
**Progress update on IFAD's decentralization
Addendum
Management response to Member States' comments**

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Comments from Switzerland	Management response
<p>Switzerland congratulates IFAD on the progress of decentralization, which we consider key to empowering local context-based decision-making and fosters greater agility across the organization.</p> <p>We here share our observations on selected elements of the report that, in our opinion, require special attention going forward:</p>	<p>Management thanks Switzerland for the observations shared. Specific responses on each of the points raised are set out below.</p>
<p>Clarification of reporting-lines post decentralization: We are aware of the challenges during a decentralization process. In order to ensure a smooth transition, we believe it is of utmost importance to clearly communicate the new reporting lines, roles and responsibilities. We are pleased to see that actions have been taken in this regard in response to the corporate-level evaluation. We expect that further efforts will be taken in terms of training and support for all staff, particularly those most affected by the decentralization.</p>	<p>Following the finalization of the recalibration process, Management commenced the internal process of further strengthening decentralization within the recalibrated structure during Q4 2024. Specifically, Management is currently focusing on instigating cross-functional regional management teams chaired by the regional director within regional offices and to further enhance matrix reporting across IFAD's global footprint based on lessons learned. The aim is to roll out these enhancements in the first half of 2025. Any such changes will be communicated to the relevant staff in advance and appropriate training and support will be provided.</p>
<p>Staff vacancy rate: We take note of the declining percentage of staff vacancies predicted in the report. While this is moving in the right direction, we here recall our previous inputs on the subject (EB 141) and expect that strong efforts are taken to further reduce the staff vacancy rate going forward. We consider a low vacancy rate as crucial to maintaining IFAD's organizational health and performance. It should be envisioned that the vacancy rate drops to a single digit number in the long term.</p>	<p>As Switzerland notes, following Management's concerted efforts, the staff vacancy rate is moving in the right direction. As at 31 January 2025, and while taking into account any new positions created in the 2025 budget due to the repurposing of existing positions, the vacancy rate was 11.2 per cent. Management aims to reduce the vacancy rate further in order to achieve a single digit number during IFAD13.</p>
<p>Furthering cooperation between the three Rome-based agencies (RBAs) through office co-hosting: We believe that sharing offices with WFP and/or FAO in the field is important for facilitating the collaboration between the RBAs. We welcome that there are now ten IFAD offices hosted by WFP or FAO. We encourage further increasing the number of such joint offices between the three RBAs.</p>	<p>Management is fully committed to RBA and United Nations collaboration. An integral part of this commitment is to share offices where possible with RBAs and, if not feasible due to logistical or other reasons, with other United Nations entities. Where possible, Management will continue to leverage and prioritize RBA collaboration in this regard while also aiming to maximize value for money considerations.</p>