



Investing in rural people

Executive Board

Management response to comments by Member States on the IFAD Strategy on Diversity, Equity and Inclusion: Update

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Comments from France	Management response
<p>The heads of French-speaking missions to IFAD in Rome would like to thank Management for the update on the IFAD Strategy on Diversity, Equity and Inclusion and call its attention to the importance of fully implementing multilingualism.</p> <p>In a letter dated 8 April to the President of IFAD, the Chair of the group of heads of French-speaking missions in Rome recalled that the principles of equality of official languages and non-discrimination among the languages are enshrined in the United Nations Charter. Multilingualism is a core value of the United Nations and the corollary of its universality.</p> <p>However, according to the report of the United Nations Secretary-General on multilingualism (2021), English remains the preferred language in the United Nations for both recruitment – 98.7 per cent of job offers require a knowledge of English, while French has declined by 1.2 points since 2017 (to 10.4 per cent) – and internal communication, with 98 per cent of the content on the intranet sites of Secretariat entities available in English, versus 16 per cent in French.</p> <p>Moreover, we wish to share the observation of a lack of objective data that, beyond compliance with the language framework applicable to meetings and official documentation, would allow for measurement of multilingualism in international organizations, particularly the use and mastery of other languages by staff and employees of these agencies.</p> <p>That is why, within the framework of the Thirteenth Replenishment of IFAD’s Resources, 12 IFAD Member States (many of them French-speaking) have collectively encouraged IFAD to develop multilingualism indicators. We would therefore like to thank IFAD Management for including the following paragraph in the replenishment report:</p>	<p>We thank France for their comments.</p> <p>We appreciate the recognition of the efforts IFAD is making to enhance multilingualism within its workforce and concur with the observations as shared in the statement.</p> <p>IFAD confirms its commitment to taking a phased approach to formally tracking, monitoring and reporting on multilingualism. The data obtained within this period would also help to conduct a gap analysis to determine a more fit-for-purpose approach in furthering multilingualism. While this effort requires time, and human and financial resources, we are committed to providing updates in the next DEI annual report.</p>

Comments from France	Management response
<p><i>109. Multilingualism is a core value of the United Nations. The Fund acknowledges the importance of enhancing multilingualism within its workforce and will explore various approaches to achieve this goal. To do so, it will draw on the best practices and standards established by the United Nations system and other relevant international organizations. As it implements its DEI Strategy, IFAD will develop appropriate indicators on multilingualism. Periodic updates on progress made will be communicated to the Executive Board through the annual DEI progress report.</i></p> <p>We commend IFAD’s decision to include key multilingualism performance indicators in the Strategy on Diversity, Equity and Inclusion. We congratulate IFAD on the benchmarking exercise it carried out with other United Nations agencies or international financial institutions. We applaud the introduction of an input indicator in the next annual report on implementation of the Strategy (2024–2025): the percentage of staff members participating in courses or training programmes in IFAD’s four official languages at or outside headquarters. We take due note of IFAD’s commitment to developing a future outcome indicator for measuring the percentage of personnel with mastery of several of its official languages. We hope this indicator will be developed quickly and would be grateful to IFAD for information in this regard.</p> <p>The heads of French-speaking missions to IFAD in Rome would like to thank Management in advance for its response.</p>	

Comments from Indonesia	Management response
<p>Gender</p> <p>On gender, para 22 stated that “distribution of female staff at HQ&LO shows a pattern similar to that of IFAD overall (57.9 per cent), where female overrepresentation among FT staff is slightly more pronounced at 62 per cent.”</p> <p>As well as para 27: “women’s representation at grade P-5 and above at HQ&LO and in the field, figure 5 (appendix IV) highlights the fact that 52.9 per cent of staff in senior positions at HQ&LO, are women. It also shows where the most effort is needed to improve representation – namely in the field, where only 32.4 per cent at grade P-5 and above are women.”</p> <p>Para 40: “As at 1 January 2024, the percentage of female interns and JPOs across IFAD field offices and HQ&LO was above 50 per cent (71.4 per cent and 52.0 per cent, respectively). With regard to interns, this represents an increase over 2023 (65.3 per cent) and a decrease in the JPO category (61.5 per cent).”</p> <p>Overrepresentation of females or males at any level or in any location is also not ideal – strategies as well as inputs can become less inclusive and lopsided. What is IFAD doing to maintain or achieve better gender balance? What is IFAD doing to recruit more women to work in the field?</p> <p>Country representation:</p> <p>Although IFAD’s recruitment team ensures adherence to the HRIP, which requires that at least one third of qualified candidates on the shortlists for vacant positions be from List B and List C countries (combined).</p> <p>Even though an upward trend has been maintained in the representation of List B and C countries in the IP staff category, there is still a large gap in country representation. You can see from para 31, where it is stated that “... In terms of the</p>	<p>We appreciate your attention to these important issues and would like to provide you with an overview of the actions IFAD is taking to address them.</p> <p>Gender balance</p> <p>We acknowledge the data presented in paragraphs 22 and 27 regarding female representation at different levels within IFAD. IFAD is actively working to implement strategies to recruit, retain and promote more women in leadership positions in the Fund, including through targeted outreach efforts, partnerships with local organizations and universities, leadership development initiatives, and gender-responsive policies and practices.</p> <p>Further, within the context of the ongoing decentralization and IFAD’s mobility framework, IFAD is mindful of the importance of a supportive and inclusive work environment.</p> <p>Data analysis continues to inform our recruitment targets and, by tracking closely, overrepresentation in the General Service (GS) category – which was as high as 76.8 per cent in 2023 – dropped to 63.87 per cent in 2024. This will continue to be the approach, namely tracking and adjusting the parity ratio across all staff categories.</p> <p>Country representation</p> <p>We acknowledge the gap in country representation among IFAD's International Professional (IP) staff, as highlighted in paragraph 31, which was one of the rationales for the key performance indicator (KPI) targets set in the DEI strategy.</p> <p>IFAD is conducting a diverse array of outreach initiatives, including postings on professional networking platforms like LinkedIn and engagement with specialized outreach and executive search firms, to</p>

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<p>representation of Lists A, B and C countries in the IP category across the different locations (figure 7, appendix IV), List A nationals represent the majority of all IFAD and HQ&LO IP staff (49.1 per cent and 58.8 per cent, respectively), while List C and List B nationals represent 70.1 per cent of IP staff in the field (67.9 per cent for List C and 2.2 per cent for List B).”</p> <p>In essence, List A decided the strategies and policies of IFAD, while mostly staff from Lists C and B implement those strategies and policies. What is IFAD management doing to have a more inclusive and diversified staff in terms of geographical representation? What is being done to recruit qualified staff from Lists B and C?</p>	<p>attract candidates reflecting the requisite diversities in terms of gender and geographical background.</p> <p>At the policy level, our recruitment team adheres to the Human Resources Implementing Procedures (HRIP), which mandates that at least one third of qualified candidates on shortlists for vacant positions be from List B and List C countries combined. We are actively working to expand our recruitment networks, engage with talent from underrepresented regions, and provide support and resources to candidates from List B and List C countries throughout the recruitment process.</p> <p>In conclusion, IFAD is committed to promoting gender equality and diversity in all aspects of its operations, including recruitment, retention, and career advancement. We are closely monitoring our progress and making all possible efforts to meet the targets, as set in our DEI strategy.</p>