

**Co-Chairs' Aide Mémoire of Seventh Meeting of CoC-IEE Working Group II**  
**Friday 28 March 2008, 14.30 – 17.30**  
**Lamya Al-Saqqaf and Natalie Feistritz Co-Chairs**

1. **Recommendations relating to the Director-General:** Regarding the election and terms of office, Members agreed with IEE recommendations to post and widely advertise the position announcement with terms of reference and competencies. There was full agreement on the need for term limits, and:

- a) Proposals of candidates should still be made by the Member States as foreseen by the Basic Texts;
- b) Various views were expressed on the desirability of maintaining or revising the current formulae of one term of six years with a possible non renewable second term of four years. Many Members considered that a four plus four years is more logically consistent;
- c) There was agreement to keep to current formulation in the Basic Texts that changes in the statutory requirements for election of the Director-General requires only a two thirds majority of Members present at the FAO Conference;
- d) It was agreed that candidates for Director-General should address the Governing Bodies as part of the election process (such presentations could be made to both the Council and Conference); and
- e) Members did not agree on any additional panel procedure to assist the Governing Bodies in the election process as suggested by the IEE.

2. Regarding performance appraisal many Members expressed the view that the outcome of the consideration of the Director-General for re-election would be the best assessment of her/his performance. Members expressed the view that it would be very difficult to establish criteria for performance appraisal and raised the question of how and by whom such criteria could be assessed.

3. Management provided comparator information on existing practices in the UN system regarding the number and lengths of terms of office, processes of reviewing and electing candidates, and performance appraisal for heads of agencies. On performance appraisal for heads of agencies, management indicated that no system was in place for such appraisal according to the latest information available.