



Office Memorandum

To: Members of the Executive Board

February 15, 2013

From: Menno Snel, Chairman of the Evaluation Committee

Subject: **Fifth Periodic Monitoring Report on the Status of Implementation Plans in Response to Board-Endorsed IEO Recommendations—Assessment by the Evaluation Committee to the Executive Board**

1. The Executive Board agreed in 2008 to refer future Periodic Monitoring Reports (PMRs) to the Evaluation Committee (EVC) for initial consideration and review before reporting to the full Board. It was expected that in most cases the EVC discussion would replace a Board discussion. This procedure, which was intended to make better use of Board Committees and more efficient use of Board time, has been followed for the Fifth PMR.

2. The EVC broadly endorses the [Fifth PMR](#)'s assessment of the status of implementation plans in response to Board-endorsed IEO recommendations. The EVC thus recommends Board approval of the Proposed Decision on page 11 of the report on a lapse of time basis.

3. However, the EVC considers that, while progress had generally been made in implementing a wide array of Board-endorsed IEO recommendations, the following issues require special attention, going forward:

- **Staff turnover** in mission teams needs to be better monitored. More data on staff tenure is needed to assess whether there has been an improvement in the duration of country assignments. EVC members also noted the need to gather data on the recruitment of mid-career professionals. These issues would need to be considered in future strategic HR policy discussions at the Board.
- **Implementation of past IEO recommendations** requires sustained efforts as they are broad in nature and often entail a change in institutional culture. The EVC considered that monitoring by the Board would benefit from a more regular periodicity of future PMRs.

cc: The Managing Director
The Deputy Managing Directors
The Special Advisor to the Managing Director
The Secretary

Proposed Decision

The Executive Board supports the conclusions in Paragraph 8 of the Fifth Periodic Monitoring Report on the Implementation of Board-Endorsed IEO Recommendations.