





## Financial and institutional aspects

Reidi Rosibel Ventura runs her own business growing and selling seedlings in Nahulingo, Sonsonate, El Salvador. An IFAD-supported project in the country's Paracentral Region worked with men and women providing technical assistance and credit for agricultural production, microenterprises and home improvements.

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## **IFAD's anticorruption policy**

During 2007, IFAD improved its capacity to investigate alleged fraud and corruption and impose sanctions on those responsible. The President gave the Office of Audit and Oversight a specific mandate to handle investigations, and a Sanctions Committee was established to review investigative findings and recommend appropriate penalties.

IFAD adopted its Policy on Preventing Fraud and Corruption in its Activities and Operations in 2005 in response to international concern about corruption and development.

During the year, IFAD raised awareness of the mechanisms for reporting fraud and corruption both at headquarters and in the field to make it easier for people to report corruption. It also educated project staff in how to spot the most common types of fraud. And it worked to integrate the zero-tolerance stance towards corruption into the contractual and procedural guidance given to all staff and IFAD-supported programmes and projects.

## **Managing IFAD's liquidity, cash flow and financial policies**

The Office of the Treasurer is responsible for IFAD's overall asset and liability management. This includes investment and cash-flow operations, longer-term resource projections, investment and liquidity policy formulation, and financial risk management. It manages US\$2.5 billion, all of which is fully committed to IFAD's loans and grants.

At the beginning of 2007, two new financial committees replaced the Investment Advisory Committee. The FALCO (Investment, Finance and Asset Liability Management Advisory Committee) serves as a forum for discussion, review and analysis of technical and operational issues. The FALCO reports to the FISCO (Investment and Finance Advisory Committee), which assists and advises the President of IFAD in making decisions concerning investment of funds and other strategic financial matters.

IFAD extended the 2006 asset reallocation to cash products into the first half of 2007. In July, it was unwound and reinvested in more strategic asset classes, that is, diversified fixed income and inflation-linked securities. This tactical asset allocation successfully preserved the investments and also enhanced 2007 investment performance despite the credit market turmoil and the subsequent financial market instability.

In order to increase operational efficiency and reduce its costs, the Office of the Treasurer reviewed existing contracts and, where necessary, initiated a competitive tendering process for external services such as the central clearer, the custodian, the financial adviser and external investment managers.

In 2007, the Office of the Treasurer successfully completed the tender process for banking services. It then started to realign all payment processing flows to better integrate financial IT systems, and to strengthen its efficiency, security, regulatory compliance and controls.

During 2007, Treasury continued to act as a focal point for the United Nations initiative to harmonize financial administrative operations among the three Rome-based agencies. The transformation of IFAD's Treasury into a services provider for the Rome-based agencies is a top priority and is to be implemented progressively during 2008.

## Organization and staff

At the end of the year, IFAD had 468 staff members, including the independent Office of Evaluation. There were 227 Professional and higher-category staff, excluding the positions of President and Vice-President, and 241 General Service staff. In the Professional and higher categories, staff were nationals of 60 Member States, reflecting IFAD's adherence to the principle of equitable geographical distribution. Women made up 44 per cent of staff in the Professional and higher categories. As in previous years, IFAD hired consultants for specific tasks and other temporary staff to enable it to meet its operational needs during peak periods and conferences.

Under the Associate Professional Officer/Special Programme Officer Programmes, the organization benefited from the services of 18 professionals from nine donor countries: Belgium, Denmark, Finland, France, Germany, Italy, Norway, the Republic of Korea and Sweden. In the Internship Programme, at 31 December 2007 IFAD had accepted 29 professionals from 12 countries: Belgium, Canada, Denmark, France, India, Italy, Kuwait, Nepal, the Philippines, Togo, United Kingdom and United States of America.

In 2006, the Executive Board approved an Enhanced Associate Professional Officer Programme for candidates from developing countries. The programme will ensure that well-qualified young professionals from developing countries have opportunities to be recruited on the basis of merit and contribute to enhancing the equitable geographical distribution of IFAD staff. Under the new programme, two Associate Professional Officers were recruited during the year. They are from Lebanon and Mongolia.

As IFAD's Action Plan continued into its implementation phase, work started on the formulation of the management development programme in support of delivering change and the human resources reform agenda.

In order to raise professional standards and improve management skills, IFAD invested in a number of workshops and development and training courses for staff. These focused on developing skills in management, leadership, performance management, negotiation, communication, women's leadership, project supervision, implementation support, partnering, targeted selection interviewing and gender training. The organization also undertook staff development activities in areas such as security in the field and languages.

IFAD established a Human Resource Strategic Management Committee. This approves policies, amendments to the Human Resources Policies Manual and corporate staff plans, and monitors key human resource indicators.

IFAD continued to build capacity in the Office of Human Resources. It reorganized the human resource functions to strengthen client-service delivery. It also organized key learning interventions to facilitate change management across the organization and management of a higher performing workforce.

In October 2007, the organization successfully launched a two-day Staff Orientation Programme with presentations by senior managers. Thirty-three participants benefited from the initiative. The new programme will be repeated regularly. IFAD is also setting up a staff orientation website.

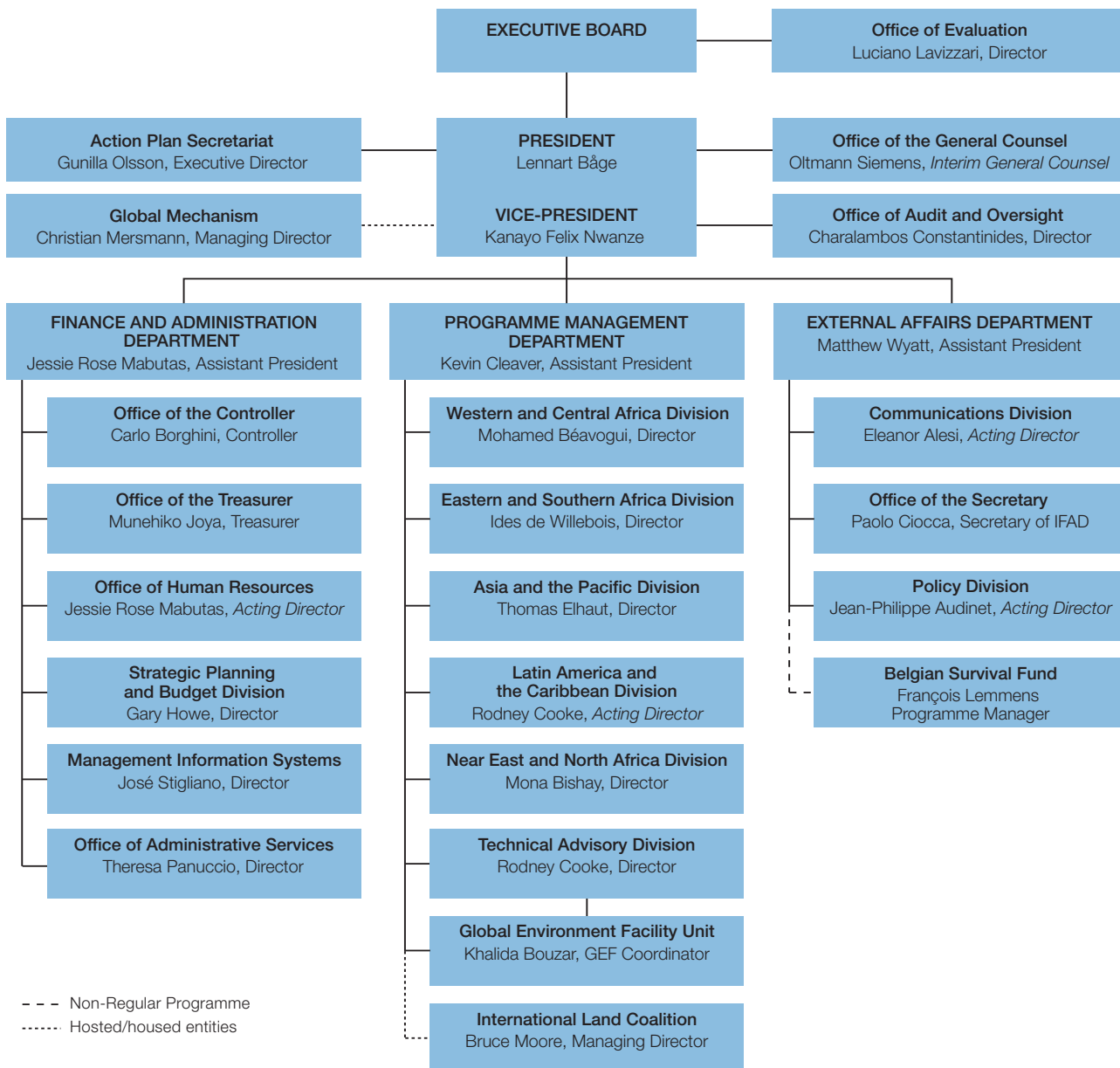
As in 2006, a grant from the Innovation Mainstreaming Initiative contributed to developing the institutional basis and supported innovative forms of staff development, including field immersions. This year, 18 participants spent two weeks in IFAD's three ongoing project areas in Madagascar.

In October, the organization introduced a new 360-degree performance review process for IFAD's middle and senior managers. The new review, which comprises a web-based competency assessment and a 360-degree survey, was designed to ensure the professional assessment of managerial competencies and adherence to IFAD's core values – focus on results, integrity, professionalism and respect. The data gathered in the performance review process will be used to help structure training and coaching activities for individuals and groups and to integrate information on performance.

During the year there was a marked increase in recruitment activity. This was facilitated by a new initiative on batch recruitment that has made the recruitment process more efficient.

## Organizational chart

as of 31 December 2007



## Membership and representation

As of 31 December 2007, IFAD had a total membership of 164 countries – 22 in List A, 12 in List B and 130 in List C, of which 49 in Sub-List C1, 50 in Sub-List C2 and 31 in Sub-List C3.

LIST A	LIST B	LIST C		
		<i>Sub-List C1 Africa</i>	<i>Sub-List C2 Europe, Asia and the Pacific</i>	<i>Sub-List C3 Latin America and the Caribbean</i>
Austria	Algeria	Angola	Afghanistan	Antigua and Barbuda
Belgium	Gabon	Benin	Albania	Argentina
Canada	Indonesia	Botswana	Armenia	Barbados
Denmark	Iran (Islamic Republic of)	Burkina Faso	Azerbaijan	Belize
Finland	Iraq	Burundi	Bangladesh	Bolivia
France	Kuwait	Cameroon	Bhutan	Brazil
Germany	Libyan Arab Jamahiriya	Cape Verde	Bosnia and Herzegovina	Chile
Greece	Nigeria	Central African Republic	Cambodia	Colombia
Iceland	Qatar	Chad	China	Costa Rica
Ireland	Saudi Arabia	Comoros	Cook Islands	Cuba
Italy	United Arab Emirates	Congo	Croatia	Dominica
Japan	Venezuela (Bolivarian Republic of)	Côte d'Ivoire	Cyprus	Dominican Republic
Luxembourg		Democratic Republic of the Congo	Democratic People's Republic of Korea	Ecuador
Netherlands		Djibouti	Fiji	El Salvador
New Zealand		Egypt	Georgia	Grenada
Norway		Equatorial Guinea	India	Guatemala
Portugal		Eritrea	Israel	Guyana
Spain		Ethiopia	Jordan	Haiti
Sweden		Gambia (The)	Kazakhstan	Honduras
Switzerland		Ghana	Kiribati	Jamaica
United Kingdom		Guinea	Kyrgyzstan	Mexico
United States		Guinea-Bissau	Lao People's Democratic Republic	Nicaragua
		Kenya	Lebanon	Panama
		Lesotho	Malaysia	Paraguay
		Liberia	Maldives	Peru
		Madagascar	Malta	Saint Kitts and Nevis
		Malawi	Moldova	Saint Lucia
		Mali	Mongolia	Saint Vincent and the Grenadines
		Mauritania	Myanmar	Suriname
		Mauritius	Nepal	Trinidad and Tobago
		Morocco	Niue	Uruguay
		Mozambique	Oman	
		Namibia	Pakistan	
		Niger	Papua New Guinea	
		Rwanda	Philippines	
		Sao Tome and Principe	Republic of Korea	
		Senegal	Romania	
		Seychelles	Samoa	
		Sierra Leone	Solomon Islands	
		Somalia	Sri Lanka	
		South Africa	Syrian Arab Republic	
		Sudan	Tajikistan	
		Swaziland	Thailand	
		Togo	The former Yugoslav Republic of Macedonia	
		Tunisia	Timor-Leste	
		Uganda	Tonga	
		United Republic of Tanzania	Turkey	
		Zambia	Viet Nam	
		Zimbabwe	Yemen	
			Yugoslavia <sup>5</sup>	

5/ Membership in IFAD governing bodies suspended by the Executive Board on 4 December 1992.

## List of Governors and Alternate Governors of IFAD Member States

as of 31 December 2007<sup>6, 7</sup>

Member	Governor	Alternate
AFGHANISTAN	Abdullah Ali (January 2007) Fatima Zaher (January 2007 – February 2007) Musa M. Maroofi (February 2007 – )	Abdul Razak Ayazi
ALBANIA	Jemin Gjana	Vera Cara (January 2007 – April 2007) Llesh Kola (April 2007 – )
ALGERIA	Said Barkat	Rachid Marif
ANGOLA	Gilberto Buta Lutucuta (January 2007 – February 2007) Afonso Pedro Canga (February 2007 – )	–
ANTIGUA AND BARBUDA	Leon Errol Cort	–
ARGENTINA	Victorio María José Taccetti	María del Carmen Squeff
ARMENIA	Davit Lokyan	Zohrab V. Malek
AUSTRIA	Kurt Bayer	Klaus Oehler
AZERBAIJAN	Emil Zulfugar Oglu Karimov	–
BANGLADESH	Akbar Ali Khan (January 2007) AB Mirza Azizul Islam (January 2007 – February 2007) AB Mirza Azizul Islam (February 2007 – )	Ayub Quadri (January 2007 – February 2007)  –
BARBADOS	Erskine R. Griffith	–
BELGIUM	Jean De Ruyt (January 2007 – September 2007) Jan de Bock (September 2007 – )	Philip Heuts (January 2007 – September 2007) –
BELIZE	Vildo Marin	–
BENIN	Roger Dovonou	– Edgar-Yves Monnou (February 2007 – )
BHUTAN	Sangay Ngedup (January 2007 – February 2007) Dasho Sangay Thinley (February 2007 – )	Sonam Tobden Rabgye (January 2007 – February 2007) Yeshey Dorji (February 2007 – )
BOLIVIA	María Isabel Cadima Paz (January 2007 – June 2007) Esteban Elmer Catarina Mamani (June 2007 – )	–
BOSNIA AND HERZEGOVINA	Midhat Haračić	Tamara Dogo Kovačević
BOTSWANA	Peter Letlhogonolo Siele (January 2007) Oliphant Mfa (January 2007 – )	Mathias Chakalisa
BRAZIL	Paulo Bernardo Silva	José Carlos da Rocha Miranda (January 2007 – September 2007) Alexandre Meira da Rosa (September 2007 – )
BURKINA FASO	Jean-Baptiste Marie Pascal Compaoré	Mamadou Sissoko (January 2007 – November 2007)

6/ At its Twenty-Ninth Session, on 14 and 15 February 2007 His Excellency James Harvey (United Kingdom) served as chairperson of the Governing Council. His Excellency Sheikh Abdul Rahman bin Khalifa bin Abdul Azziz Al-Thani (Qatar) and Mr Fazlul Karim (Bangladesh) served as vice chairpersons.

7/ Dates in parentheses indicate when a Governor is appointed and when he or she steps down. Where no date is given this indicates that the Governor was appointed before January 2007 and/or will continue to serve after December 2007.

Member	Governor	Alternate
BURUNDI	Elie Buzoya (January 2007 – February 2007) Jean de Dieu Mutabazi (February 2007 -November 2007) Ferdinand Nderagakura (November 2007 – )	Cyprien Ndayegamiye
CAMBODIA	Chan Sarun	–
CAMEROON	Abdoulaye Aboubakary	Michael Tabong Kima
CANADA	Bruce Montador (January 2007 – December 2007) Roger Ehrhardt (December 2007 – )	Roger Ehrhardt
CAPE VERDE	José Eduardo Barbosa	Maria Goretti Santos Lima
CENTRAL AFRICAN REPUBLIC	Charles Massi	Ernest Gothard-Bassebe
CHAD	Albert Pahimi Padacke (January 2007 – March 2007) Haroun Kabadi (March 2007 – )	Boubakari Hamadou (January 2007 – December 2007) Hassanty Oumar Chaïb (December 2007 – )
CHILE	Gabriel Valdés Subercaseaux	Konrad Paulsen
CHINA	Li Yong	Ju Kuilin (January 2007 – July 2007) Yang Shaolin (August 2007 – )
COLOMBIA	Sabas Pretelt de la Vega	Francisco José Coy Granados
COMOROS	Siti Kassim	–
CONGO	Jeanne Dambenzet	Mamadou Kamara Dekamo
COOK ISLANDS	Wilkie Rasmussen	–
COSTA RICA	Victoria Guardia Alvarado de Hernández (January 2007) Yolanda Gago de Sinigaglia (January 2007 – June 2007) Luis París Chaverri (June 2007 – )	Yolanda Gago de Sinigaglia
CÔTE D'IVOIRE	Richard Gbaka Zady	–
CROATIA	Tomislav Vidosević	Ivo Resić
CUBA	Martha Lomas Morales	Alfredo Néstor Puig Pino (January 2007 – March 2007) Enrique Moret Echeverría (April 2007 – )
CYPRUS	George F. Poulides	Gabriel Odysseos
DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA	Kim Yong Suk	Choe Taek San (January 2007 – May 2007) –
DEMOCRATIC REPUBLIC OF THE CONGO	Romain Nimy (January 2007 – February 2007) François Joseph Mobuto Nzanga Ngbangawe (February 2007 – )	–
DENMARK	Ole E. Moesby	Dan E. Frederiksen (January 2007 – July 2007) Susanne Rumohr Hækkerup (July 2007 – )
DJIBOUTI	Abdoulkader Kamil Mohamed	Mohamed Moussa Chehem
DOMINICA	John Colin McIntyre (January 2007 – November 2007) Matthew Walter (November 2007 – )	–
DOMINICAN REPUBLIC	Mario Arvelo Caamaño	–
ECUADOR	Emilio Izquierdo Miño (January 2007 – August 2007) Mónica Martínez Mendiño (August 2007 – October 2007) Geoconda Galán Castelo (October 2007 – )	Mónica Martínez Mendiño

<b>Member</b>	<b>Governor</b>	<b>Alternate</b>
EGYPT	Amin Ahmed Mohamed Othman Abaza	– Ashraf Rashed (February 2007 – )
EL SALVADOR	José Roberto Andino Salazar	María Eulalia Jiménez Zepeda
EQUATORIAL GUINEA	Teodoro Nguema Obiang Mangue	–
ERITREA	Arefaine Berhe	Zemedede Tekle Woldetatos
ETHIOPIA	Adissu Legesse	Grum Abay Teshome
FIJI	Seremaia Tuinaugusori Cavuitati	–
FINLAND	Hannu Kyröläinen (January 2007 – October 2007) Anneli Vuorinen (October 2007 – )	Pekka Hukka
FRANCE	Ambroise Fayolle	–
GABON	Faustin Boukoubi	Yolande Bivigou
GAMBIA (THE)	Kanji Sanneh	Karamo Kebba Bojang (January 2007 – March 2007) Amie Nyan-Alaboson (March 2007 – )
GEORGIA	Petre Tsiskarishvili	Zaal Gogsadze
GERMANY	Michael Hofmann (January 2007 – November 2007) Adolf Klope-Lesch (November 2007 – )	–
GHANA	Ernest Akobuor Debrah (January 2007 – February 2007) Anna Nyamekye (February 2007 – )	Charles Agyei-Amoama
GREECE	Anastassis Mitsialis (January 2007 – October 2007) Charalambos Rocanas (October 2007 – )	Emmanuel Manoussakis
GRENADA	Joseph S. Charter	–
GUATEMALA	Francisco Bonifaz Rodríguez	Ileana Rivera de Angotti
GUINEA	Jean Paul Sarr (January 2007 – April 2007) Mahmoud Camara (April 2007 – )	Ibrahima Cherif Bah
GUINEA-BISSAU	Sola Na Quilin Na Bitchita (January 2007 – June 2007) Daniel Souleimane Embaló (June 2007 – )	–
GUYANA	Laleshwar K.N. Singh (January 2007) Robert Montgomery Persaud (January 2007 – )	Dindyal Permaul
HAITI	François Séverin (January 2007 – March 2007) Joanas Gue (March 2007 – )	Franck Hyppolite
HONDURAS	Héctor Hernández Amador	Nehemías Martínez
ICELAND	Jón Erlingur Jónasson	Hermann Örn Ingólfsson
INDIA	Palaniappan Chidambaram	Ashok Chawla (January 2007 – April 2007) Sindhushree Khullar (April 2007 – )
INDONESIA	J.B. Kristiadi (January 2007) Mulia Panusunan Nasution (January 2007 – )	Djafar Husein (January 2007 – March 2007) Susanto Sutoyo (March 2007 – )
IRAN (ISLAMIC REPUBLIC OF)	Eshagh Al Habib	–
IRAQ	Hoshyar Mahmoud al-Zebari	–
IRELAND	Sean O’Huiginn	Padraic Dempsey
<b>Member</b>	<b>Governor</b>	<b>Alternate</b>

Member	Governor	Alternate
ISRAEL	Gila Livnat Rosiner (January 2007 – May 2007) Elazar Cohen (May 2007 – July 2007) Gila Livnat Rosiner (July 2007 – )	–
ITALY	Pier Paolo Cento	–
JAMAICA	Gail Marie Mathurin	–
JAPAN	Yuji Nakamura	Rintaro Tamaki (January 2007 – June 2007) Mitsuhiro Furusawa (June 2007 – October 2007) Tatsuo Yamasaki (October 2007 – )
JORDAN	Suhair al-Ali	–
KAZAKHSTAN	Akhmetzhan Smagulovich Yessimov	–
KENYA	Kipruto Rono Arap Kirwa	–
KIRIBATI	Martin Puta Tofinga (January 2007) Teima Onorio (January 2007 – December 2007) Tetabo Nakara (December 2007 – )	Tukabu Teroroko (January 2007) Tebwe Ietaake (August 2007 – )
KUWAIT	Bader Mishari Al-Humaidhi (January 2007 – November 2007) Mustafa Jasem al-Shamali (November 2007 – )	Abdulwahab Ahmed Al-Bader
KYRGYZSTAN	Alikbek Jekshenkulov (January 2007 – February 2007) Ednan O. Karabaev (February 2007 – )	–
LAO PEOPLE'S DEMOCRATIC REPUBLIC	Somdy Douangdy (January 2007 – October 2007) Somdy Douangdy (October 2007 – )	Phouphet Khamphounvong
LEBANON	Ghattas Akl	Rania Khalil Zarzour
LESOTHO	Daniel Rakoro Phororo (January 2007 – March 2007) Lesole Mokoma (March 2007 – )	Mathoriso Molumeli
LIBERIA	J. Christopher Toe	John B. Samuels
LIBYAN ARAB JAMAHIRIYA	Abdalla A. M. Zaied (January 2007 – February 2007) Abubaker Al-Mabruk Al-Mansuri (February 2007 – )	– Fatih Alseddek Beram (February 2007 – )
LUXEMBOURG	Jean-Louis Schiltz	Arsène Jacoby
MADAGASCAR	Randriarimanana Harison Edmond (January 2007 – February 2007) Ratolojanahary Marius De Sales Hygin (February 2007 – )	Auguste Richard Paraina (January 2007 – October 2007) Sambiheviny Findrama-Elson (October 2007 – )
MALAWI	Bingu wa Mutharika (January 2007) Bintony Kutsaira (January 2007 – )	Charles J. Matabwa (January 2007) Patrick Kabambe (January 2007 – )
MALAYSIA	Izzudin bin Dali (January 2007 – March 2007) Wan Abdul Aziz bin Wan Abdullah (March 2007 – )	Lily Zachariah (January 2007 – November 2007) –
MALDIVES	Abdullah Kamaludeen (January 2007 – July 2007) Hussain Hilmy (July 2007 – )	Hamdun Hameed (January 2007 – February 2007) Rilwan Shareef (February 2007 – )
MALI	Seydou Traoré (January 2007 – November 2007) Tiémoko Sangaré (November 2007 – )	Ibrahim Bocar Daga (January 2007 – December 2007) Mohammed Al Moustapha Cissé (December 2007 – )
Member	Governor	Alternate

Member	Governor	Alternate
MALTA	Pierre Hili (January 2007) Walter Balzan (January 2007 – )	Ritienne Bonavia
MAURITANIA	Mohamed Ould El Abed (January 2007 – May 2007) Abderrahmane Ould Hama Vezzaz (May 2007 – )	Yahya N'Gam (January 2007 – September 2007) Marièm Mint Mohamed Ahmedou (September 2007 – )
MAURITIUS	Arvin Boolell	Denis Cangy (January 2007) Krishnawtee Beegun (January 2007 – )
MEXICO	Rafael Tovar y de Teresa (January 2007 – September 2007) Jorge Eduardo Chen Charpentier (September 2007 – )	Vladimir Hernández Lara (January 2007 – May 2007) –
MOLDOVA	Anatolie Spivacenco	Lilia Razlog
MONGOLIA	Dendev Terbichdagva	Tserendorj Gankhuyag
MOROCCO	Moha Marghi	Ali Lamrani
MOZAMBIQUE	Aiuba Cuereneia	Ernesto Gouveia Gove
MYANMAR	Htay Oo	–
NAMIBIA	Michael Mutonga	Desmond R. Tshikesho
NEPAL	Mahantha Thakur (January 2007 – February 2007) Ganesh Kumar K.C. (February 2007 – )	Ganesh Kumar K.C. (January 2007 – February 2007) –
NETHERLANDS	A. M. Agnes van Ardenne-van der Hoeven (January 2007 – February 2007) Albert Gerard Koenders (February 2007 – )	Ewald Wermuth (January 2007 – August 2007) A. M. Agnes van Ardenne-van der Hoeven (August 2007 – )
NEW ZEALAND	Julie Clare MacKenzie (January 2007 – August 2007) Adele Bryant (August 2007 – September 2007) Douglas Frederick Lawrence Markes (September 2007 – )	Tiffany Jane Babington
NICARAGUA	Piero Coen Montealegre (January 2007 – October 2007) Martha Zuñiga Gutiérrez de Casari (October 2007 – December 2007) Mónica Robelo Raffone (December 2007 – )	Amelia Silvia Cabrera (January 2007 – July 2007) –
NIGER	Mireille Fatouma Ausseil	–
NIGERIA	Alhaji Adamu Bello (January 2007 – July 2007) Abba Sayyadi Ruma (July 2007 – )	–
NIUE	Young M. Vivian	–
NORWAY	Henrik Harboe	Ingrid Glad
OMAN	Khalfan bin Saleh Mohammed Al Naebi	–
PAKISTAN	Sikandar Hayat Khan Bosan (January 2007 – December 2007) Muhammed Isa Jan Baloch (December 2007 – )	Muhammad Akram Malik
PANAMA	Carlos A. Vallarino (January 2007 – July 2007) Héctor Alexander H. (July 2007 – )	Eudoro Jaén Esquivel
PAPUA NEW GUINEA	Rabbie Namaliu (January 2007 – September 2007) Patrick Pruaitch (September 2007 – )	Simon Tosali

Member	Governor	Alternate
PARAGUAY	Jorge Figueredo Fratta (January 2007 – November 2007) Humberto Galeano Bonzi (November 2007 – )	Liz Haydee Coronel Correa
PERU	Roberto Seminario Portocarrero (January 2007) Carlos Roca Cáceres (January 2007 – )	Pedro Alberto Mario Rubín Heraud (January 2007 – February 2007) Roberto Seminario Portocarrero (February 2007 – September 2007) Félix Denegri Boza (September 2007 – )
PHILIPPINES	Margarito B. Teves	–
PORTUGAL	Carlos Manuel Inácio Figueiredo	Carlos Manuel dos Santos Figueiredo
QATAR	Abdul Rahman bin Khalifa bin Abdul Azziz Al-Thani	Soltan Saad S.K. Al-Moraikhi
REPUBLIC OF KOREA	Cho Young-jai (January 2007 – October 2007) Kim Joong-Jae (October 2007 – )	Kim Chang-hyun (January 2007) –
ROMANIA	Nicolae Flaviu Lazin	Cristian Valentin Colteanu (January 2007 – August 2007) Radu Horumba (August 2007 – )
RWANDA	Anastase Murekezi	Emmanuel Ndagijimana
SAINT KITTS AND NEVIS	Cedric Roy Liburd	–
SAINT LUCIA	Ezechiele Joseph	Martin Satney
SAINT VINCENT AND THE GRENADINES	Montgomery Daniel	–
SAMOA	Taua Tavaga Kitiona Seuala	–
SAO TOME AND PRINCIPE	Cristina Maria Fernandes Dias	–
SAUDI ARABIA	Fahad bin Abdulrahman Balghunaim	Hamad bin Sulaiman Al Bazei
SENEGAL	Farba Senghor (January 2007 – October 2007) Hamanth Sall (October 2007 – )	Papa Cheikh Saadibou Fall
SEYCHELLES	Ronald Jumeau (January 2007 – July 2007) Joel Morgan (July 2007 – )	–
SIERRA LEONE	Sama Sahr Mondeh (January 2007 – October 2007) Sam Sesay (October 2007 – )	Foday Duramani Mohamed Seisay
SOLOMON ISLANDS	Toswell Kauga (January 2007 – July 2007) Severino Nuaiasi (July 2007 – )	Ezekiel Walaodo
SOMALIA	Abdulqadir Nur Arale	–
SOUTH AFRICA	Lenin Magigwane Shope	Margaret Mohapi
SPAIN	Eduardo Ibáñez López-Dóriga (January 2007 – September 2007)	Jorge Cabrera Espinós
SRI LANKA	E. Rodney M. Perera (January 2007 – June 2007) Saranya Hasanthi Urugodawatte Dissanayake (June 2007 – August 2007) Chandrasekara A.H.M. Wijeratne (August 2007 – November 2007) Hemantha Warnakulasuriya (November 2007 – )	Saranya Hasanthi Urugodawatte Dissanayake
SUDAN	Mohamed El Amin Kabashi Eisa	Ahmed Magdoub Ahmed
SURINAME	Jaswant Sahtoe	Gerhard Otmar Hiwat
SWAZILAND	Mtiti Fakudze	Christopher Nkwanyana

Member	Governor	Alternate
SWEDEN	Joakim Stymne	Stefan Emblad (January 2007 – May 2007) –
SWITZERLAND	Serge Chappatte	Lukas Siegenthaler
SYRIAN ARAB REPUBLIC	Adel Safar	Hassan Al-Ahmad
TAJIKISTAN	Hamrokhon Zarifi (January 2007) Sulton Valiev (January 2007 – )	–
THAILAND	Banphot Hongthong	Tritaporn Khomapat
THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA	Lidija Cadikovska	–
TIMOR-LESTE	Estanislau Alexio da Silva (January 2007 – May 2007) Francisco Benevides (May 2007 – August 2007)	Cesár José da Cruz
TOGO	Yves Madow Nagou (January 2007 – December 2007) Kossi Messan Ewovor (December 2007 – )	Ekoué Kandé Assiongbon (January 2007) Akla-Esso M'Baw Arokoum (January 2007 – December 2007)
TONGA	Viefa K. Tupou (January 2007 – February 2007) Sione Ngongo Kioa (February 2007 – )	–
TRINIDAD AND TOBAGO	Jarrette Narine (January 2007 – November 2007) Arnold A. Piggott (November 2007 – )	– Dennis Francis (April 2007 – )
TUNISIA	Mohamed Nouri Jouini	–
TURKEY	Sitki Uğur Ziyal	–
UGANDA	Ezra Suruma	– Hilary O. Onek (February 2007 – )
UNITED ARAB EMIRATES	Mohamed Khalfan bin Khirbash	Abdulla Ahmed Mohammed bin Abdul Aziz
UNITED KINGDOM	James Harvey	Elizabeth Nasskau
UNITED REPUBLIC OF TANZANIA	Stephen Masato Wasira	Wilfred J. Ngirwa
UNITED STATES	Henry M. Paulson	Anthony Wayne
URUGUAY	Ramón Carlos Abin De María	Gabriel Bellón (January 2007 – April 2007)
VENEZUELA (BOLIVARIAN REPUBLIC OF)	Nelson J. Merentes Díaz (January 2007 – May 2007) Rafael Eduardo Isea Romero (May 2007 – )	Rudolf Römer Pieretti (January 2007 – May 2007) Rafael Lacava Evangelista (May 2007 – )
VIET NAM	Tran Xuan Ha	Nguyen Thanh Do (January 2007) Yen Nguyen Thi Hong (January 2007 – )
YEMEN	Jalal Ibrahim Faqeera (January 2007 – April 2007) Mansour Ahmed Al-Hawshabi (April 2007 – )	Abdulrahman Mohammed Bamatraf
ZAMBIA	Daniel Kalenga	–
ZIMBABWE	Joseph M. Made (January 2007 – February 2007) Rugare Gumbo (February 2007 – )	Mary Margaret Muchada

## List of Executive Board Directors

as of 31 December 2007<sup>8</sup>

Member		Alternate Member	
<b>LIST A</b>			
James Melanson	Canada	Heidi Pihlatie (January 2007 – August 2007) Riikka Laatu (August 2007 – )	Finland
Vincent Perrin (January 2007 – August 2007) François Marion (August 2007 – )	France	Philip Heuts (January 2007 – September 2007) Martine Van Dooren (September 2007 – )	Belgium
Bernd Dünzlaff (January 2007 – September 2007) Heike Kuhn (September 2007 – )	Germany	Lothar Caviezel (January 2007 – April 2007) Pio Wennubst (April 2007 – )	Switzerland
Augusto Zodda	Italy	Georgios Pandremenos	Greece
Kazumi Endo (January 2007 – June 2007) Chishiro Matsumoto (June 2007 – July 2007) Noriteru Fukushima (July 2007 – )	Japan	Kristian Højersholt	Denmark
Theo van Banning	Netherlands	Neil Briscoe (January 2007 – June 2007) Elizabeth Nasskau (June 2007 – )	United Kingdom
Arne B. Hønningstad	Norway	Ann Uustalu	Sweden
Mark M. Jaskowiak	United States	Eduardo Ibáñez López-Dóriga (January 2007 – September 2007) – (September 2007 – )	Spain
<b>LIST B</b>			
Hesham Ibrahim Al-Waqayan	Kuwait	Majed Ali Ahmed Omran Al Shamsi	United Arab Emirates
Ganyir Lombin (January 2007 – April 2007) Yaya O. Olaniran (April 2007 – )	Nigeria	Soltan Saad S.K. Al-Moraikhi	Qatar
Abdul Rahman Mohammad A. Alangari (January 2007 – June 2007) Bandar Bin Abdel Mohsin Al-Shalhoob (June 2007 – )	Saudi Arabia	Hasanuddin Ibrahim	Indonesia
Heidi González (January 2007 – February 2007) Rafael Eduardo Isea Romero (February 2007 – May 2007) Luis Arias Bellorín (May 2007 – )	Venezuela (Bolivarian Republic of)	Larbi Boumaza (January 2007 – April 2007) Mohamed Larbi Ghanem (April 2007 – )	Algeria

<sup>8/</sup> Dates in parentheses indicate when a Director is appointed and when he or she steps down. Where no date is given, this indicates that the Director was appointed before January 2007 and/or will continue to serve after December 2007.

Member		Alternate Member	
<b>LIST C</b>			
<b>SUB-LIST C1</b>			
Said Mohamed El Sayed Mansour (January 2007 – March 2007)	Egypt	Ibrahim Bocar Daga (January 2007 – December 2007)	Mali
Abdel Aziz Mohamed Hosni (March 2007 – )		Modibo Mahamane Touré (December 2007 – )	
–	South Africa	Médi MOUNGUI	Cameroon
Njabulo Nduli (March 2007 – )			
<b>SUB-LIST C2</b>			
Ju Kuilin (January 2007 – July 2007)	China	Mirza Qamar Beg (January 2007 – August 2007)	Pakistan
Yang Shaolin (July 2007 – )		Aamir Ashraf Khawaja (August 2007 – October 2007)	
		Muhammad Zia-ur Rehman (October 2007 – November 2007)	
		Tasnim Aslam (November 2007 – )	
Ashok Chawla (January 2007 – April 2007)	India	Sitki Uğur Ziyal (January 2007 – February 2007)	Turkey
Sindhushree Khullar (April 2007 – )			
<b>SUB-LIST C3</b>			
Benvindo Belluco	Brazil	Francisco Bonifaz Rodríguez	Guatemala
Rafael Tovar y de Teresa (January 2007 – September 2007)	Mexico	María del Carmen Squeff	Argentina
Jorge Eduardo Chen Charpentier (September 2007 – )			