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IFAD

INTERNATIONAL FUND FOR AGRICULTURAL DEVELOPMENT

Consultation on the Seventh Replenishment of IFAD's Resources – Fifth Session

Rome, 14-15 December 2005

IFAD'S CONTRIBUTION TO REACHING THE MILLENNIUM DEVELOPMENT GOALS: REPORT OF THE CONSULTATION ON THE SEVENTH REPLENISHMENT OF IFAD'S RESOURCES (2007-2009)

The Consultation is hereby requested to consider the revised version of: Section D, paragraph 48, of the report.

D. The Associate Professional Officer (APO) Programme

48. IFAD recruits its staff based on merit. It does not have a formal country quota system, although it does take the objective of equitable geographical distribution into account. IFAD will proactively promote applications from underrepresented countries and regions. Staff from countries that are not members of the Organisation for Economic Co-operation and Development (OECD) represent a larger percentage of the total than at FAO (which does operate a country quota system) and WFP. Similarly, IFAD has performed well in improving the gender composition of its staff – including professional staff – without a formal quota system. The area in which IFAD has been less successful in achieving equitable geographical distribution is the Associate Professional Officer (APO) Programme, under which individual staff members are sponsored by IFAD Member States. Currently, APOs, selected on merit for a period of two to three years, come from OECD member countries. Given the significant level of retention of former APOs in IFAD after they have left the APO programme, the regional imbalance thus created puts the equitable distribution of staff at risk. The Consultation, recognizing both that the APO Programme is important for IFAD's operation and that equitable distribution of staff posts and opportunity is an important principle for the functioning of the Fund, expressed support for the concept of an enhanced APO Programme offering broader and equal opportunities for candidates from all Member States following the existing recruitment procedure and principles of IFAD. At the same time, it recognized that a proposal along these lines would have significant financial implications, and in this context it requested the Executive Board to review in September 2006 the scale and financial implications of an enhanced APO Programme and explore ways that would enable it to be implemented during the Seventh Replenishment period, including through voluntary contributions.

