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Enabling poor rural people
to overcome poverty

Report of the Consultation on the Ninth Replenishment of IFAD's Resources

Consultation on the Ninth Replenishment of IFAD's
Resources — Fourth Session
Rome, 15-16 December 2011

For: **Approval**

Report of the Consultation on the Ninth Replenishment of IFAD's Resources

The Consultation is hereby requested to consider the revision of the second bullet of paragraph 33 shown herebelow for inclusion in the report.

B. Human resources reform

33. Given the material bearing on the overall cost structure and efficiency of the Fund, innovation within the compensation and performance management system – in collaboration with the International Civil Service Commission (ICSC) – will represent a key area of focus for human resources reform in IFAD9.

Key commitments:

- Consolidate and deepen reforms completed in IFAD8.
- Equip IFAD with instruments and resources to promote gender competence and gender equality in its human resources management policies, as well as gender [balance](#) and [equitable](#) geographical [balance-distribution](#) in [its](#) staffing.
- While maintaining alignment with the United Nations Common System, continue to explore opportunities for flexibility in IFAD's compensation and benefits system so as to ensure, as a way to achieve institutional efficiency goals, that appropriate levels of compensation and performance-based reward systems are in place for all IFAD staff. This would include such efforts as participating actively in the 2011-2012 ICSC Rome Local Salary Survey Committee with respect to GS salary levels, urging the ICSC to ensure appropriate compensation levels at the Professional level, and piloting a pay-for-performance model in collaboration with the ICSC.