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## **Management response to comments by Member States on the progress report on the IFAD Strategy on Diversity, Equity and Inclusion**

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### **Technical questions:**

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Comments from France	Management response
<p>Having reviewed the document titled "Progress report on the IFAD Strategy on Diversity, Equity and Inclusion" (EB 2023/138/R.12), France wishes to make the following observations:</p> <p>We endorse the objectives of the DEI Strategy but wish to underscore that, although it explicitly includes multilingualism as an integral component of diversity (EB 2021/134/R.9, para. 22), no indicator has been developed to measure progress in this regard, despite the commitments undertaken by Management to the Executive Board.</p> <p>We therefore urge IFAD Management to complete the table of key performance indicators in appendix A to document EB 2023/138/R.12 presented to the Executive Board for review. We also call upon Management to include, in the annual global staff survey, a question on adherence to multilingualism and the value placed on language skills in recruitment and career development.</p> <p>In regard to the foregoing, France makes reference to the many resolutions adopted by the United Nations General Assembly, in particular its most recent resolution 76/268 of 10 June 2022, reaffirming that linguistic diversity is an important element of cultural diversity and a core value of the United Nations. We believe that IFAD, as an entity within the United Nations system, should develop a strategic policy framework on multilingualism in accordance with the recommendations of the Joint Inspection Unit (JIU/REP/2020/6, JIU/REP/2011/4 and JIU/REP/2002/11), including the designation of a multilingualism coordinator.</p> <p>Furthermore, we wish to reiterate the request made by the List A Members in adopting the aforesaid strategy at the 134th session of the Executive Board, that any protocols or agreements regarding non-staff personnel be made available on the Member States Interactive Platform. In this regard, we thank</p>	<p>We thank France for their comments.</p> <p>IFAD recognizes the UN commitment to linguistic diversity and notes the suggestion to include a multilingualism indicator in IFAD's Diversity, Equity and Inclusion (DEI) framework. IFAD is committed to developing best practices in implementing its DEI Strategy and, to this extent, a benchmarking exercise is ongoing with other UN organizations and international financial institutions (IFIs) to fine-tune the performance indicators (paras. 12 and 13, EB 2022/135/R.21). IFAD's participation in the HLCM [High-Level Committee on Management] multidisciplinary working group of DEI focal points composed of diversity experts provides an opportunity for knowledge exchange. Currently, there are no multilingualism-indicator examples to draw from the benchmarks carried out so far, but IFAD will continue to engage on this topic and explore such opportunities.</p> <p>IFAD's commitment to multilingualism in the context of its workforce, stakeholders and beneficiaries continues to be demonstrated in the use of IFAD's official languages in all communication on its corporate website, social media channels and press releases. We also continue to encourage uptake of free language classes by staff and interns.</p> <p>As regards measuring staff's perception of respect for multilingualism through the Global Staff Survey (GSS), we will consider this proposal carefully, initially through benchmarking with peers to ensure that we have a relevant and meaningful question that can help us compare ourselves with other UN agencies and IFIs, as in the case of other questions in the survey. Considering that the GSS is carried out every two years, there will be ample time to embark on such a benchmarking exercise.</p> <p>We would like to reiterate that while IFAD aligns with UN commitments on DEI generally, and on multilingualism particularly, and is open to strengthening its DEI framework through cross-</p>

<b>Comments from France</b>	<b>Management response</b>
<p>Management for having presented to the Executive Board at its 135th session an addendum to the annual progress report on implementation of the strategy (EB 2022/135/R.21/Add.1) providing disaggregated data on non-staff personnel, and wish to know whether an updated version of the addendum will be transmitted to the Executive Board.</p> <p>Depending upon Management's response to these observations, France reserves the right to request that item 11(a) of the agenda, presented for online review, be placed on the agenda of the Executive Board session for in-meeting review.</p>	<p>learning, it is not a JIU participating organization. Therefore, the recommendations emanating from the JIU can only be taken as advisory and are not mandatory for adoption.</p> <p>The request for an addendum to the annual report on the implementation of the strategy, providing disaggregated data on non-staff, is noted. IFAD will make the report available on the Member States Interactive Platform.</p>

Comments from Mexico	Management response
<p>Regarding the document Progress report on the IFAD Strategy on Diversity, Equity and Inclusion (EB 2023/138/R.12), Mexico wishes to formulate the following comments:</p> <p>Mexico agrees with the objectives and the content of the Strategy. Mexico also welcomes that the Strategy expressly includes a dimension on multilingualism as an integral component of diversity (EB 2021/134/R.9, paragraph 22). However, Mexico draws attention to the fact that indicators to measure progress in this area have not been developed, despite the commitments made by IFAD Management to the Executive Board.</p>	<p>We thank Mexico for their comments.</p> <p>IFAD recognizes the UN commitment to linguistic diversity and notes the suggestion to include a multilingualism indicator in IFAD's Diversity, Equity and Inclusion (DEI) framework. IFAD is committed to developing best practices in implementing its DEI Strategy and, to this extent, a benchmarking exercise is ongoing with other UN organizations and international financial institutions (IFIs) to fine-tune the performance indicators (paras. 12 and 13, EB 2022/135/R.21). IFAD's participation in the HLCM [High-Level Committee on Management] multidisciplinary working group of DEI focal points composed of diversity experts provides an opportunity for knowledge exchange. Currently, there are no multilingualism-indicator examples to draw from the benchmarks carried out so far, but IFAD will continue to engage on this topic and explore such opportunities.</p> <p>IFAD's commitment to multilingualism in the context of its workforce, stakeholders and beneficiaries continues to be demonstrated in the use of IFAD's official languages in all communication on its corporate website, social media channels and press releases. We also continue to encourage uptake of free language classes by staff and interns.</p>

Comments from Belgium	Management response
<p>Belgium supports the objectives of the IFAD Strategy on Diversity, Equity and Inclusion, but would like to see indicators relating to multilingualism integrated into the key performance indicator table presented in appendix I of document EB 2023/138/R.12, which is submitted for the Executive Board's review.</p>	<p>We thank Belgium for their comments.</p> <p>IFAD recognizes the UN commitment to linguistic diversity and notes the suggestion to include a multilingualism indicator in IFAD's Diversity, Equity and Inclusion (DEI) framework. IFAD is committed to developing best practices in implementing its DEI Strategy and, to this extent, a benchmarking exercise is ongoing with other UN organizations and international financial institutions (IFIs) to fine-tune the performance indicators (paras. 12 and 13, EB 2022/135/R.21). IFAD's participation in the HLCM [High-Level Committee on Management] multidisciplinary working group of DEI focal points composed of diversity experts provides an opportunity for knowledge exchange. Currently, there are no multilingualism-indicator examples to draw from the benchmarks carried out so far, but IFAD will continue to engage on this topic and explore such opportunities.</p> <p>IFAD's commitment to multilingualism in the context of its workforce, stakeholders and beneficiaries continues to be demonstrated in the use of IFAD's official languages in all communication on its corporate website, social media channels and press releases. We also continue to encourage uptake of free language classes by staff and interns.</p>

Comments from Canada	Management response
<p>We thank IFAD for this update</p> <ul style="list-style-type: none"> <li>· We appreciate how the Key Performance Indicators (KPI) of the strategy have been refined.</li> <li>· We welcome data provided on gender representation. We would appreciate if consideration could be given to include additional data on representation of staff with disability, in support of efforts to improve disability inclusion.</li> <li>· We are pleased that IFAD is focusing not only at awareness-raising but also at promoting behavioural and cultural change on diversity, equity and inclusion.</li> </ul>	<p>We thank Canada for their words of appreciation.</p> <p>IFAD's Disability Inclusion Strategy 2022-2027 was approved in December 2022 and, as such, is only in its second quarter of implementation. Work is ongoing to further distil the four core focus areas of (i) leadership, strategic planning and management; (ii) inclusiveness; (iii) programming; and (iv) organizational culture.</p> <p>IFAD has been promoting disability inclusion awareness through training developed in partnership with the UN disability inclusion strategy team. We will continue to leverage such partnerships to improve our technical capacity in the disability inclusion framework and develop ethically viable means of representing the data of IFAD staff members with disabilities.</p>

<b>Comments from the United States</b>	<b>Management response</b>
<p>The United States would like to express appreciation for IFAD's progress on its strategy on Diversity, Equity and inclusion. We commend IFAD's initiative to offer an internship program for Indigenous Peoples and would also support the development of an internship program for persons with disabilities. We appreciate the strategy's focus on gender and would additionally welcome if that focus could be broadened to include gender identity and sexual orientation</p>	<p>We thank the United States for the commendation and appreciate the gesture of support for the proposed IFAD internship programme for persons with disabilities.</p> <p>IFAD's approach as regards the broader scope of gender identity and sexual orientation has been to align itself with the initiatives of UN-GLOBE. UN-GLOBE is a group that advocates for the equality of lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) staff in the United Nations system and its peacekeeping operations. The Human Resources Division and the IFAD Staff Association will continue to engage with UN-GLOBE on priority issues set by the group.</p>