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Establishment of the Emoluments Committee

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Rome, 17-18 February 2016

For: Approval

Recommendation for approval

The Governing Council is invited to consider this report and to adopt the draft resolution to re-establish the Emoluments Committee.

Establishment of the Emoluments Committee

1. The Emoluments Committee is a committee of the Governing Council established pursuant to rule 15 of the Rules of Procedure of the Governing Council.
2. The By-laws for the Conduct of the Business of IFAD provides in section 6.2, inter alia: "When the term of office of the President is due to expire, the appointment of a President shall be placed on the agenda of the annual session of the Governing Council immediately preceding the expiry of the term of office". Further, section 6.1 provides, inter alia: "The salary, allowances and other entitlements of the President shall be determined by resolution of the Governing Council." The Governing Council – being the only body with the authority to determine the remuneration of the President in accordance with article 6.2(c)(vi) of the Agreement Establishing the International Fund for Agricultural Development – at its seventeenth session in January 1994, adopted resolution 82/XVII; at its twenty-fourth session in February 2001, adopted resolution 121/XXIV; and at its thirty-fourth session in February 2011, adopted resolution 163/XXXIV. These resolutions provided, inter alia, that the Governing Council should re-examine the salary, allowances (including representation allowance) and other entitlements of the President prior to the election of the next President through the advice and report provided by the Emoluments Committee established by the Governing Council for that purpose.
3. Having considered the report of the Emoluments Committee contained in document GC 36/L.3 and the recommendations of the Executive Board thereon, the Governing Council at its thirty-sixth session, held in February 2013, adopted resolution 174/XXXVI, in which it decided that:
 - "1. The salary of the President of IFAD shall continue to be established on a par with that of the Director-General of the Food and Agriculture Organization of the United Nations (FAO).
 2. The President's representation allowance of US\$50,000 per annum shall continue to be provided.
 3. The President shall continue to be entitled to participate in insurance, medical, pension, retirement and other plans as may be established for the employees of the Fund and not otherwise covered by his/her emoluments.
 4. The Fund shall make housing arrangements for the President in accordance with the following conditions:
 - (a) The Fund, with due consideration to the cost implications of the security aspects, will continue to provide appropriate housing for the President. Subject to subparagraphs 4(b) through 4(d) below, the Fund's annual housing expenditures will not exceed the amount of EUR 180,000. The ceiling will apply to expenditure incurred over a calendar year and be pro-rated in the event that a President does not serve for a full calendar year. A statement of recurrent housing expenditures will be prepared annually and audited after the end of each year, with IFAD recovering from the President any amounts determined to be in excess of the ceiling or ineligible for payment by IFAD.

- (b) The recurrent housing costs that will be payable by IFAD and counted as expenditures subject to the ceiling will include rent and associated banking/service charges; utilities; telecommunications equipment and connections; and upkeep, repairs and maintenance for the house and grounds and other related expenses.
 - (c) Recurrent expenditures on security will be paid by IFAD, provided that they are certified as necessary by the United Nations Department of Safety and Security; they will not be subject to the ceiling. The cost of official telephone calls will be reimbursed by IFAD and not counted against the ceiling. The cost of personal telephone calls will be paid by the President. In the event that the costs of official and personal phone calls are difficult to separate, the total cost of calls will be divided equally between the President and IFAD.
 - (d) The Fund will cover reasonable and necessary one-time expenditures in connection with the acquisition and setting up, equipping, and refurbishing of a President's residence. Such expenditures will be charged either against the ceiling for the first year of a President's term or, in equal instalments, against the ceilings for each year of the term. Such installation costs will be payable by IFAD only on one occasion and only upon the initial appointment of a President.
5. The salary, allowances and other entitlements specified in paragraphs 1 to 4 of this resolution shall apply to the person appointed as President of IFAD at the thirty-sixth session of the Governing Council."
 4. Furthermore, in the concluding remarks of its report, as contained in document GC 36/L.3, the Emoluments Committee states that "an examination of housing availability and pricing in Rome was beyond the scope of this review. The Committee therefore suggests that such a study (which would also take into account the standard of suitable housing for the President as well as the impact of IFAD's housing payments on the total remuneration of the President) be included in the next review of the President's emoluments (i.e. prior to the appointment of a President in 2017), as a means of determining whether additional adjustments in the expenditure levels are warranted".
 5. Accordingly, and given that the present incumbent of the office of the President will complete his second and last term of office on 31 March 2017 and that sufficient time needs to be allowed for a comprehensive review, a draft resolution to re-establish the Emoluments Committee is hereby submitted to the Executive Board for its consideration and transmittal to the Governing Council.
 6. Following precedent, unless the Governing Council wishes to determine otherwise, the Emoluments Committee shall consist of nine Governors (four from List A, two from List B and three from List C) or their representatives who shall be nominated by the Chairperson pursuant to rule 15.2 of the Rules of Procedure of the Governing Council.

Draft resolution

Resolution .../XXXIX

Re-establishment of a committee to review the emoluments of the President

The Governing Council of IFAD,

Considering that, at its ninety-ninth, 101st and 116th sessions, the Executive Board recommended to the Governing Council that guidelines be developed regarding the housing arrangements of the President of the Fund and the overall emoluments and other conditions of employment of the President;

Considering therefore that it is advisable to revisit the emoluments of the President;

Having considered document GC 39/L.6/Rev.1, the proposal therein and the Executive Board's recommendation thereon, and acting under rule 15 of the Rules of Procedure of the Governing Council;

Decides:

- (a) To re-establish an emoluments committee to review the overall emoluments and other conditions of employment of the President of IFAD, including the conclusions of a study on availability and pricing in Rome of suitable housing for the President. The committee shall submit to the fortieth session of the Governing Council, through the Executive Board, a report thereon together with a draft resolution on the subject for adoption by the Governing Council;
- (b) The committee shall consist of nine Governors (four from List A, two from List B and three from List C) or their representatives who shall be nominated by the Chairperson pursuant to rule 15.2 of the Rules of Procedure of the Governing Council; and
- (c) The committee shall be provided with specialist staff to offer such support and advice as the committee may require.