



Ninth Replenishment of IFAD's Resources

IFAD management response to MOPAN

21 February 2011

Response to Overall Findings

The MOPAN report underlines some key areas of progress in IFAD's organisational effectiveness and we welcome the positive findings of Report on:

- **Results;**
- **Decentralisation; and,**
- **Strategic Planning and Budgeting**

Comments on findings: Results Management

- Recognise and agree with findings that highlight Results Management Strategy and Framework and importance of linking this to country led plans and expectations; and
- Recognise the twin future challenges of impact measurement and attribution at country level; and,
- Further discussion on IFAD's Results Management agenda is anticipated in the context of the IFAD 9 replenishment consultations in 2011

Increased Use Country Systems

- As signatory to Paris Declaration IFAD uses country systems wherever possible;
- The increased use of country systems is linked to IFAD supervision and to roll-out of country presence e.g. a mission currently Mozambique is examining full adoption of national financial systems; and,
- The Paris 2011 survey will include information on all IFAD financial support flowing through government systems including to parastatals, credit agencies and Civil Society Organisations (CSOs).

Management efforts to address weaknesses in HR

- HR Reform: Substantive HR Reform is underway, revised performance management system e.g. 360°; staff induction programme; voluntary separation and the publication of the revised HR manual and staff rules;
- Country Presence Strategy: recruitment of staff in country offices: use of new indicator-“IFAD national/ international staff in country offices in post for a sufficient time to develop effective partnerships at country level“; and,
- Strategic workforce planning: increase professional staff in operations; adequate capacity of country offices.

Thank you

