100	6	0	0.0	6	100	0	0	0.0	0	0.0				