



Executive Council

Sixth Meeting—Montpellier, France
May 10-11, 2004

Agenda Item: 4.c. CGIAR Compensation Study

Issue(s): At ExCo4, the Secretariat, in collaboration with the CBC, was requested to prepare a paper on CGIAR compensation. In January 2004, the ExCo approved Terms of Reference for a study that would, in a phased manner, analyze current compensation structures of internationally recruited staff, compare the CGIAR data with appropriate comparator organizations and extend the work to nationally recruited staff while maintaining a reasonable balance between adequate levels of transparency and the need for confidentiality. Phase I of the study analyzing the current compensation structures of internationally recruited staff has been completed. The Steering Committee for the study, comprising representatives of ExCo, CDC, CBC and the CGIAR Director just reviewed the detailed results on April 30, 2004. The specialist consultants, Sandra Lawrence and Hewitt Associates, believe that data at the CGIAR level provides a meaningful overview of CGIAR compensation.

In reviewing the data, members should keep in mind the drivers for CGIAR compensation policies. CGIAR aims to internationally recruit the best qualified staff. To do so, compensation packages are designed to address the often remote location of Center activity, need for enhanced security, limited opportunity for spouse employment and inevitable uprooting of families from their home countries. Following the term employment model increasingly followed by most Centers, compensation policies also address the need to maintain close contact with home countries in view of the relatively short span of CGIAR employment in a career lifetime. Inevitably, therefore, the compensation structures differ from those found in national research institutions, where most staff are located in their own home environment.

Sandra Lawrence, principal consultant for the study, will present the results to ExCo as a power point presentation. She will also assess current policies on disclosure of compensation information and suggest measures to enhance disclosure with due regard to confidentiality at the individual level.

Supporting Document(s):

Purpose of this Communication

	Information
X	Discussion
	Decision

Comments

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