

**EXECUTIVE
BOARD
MEETING**

SM/19/282
Supplement 1

February 7, 2020

To: Members of the Executive Board

From: The Secretary

Subject: **Categorization of Open Actions in Management Implementation Plans—
Supplement and Revised Proposed Decision**

Board Action: Executive Directors' **consideration** (Formal)

Tentative Board Date: **Monday, February 10, 2020**

Additional Information: In response to Executive Directors' comments, it is proposed to retain under category 4 (for actions seeking long-term technical or cultural change) the action on regional and gender diversity, but to extend its PMR monitoring for another five monitoring cycles as allowed under the Framework to Address Open Management Actions in Response to Board-Endorsed IEO Recommendations.

Publication: Proposed, together with main paper.

Questions: Ms. Gonzalez, SPR (ext. 36163)
Ms. Garcia Martinez, SPR (ext. 37265)



February 7, 2020

CATEGORIZATION OF OPEN ACTIONS IN MANAGEMENT IMPLEMENTATION PLANS—SUPPLEMENT AND REVISED PROPOSED DECISION

Approved By
Martin Mühleisen

Prepared by the Strategy, Policy and Review Department in consultation with other departments by a team led by Maria Gonzalez-Miranda and consisting of Pilar Garcia-Martinez and Yeu Jin Yung, under the overall guidance of Kristina Kostial

1. Following the circulation to members of the Executive Board of *Categorization of Open Actions in Management Implementation Plans (SM/19/282, December 20, 2019, "Categorization Paper")*, staff and Executive Directors have had further consultations related to action 4.3 on regional and gender diversity (see below). Based on these consultations, this supplement proposes a revision to the proposed decision.

4.3 The Role of the Fund as a Trusted Advisor (2013): Regional and Gender Diversity



IEO Recommendation

Strengthen the continuity of the relationship between the Fund and member countries.

Management Implementation Plan

Implement measures to raise the share of nationals from underrepresented regions (URR) among senior staff and set targets for representation of women at senior levels.

2. In light of the discussions with concerned Directors, Management now proposes to retain this action under PMR monitoring for an additional period of five PMR reporting cycles. Extending the monitoring of this action, in line with the *Framework to Address Open Management Actions in Response to Board-endorsed IEO Recommendations* (Decision 16490-(19/18), March 15, 2019) will allow more time to build on efforts to strengthen diversity at the Fund. Further progress will be monitored in the PMR based on achievements by dedicated workstreams in this area, including the Diversity and Inclusion Reports to the Board.

Revised Proposed Decision

The following decision, which may be adopted by a majority of the votes cast, is proposed for adoption by the Executive Board:

(i) In application of *Decision 16490-(19/18) on the Framework to Address Open Management Actions in Response to Board-Endorsed IEO Recommendations* (hereinafter, **Triage Framework**), the Board endorsed the proposed classification of the outstanding actions, as proposed in *Categorization of open actions in Management Implementation Plans* (SM/19/282) under Categories 1–5 envisaged under the *Triage Framework*.

(ii) Accordingly:

- Thirty-eight of the outstanding actions have been assessed as “on-track” in *Tenth Periodic Monitoring Report (PMR) on the Status of Management Implementation Plans (MIPs) in Response to Board-Endorsed Independent Evaluation Office (IEO) Recommendations* (SM/19/282) and falling under Category 1 envisaged by the *Triage framework*. These actions are further listed in the Annex 2 of SM/19/282 (Categorization Paper).
- Eight of the outstanding actions have been assessed as being “off-track” and falling under Categories 2–3 of the Triage Framework. These actions are identified in Sections B and C of SM/19/282 (Categorization Paper) and will be reformulated, in line with the *Triage Framework*. The proposed revisions to these actions will be implemented through one or more Management Actions Plans, as needed. The MIP(s), prepared in line with the Decision No. 15877- (15/95), will be presented to the Board’s Evaluation Committee no later than six months from the date of approval of this decision.

- Six of the outstanding actions have been assessed as being “off-track” and falling under Category 4 the *Triage Framework*. These actions are identified in Section D of SM/19/282 (Categorization Paper) and originated from the MIPs endorsed by the Board in 2012 and 2013. Five out of six actions have met the five-year PMR reporting requirement and have been substituted by other implementation workstreams and monitoring mechanisms. Such actions will be retired from PMR monitoring going forward. For one action in Category 4 (action 4.3, on regional and gender diversity) annual monitoring through the PMR will be extended for five additional PMR cycles, to help provide additional progress on regional and gender diversity objectives.
- Ten of the outstanding actions have been assessed as being “off-track” and falling under Category 5 of the Triage Framework. These actions are identified in Section E of SM/19/282 (Categorization Paper) and assessed to be superseded by new workstreams. Further monitoring of such actions through the PMR is considered redundant and the actions will be retired.