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PROGRAMME COMMITTEE

Hundred and Seventh Session

Rome, 16 - 17 May 2011

**PROPOSED AMENDMENT TO THE CHARTER OF THE
OFFICE OF EVALUATION**

Queries on this document may be addressed to:

Ms L. Williams
Assistant Director-General/Legal Counsel
Legal and Ethics Office
Tel. +39 06 5705-2311

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A. Background

1. At its 106th Session, the Programme Committee was informed that the current Director of Evaluation would reach mandatory retirement age as of 30 September 2011, pursuant to Staff Regulation 301.9.5 which provides that “*staff members may not be retained in active service beyond the age of 62 years, unless the Director-General, in the interests of the Organization, extends this age limit in exceptional circumstances*”.

2. The Committee:

"(a) noted that the current Director would be retiring prior to having completed a fixed term of four years, as foreseen in the Charter for the FAO Office of Evaluation;

[...]

(e) requested the Secretariat to propose ways to ensure alignment of the provisions of the Charter and Staff Regulation 301.9.5.”¹

B. Proposed amendment to the Charter of the Office of Evaluation

3. The Charter of the Office of Evaluation was endorsed by the Council at its Hundred and Thirty-ninth Session, held in Rome from 17 to 21 March 2010.²

4. In order to propose ways to ensure alignment of the provisions of the Charter of the Office of Evaluation and Staff Regulation 301.9.5, in line with the above request, two options could be considered. Under a first option, candidates who would be reaching retirement age during the proposed tenure of four years would be separated from service in compliance with Staff Regulation 301.9.5. Under a second option, explicit provision would be made in the Charter of the Office of Evaluation clarifying that a Director of Evaluation would complete a term of four years, and not be required to retire upon reaching the age of 62. However, in such case, the appointment would not be renewed for a further term.

5. Proposed amendments to the Charter of the Office of Evaluation to implement these options would be as follows:

6. First option

“42. A competitive procedure applies for appointment of the Director of Evaluation. A panel, consisting of representatives of the Director-General and the Programme Committee, as well as evaluation specialists from other UN agencies will review the terms of reference and statement of qualifications for the post. Based on the review, a vacancy announcement will be prepared, issued widely and a list of qualified candidates for interview compiled, due regard being given to Staff Regulation 301.9.5, prescribing mandatory retirement at age 62. The panel will then review these candidates and make a final recommendation regarding candidates appropriate for appointment by the Director-General”.

7. Second option

“43. The Director of Evaluation serves for a fixed term of four years with a possibility of reappointment only once for a further term of four years. If the Director of Evaluation reaches the age of 62 years during a fixed term of four years, he/she will continue to serve for the remainder of that term, notwithstanding Staff Regulation 301.9.5. In such cases, the appointment may not be renewed beyond that fixed term of four years. The renewal of the appointment of the Director of Evaluation is subject to consultation with the Programme Committee. Likewise the Director-General shall consult with the Programme Committee before

¹ CL 141/8 paragraph 19

² CL 139/REP paragraph 24

the termination of the appointment of the Director of Evaluation. The Director of Evaluation may not be reappointed within FAO to another post or recruited as a consultant during a period of one year following the expiry or termination of the appointment”.

C. Suggested action by the Programme Committee

8. The Programme Committee is invited to review this document and make such comments and observations thereon as deemed appropriate.
9. In particular, the Programme Committee is invited to recommend one of the above options for the amendment of the Charter of the Office of Evaluation, for approval by the Council.