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Executive Board documents are available on WFP's website (<https://executiveboard.wfp.org>).

Management response to the recommendations from the summary report on the evaluation of the country strategic plan for Burkina Faso (2019–2023)

Background

1. This document presents the management response to the recommendations in the summary report on the evaluation of the country strategic plan (CSP) for Burkina Faso for 2019–2023.
2. The evaluation was conducted between November 2021 and January 2023 and assessed WFP's strategic positioning, its contribution to outcomes, its efficiency in implementation, the factors explaining its performance and its ability to respond to a level 3 emergency, including the agility of that response.
3. Taking a utilization-focused and consultative approach, the evaluation served accountability and learning purposes and informed the preparation of a new CSP for Burkina Faso.
4. The evaluation made six recommendations addressing key issues for the next CSP for Burkina Faso; three of the recommendations are strategic and three operational.
5. The following response sets out whether WFP management agrees, partially agrees or disagrees with the evaluation recommendations and sub-recommendations and presents the planned (and completed) actions, responsibilities and timelines for implementing those recommendations.

Focal points:

Ms E. Pruscini
Country Director
email: elvira.pruscini@wfp.org

Ms M Van der Velden
Regional Director a.i.
Western Africa
email: margot.vandervelden@wfp.org

MANAGEMENT RESPONSE TO THE RECOMMENDATIONS FROM THE SUMMARY REPORT ON THE EVALUATION OF THE COUNTRY STRATEGIC PLAN FOR BURKINA FASO (2019–2023)						
Recommendations and sub-recommendations	Responsible WFP office or division (with supporting offices and divisions in brackets)	Management response	Actions to be taken	Action lead office or division (with supporting offices and divisions in brackets)	Deadline for completion	Status of implementation
1. WFP should continue investing in its preparedness for future shocks						
1.1 Continue emergency preparedness work by developing crisis scenarios and anticipated impacts. For each scenario, WFP should identify challenges and the best strategic approach. Priority: high (December 2024)	Country office (emergencies unit)	Agreed	Deliver Country Office Response Exercise (COREX) training for WFP staff and partners: reinforce the core capacities of WFP staff and partners in the areas of emergency preparedness and response.	Country office (emergencies unit)	December 2024	Under way
			Update the standard operating procedures for airlift emergency operations in locations under blockade and assess the most appropriate intervention modalities of assistance based on humanitarian principles and ensuring the protection of the targeted population.	Country office (emergencies unit) and field offices	October 2023	Under way
			Conduct fire safety evacuation drills in the country office and sub-offices.	Country office (security unit) and field offices	October 2023	Completed. The exercise was carried out in April 2023 and will be conducted every six months.

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			Conduct warden exercises in the country office and sub-offices	Country office (security unit) and field offices	June 2023	Completed
			Conduct control radio exercises in the country office and sub-offices. ➤ In Dori (daily) ➤ In Kaya and Fada (three times a week) ➤ In Ouahigouya (twice a week)	Department of Safety and Security	August 2023	Completed (weekly)
			Strengthen the warden system for staff security	Country office (security unit) and field offices	October 2023	Communication tree updated and a drill exercise planned.
1.2 Continue to strengthen the risk management system, particularly regarding the unintended impacts of geographical and individual targeting of assistance; the use of escorts; stakeholder discussions; the selection of cooperating partners; partnerships with public institutions to address the impacts of the security crisis; and inter-agency coordination. Priority: high (December 2023)	Country office (risk management unit)	Agreed	Ensure coordination with key government stakeholders: hold a meeting twice a week with the <i>Conseil National de Secours d'Urgence et de Réhabilitation</i> to address operational bottlenecks and ensure transparency of WFP response, fostering trust during the airlift operation. Participate in a strategic committee with the Minister of Humanitarian Affairs.	County office (emergencies unit)	July 2023	Completed

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			Select cooperating partners: carry out due diligence on cooperating partners at two levels: introduce a compulsory requirement to register on the United Nations Partner Portal and verification of all partners' profiles on that platform; and conduct capacity assessments for all cooperating partners.	Country office (operational partnerships unit)	December 2023	Under way
			Maintain an effective notification system for all air and road movements and direct interaction with the <i>Forces de défense et de sécurité</i> (FDS) and the civil–military coordination platform. Track the road convoys with FDS and all military stakeholders.	Country office (humanitarian access/ humanitarian and military interaction unit)	Jan 2023	Completed
			Monitor airlift and land operations.	Country office (humanitarian access/ humanitarian and military interaction unit)	May 2023	Completed (conducted daily)

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			Track all humanitarian access-related incidents.	Country office (humanitarian access/ humanitarian and military interaction unit)	August 2023	Completed
			Disseminate information through various communication channels (WhatsApp, Microsoft Teams, SMS, Signal, email).	Country office (humanitarian access/ humanitarian and military interaction unit)	March 2023	Completed (conducted daily)
			Maintain contact with United Nations Security Management System focal points, partners and local authorities.	Country office (humanitarian access/ humanitarian and military interaction unit)	March 2023	Completed
			Participate in the security cell.	Country office (security)	March 2023	Completed (convened every two weeks and <i>ad hoc</i> if needed)
			Participate in the senior management team.	Country office (senior management)	March 2023	Completed

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			Brief all military commanders, governors and local authorities about WFP ways of working and identify solutions to operational constraints.	Country office (humanitarian access/ humanitarian and military interaction unit)	March 2023	Completed
			Support cooperating partners in developing and implementing humanitarian access workplans and integrating humanitarian principles in their operations.	Country office (humanitarian access/ humanitarian and military interaction unit)	December 2023	Not started
			Participate in the access and civil-military coordination platforms to ensure that all strategic and operation access constraints are discussed and analysed and adequate solutions are found to facilitate humanitarian operations in hard-to-reach areas.	Country office (humanitarian access/ humanitarian and military interaction unit)	March 2023	Completed

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1.3 In view of the evolution of the crisis, develop WFP's operational capacities in urban areas (activities adapted to urban livelihoods, partnerships with municipalities, targeting, transfer modalities, etc.) Priority: high (December 2023)	Country office (programme unit)	Agreed	Following pilot programmes in urban and peri-urban areas (Kaya, Ouahigouya and Fada), develop and implement integrated resilience interventions in peri-urban areas of Centre-Nord, Nord and Est regions. Formulate early recovery and empowerment programmes and implement them systematically in urban and peri-urban areas.	Regional bureau (programme and emergency preparedness and response units)	December 2023	Under way
1.4 Establish more framework contracts with local service providers and cooperating partners in areas vulnerable to shocks (security shocks and natural disasters) to reduce procurement delays and therefore improve the speed of response. Priority: high (December 2024)	Country office (supply chain unit)	Agreed	Issue a request for proposals from local financial services providers. Seek expressions of interest from local retailers in areas where vouchers are typically used.	Country office (emergencies, procurement and cash-based transfers units)	October 2023 June 2023	Under way Completed
			Cooperating partners' roster: since the launch of the United Nations Partners Portal in 2022, those organizations that register and are verified by WFP are kept in a roster. This allows WFP to reach out to them at short notice in case of an emergency.	Country office (operational partnerships unit)	December 2024	Under way

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2. WFP should develop its humanitarian-development-peace nexus approach by giving priority to operational and technical support.						
2.1 Support the development of a national strategy designed to empower internally displaced persons and returnees and a corresponding theory of change common to all relevant United Nations entities, and then identify and facilitate its implementation. Priority: high (March 2024)	Country office (programme unit)	Agreed	Contribute to the development of the <i>Stratégie Nationale de Relèvement des PDI et des Communautés d'Accueil</i> (national strategy for the empowerment of internally displaced persons and host communities).	Country office (management team, emergencies, protection, and research, assessment and monitoring units)	March 2024	Under way
2.2 Sharpen the definition of the synergies between strategic outcomes, particularly between outcomes related to emergency response and the others. To this end, WFP should specify the conditions under which emergency assistance provided for internally displaced persons and returnees shifts to medium-term support and how internally displaced persons assistance can contribute to local economic development and support local food systems. Priority: medium (March 2024)	Country office (programme unit)	Agreed	Operationalize the triple nexus approach, contributing to and participating in the development and implementation of the national strategy for the empowerment of internally displaced persons and returnees under the leadership of the Government.	Country office (emergencies unit); regional bureau (programme unit)	March 2024	Under way

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<p>2.3 Given the national political and institutional situation, give priority to providing technical support for operational bodies of the State and to local authorities in order to facilitate access to basic services (including social protection) for internally displaced persons, returnees and vulnerable members of host communities, fostering political and strategic dialogue at the central level.</p> <p>Priority: high (December 2024)</p>	Country office (programme unit)	<p>Partially agreed. Considering the charged political situation in Burkina Faso, “giving priority to providing technical support” to state and local authorities could be risky. In Burkina Faso, it makes sense for WFP’s direct assistance to take precedent over country capacity strengthening. It is nonetheless good to add resources to country systems and capacity strengthening, but “prioritizing” it might be too strong.</p>	<p>Put in place a clearly defined country capacity strengthening strategy, which includes the establishment of a dedicated country capacity strengthening unit with qualified staff.</p> <p>Develop cooperation agreements with centralized government structures such as the <i>Secrétariat Exécutif du Conseil National de Sécurité Alimentaire</i>, the <i>Conseil National de Secours d'Urgence et de Réhabilitation</i>, the <i>Société Nationale de Gestion du Stock de Sécurité Alimentaire</i> (SONAGESS) and the ministries of agriculture, education and health.</p>	Country office (social protection)	December 2024	Under way
			<p>Provide technical support on food system strengthening to the national strategic food reserve agency and national humanitarian assistance agency at the Ministry of Social Action and Humanitarian Affairs.</p>	Country office (social protection)	December 2024	Under way
			<p>Provide technical and capacity building support on national social protection.</p>	Country office (social protection)	December 2024	Under way

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2.4 Clearly define WFP's objectives in relation to the triple nexus in the next country strategic plan. Do this with the support of experts in peacekeeping and social protection, if necessary. Priority: medium (December 2025)	Country office (programme unit)	Agreed	Continue to invest in the operationalization of the triple nexus approach where emergency, development and peace actors document their successes and replicate the humanitarian–development–peace model across programmes implemented in areas at risk of conflict spillover.	Country office (resilience unit); regional bureau (programme unit)	December 2025	Under way. Pilot programmes are under way in the Centre-Nord and Nord regions. As part of efforts to harness synergy of action with other stakeholders, meetings have been held with the United Nations Development Programme, Interpeace and Search for Common Ground in order to share experiences.
			Support the country office in developing an analysis of peace and social protection issues.	Regional bureau (programme unit)	June 2024	
			Develop a strategy and action plan for implementing the triple nexus, expanding WFP's areas of intervention if humanitarian space is open and accessible.	Country office (resilience unit); regional bureau (programme unit)	December 2024	

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						<p>With a view to harnessing synergy based on the Government's actions under these three pillars, the country office has taken part in consultation frameworks and strategic meetings with other stakeholders, including Oxfam, CILSS and Interpeace.</p> <p>The country office also ensures that its interventions related to the three pillars are linked to the pillars of Burkina Faso's resilience strategy, which incorporates the humanitarian–development–peace nexus.</p>

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3. In the area of partnerships, WFP should take a more structured approach to localization, be more proactive in its communication with government institutions and be more consistent in its relations with other United Nations entities.						
3.1 Strengthen engagement with local cooperating partners, who should be more involved in programmatic decisions and better supported with capacity strengthening, particularly in relation to identifying and managing risks, to ensure that crisis response is embedded in their work plans and that they have the capacities needed to achieve this. Priority: high (March 2024)	Country office (operational partnerships unit)	Agreed	Strengthen the capacity of local cooperating partners: a dedicated unit has already been set up to strengthen partnerships. It conducts and supports capacity strengthening activities for local cooperating partners including regular and one-off training sessions, capacity assessments and performance evaluations. Potential areas for further action include training focused on risk identification and management and support related to warehousing, food management and targeting.	Country office (programme, emergencies and security units)	March 2024	Under way

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<p>3.2 Improve communication on strategic adjustments made during country strategic plan implementation to clarify the implications of these changes and ensure that stakeholders, including governments, understand them.</p> <p>Priority: medium (September 2024)</p>	Country office (management team)	Agreed	Strengthen communication and dialogue on operations with cooperating partners (non-governmental organizations and government bodies) by regularly sharing information via email and by organizing a mid-year national meeting with them. Introduce monthly operations meetings for partners at field offices.	Country office (emergencies and programme units)	September 2024	Under way
<p>3.3 Within the United Nations system, develop more coherent partnerships and more effective inter-agency interventions based on agencies' respective mandates in order to retain control of WFP's various commitments.</p> <p>Priority: high (December 2024)</p>	Country office (management team)	Agreed	Establish an emergency response team: this will constitute a coordination platform that ensures synergy between the operations of WFP, the Office of the United Nations High Commissioner for Refugees and the United Nations Children's Fund (UNICEF) for people in need, particularly internally displaced persons.	Country office (emergencies and programme units)	December 2024	Under way

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			Implement the joint school feeding programme with the Food and Agriculture Organization of the United Nations, the International Fund for Agricultural Development and UNICEF in support of the presidential initiative addressing multisectoral objectives including increasing local agricultural production and the income of vulnerable communities, improving the nutrition status of schoolchildren and strengthening accountability and national capacity related to school feeding.	Country office (programme unit)	December 2024	Under negotiation. The memorandum of understanding between all the United Nations entities concerned is still being negotiated and there are some points of disagreement that are taking time to resolve. Implementation of the joint programme will not be achieved by the end of 2023 although WFP hopes it will begin by December 2023.
4. In its efforts to ensure accountability, WFP should engage in broader communication about its programmes, targeting and feedback mechanisms, design more gender-transformative interventions and promote financial inclusion.						

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4.1 Streamline the complaint and feedback system as part of the coordination of humanitarian action, clearly identifying protection issues. Priority: high (December 2023)	Country office (research, assessment and monitoring unit)	Agreed	Implementation of the SugarCRM platform for the complaint and feedback mechanism.	Country office (protection and programme units)	September 2023	Under way
			Train all WFP and cooperating partner staff on the prevention of sexual exploitation and abuse and accountability to affected populations.	Country office (protection unit)	September 2023	Complete
			Ensure active monitoring through local and national networks and actors, including the protection from sexual exploitation and abuse network, the community engagement working group and the food security cluster.	Country office (protection unit)	December 2023	Under way
4.2 Regarding the organization of the country office, the research, assessment and monitoring unit should consider accountability in order to improve its cross-functionality and link it more clearly to monitoring and evaluation and ultimately to programme quality. Priority: high (March 2023)	Country office (management team)	Agreed	Integrate the complaint and feedback mechanism team into the research, assessment and monitoring unit.	Country office (research, assessment and monitoring, protection and programme units)	March 2023	Completed

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<p>4.3 Endeavour to be more transformative in the approach to gender issues, including by challenging gender stereotypes through the design of livelihoods interventions.</p> <p>Priority: high (December 2023)</p>	Country office (gender unit)	Agreed	Develop a plan for addressing gender-related issues with specific actions for each activity.	Country office (programme unit)	October 2023	Under way
			Conduct an analysis of gender-related power relations in Burkina Faso, which can be used to increase the gender-transformative nature of activities.	Country office (programme unit)	October 2023	Under way
			Strengthen knowledge and awareness of gender issues including gender-based violence among staff in the country office, field offices and partner organizations.	Country office (programme unit)	December 2023	Under way
<p>4.4 Continue to promote the use of mobile money transfers including for households that do not have a phone or mobile money account. WFP should continue to encourage households that have identity cards to register with Orange Money. In parallel, WFP should explore the use of other payment mechanisms, for example using SMART cards, which do not require households to hold identity cards (for amounts below CFA 200,000).</p> <p>Priority: medium (December 2023)</p>	Country office (cash-based transfers unit)	Agreed	Extend the use of mobile money transfers to new activities such as school feeding and asset creation and livelihood support.	Country office (programme and technology units)	December 2023	Under way

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			Expand the use of SCOPE smart cards for households that do not have national identity cards for a grace period of three months for transfers of up to CFA 200,000.	Country office (cash-based transfers and technology units)	December 2023	Under way
			Systematically verify the mobile money accounts of beneficiaries who have SIM cards and send mobile money transfers in case of account confirmation.	Country office (cash-based transfers and technology units)	December 2023	Under way
			Issue a request for proposals for financial service providers offering smart card payment solutions as part of the ongoing financial service provider contracting process.	Country office (cash-based transfers, procurement and technology units)	October 2023	Under way
			Strengthen partnerships with government technical services and international financial institutions that promote financial inclusion.	Country office (cash-based transfers, procurement and technology units)	December 2023	Under way

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4.5 Invest more in communication regarding the process and criteria used to target internally displaced persons and host community households, particularly for activities related to emergency assistance. Communication should include messages tailored to cooperating partners, the operators of the feedback mechanism, households and the <i>Conseil National de Secours d'Urgence et de Réhabilitation</i> . Priority: high (December 2023)	Country office (programme unit)	Agreed	Review the targeting strategy.	Country office (research, assessment and monitoring, and protection units); field offices	December 2023	Under way
			Provide comprehensive training for hotline operators to enable them to offer direct feedback on targeting and WFP operations. They should be able to provide responses and relay caller feedback effectively.	Country office (research, assessment and monitoring, and protection units); field offices	November 2023	Under way
			Conduct capacity building sessions for cooperating partners and committee leaders to provide them with a detailed understanding of the targeting methodology.	Country office (research, assessment and monitoring, operational partnerships, and protection units); field offices	November 2023	Under way

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			Organize workshops on the targeting process; these workshops will allow participants to share best practices and lessons learned and to refine targeting approaches based on experience.	Country office (research, assessment and monitoring, and protection units); field offices	December 2023	Under way
			Validate the “Communication with Communities” strategy and share it with all staff in the country and field offices, together with an action plan detailing responsibilities for its implementation at all levels.	Country office (research, assessment and monitoring, and protection units); field offices	December 2023	Under way
			Support the <i>Conseil National de Secours d'Urgence et de Réhabilitation</i> in strengthening its targeting and beneficiary registration mechanism.	Country office (research, assessment and monitoring, and protection units); field offices	December 2023	Under way
			Provide regular key messages to local authorities and government technical services on the targeting process and criteria used.	Country office (research, assessment and monitoring, and protection units); field offices	December 2023	Under way

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5. WFP should ensure that programmatic and strategic decisions are based more firmly on available evidence and analysis, and the research, assessment and monitoring unit data should be used more effectively to inform operational and strategic decision making.						
5.1 Invest more in evaluating strategic and programmatic decisions in the context of the crisis, the rapid changes of which are affecting the implementation and impact of WFP operations. Decisions should be reviewed more regularly based on the evidence and data collected. Priority: high (March 2024)	Country office (research, assessment and monitoring unit)	Agreed	Support the corporate emergency evaluation of WFP's response in the Sahel and other countries in Western Africa, which aims to assess the effectiveness of WFP's interventions during emergencies.	Country office (management team, emergencies and programme units)	December 2023	Under way
			Carry out an integrated context analysis.	Country office (research, assessment and monitoring unit)	November 2023	Under way
			Carry out an urban vulnerability analysis, which will focus on understanding vulnerability in urban environments. The analysis aims to identify challenges specific to urban settings, which can inform the development of strategies to address food security and humanitarian needs.	Country office (research, assessment and monitoring unit)	December 2023	Under way

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			Carry out an evaluation of food systems in conflict settings, examining the dynamics of food production, distribution and access in conflict zones in order to inform decision-making.	Country office (research, assessment and monitoring unit)	March 2024	Under way
			Carry out an assessment of on access and coverage of nutrition activities	Country office (research, assessment and monitoring and nutrition units)	December 2023	Under way
5.2 Improve the internal use of data collected and reports produced (dashboard, third-party monitoring data) for operational and strategic decision making (e.g. market monitoring data should also be used to analyse and track the suitability of cash transfers in addition to producing generic bulletins in collaboration with the Government). Priority: high (December 2024)	Country office (programme unit)	Agreed	Based on data shared by the research, assessment and monitoring unit, the emergency team promptly adjusts interventions, for instance, transitioning to household-level distributions in hard-to-reach areas, whenever and wherever possible.	Country office (research, assessment and monitoring, technology (scope), and emergencies units and management team)	December 2024	Under way
			Conduct thematic research with research institutions and universities to inform decision making related to the implementation of WFP activities.	Country office (research, assessment and monitoring unit)	December 2024	Under way

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			Produce monthly market monitoring bulletins jointly with SONAGESS	Country office (research, assessment and monitoring unit)	January 2023	Completed
5.3 Strengthen the local and central use of monitoring and evaluation analyses. At the sub-office level, the sub-office manager and the programme teams should take part in analysing monitoring and evaluation data and related decision making. At the central level, WFP should make greater use of outcome monitoring to stimulate discussion between activity managers and management. The field knowledge of monitoring staff and the third-party monitoring entities can be better exploited by systematically involving them in the monthly monitoring meetings held at sub-offices. Priority: high (March 2024)	Country office (management team); field offices	Agreed	Develop a project that will strengthen the resilience of vulnerable communities in urban and peri-urban areas (based on the results of the urban vulnerability assessment survey carried out by the research, assessment and monitoring unit, which shows the need for interventions in urban and peri-urban areas).	Country office (programme and research, assessment and monitoring units)	December 2023	Under way
			Set up a project aimed at empowering women in Sakoula and Ouagadougou (based on the results of the urban vulnerability assessment, which showed the need for action in urban and peri-urban areas).	Country office (programme unit/cash-based transfers)	June 2023	underway

MANAGEMENT RESPONSE TO THE RECOMMENDATIONS FROM THE SUMMARY REPORT ON THE EVALUATION OF THE COUNTRY STRATEGIC PLAN FOR BURKINA FASO (2019–2023)						
Recommendations and sub-recommendations	Responsible WFP office or division (with supporting offices and divisions in brackets)	Management response	Actions to be taken	Action lead office or division (with supporting offices and divisions in brackets)	Deadline for completion	Status of implementation
			Establish a committee that reviews findings from monitoring and complaint and feedback mechanisms at the country office and field office levels, tasked with recommending mitigation measures and follow-up actions; ensure that the committee meets every month.	Country office (research, assessment and monitoring, programme and emergencies units)	August 2023	Completed
			Establish a system for tracking process monitoring issues.	Country office (research, assessment and monitoring unit)	September 2023	Under way
			Integrate the system for escalating process monitoring issues in the SugarCRM platform.	Country office (research, assessment and monitoring unit)	March 2024	Under way
5.4 Strengthen the monitoring and evaluation of the assumptions that underpin WFP's intervention logic, and the monitoring framework for outcomes related to country capacity strengthening and service provision for other humanitarian actors. Priority: high (December 2023)	Country office (research, assessment and monitoring unit)	Agreed	Update the risk monitoring matrix and mitigation measures.	Country office (research, assessment and monitoring and compliance units)	December 2023	Ongoing
			Implement quarterly monitoring of the assumptions in the logical framework of the country strategic plan.	Country office (research, assessment and monitoring unit)	December 2023	Ongoing

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Recommendations and sub-recommendations	Responsible WFP office or division (with supporting offices and divisions in brackets)	Management response	Actions to be taken	Action lead office or division (with supporting offices and divisions in brackets)	Deadline for completion	Status of implementation
			Conduct a corporate emergency evaluation with a focus on the assumptions in the logical framework of the country strategic plan.	Country office (research, assessment and monitoring unit)	December 2023	Ongoing
6. Given the recruitment challenges faced in West Africa, new investments should be made in the management and structure of WFP's human resources in Burkina Faso in order to facilitate the scale-up of operations.						
6.1 Review the structure of the country office, with the support of the regional bureau. The review should assess and restructure the office, which has developed organically and needs to be redesigned in light of likely crisis scenarios and future WFP operations. Priority: high (March 2024)	Country office (human resources unit)	Agreed	Schedule an organizational review of the country office, led by the human resources team at the regional bureau.	Regional bureau (human resources unit)	March 2024	Not started

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Recommendations and sub-recommendations	Responsible WFP office or division (with supporting offices and divisions in brackets)	Management response	Actions to be taken	Action lead office or division (with supporting offices and divisions in brackets)	Deadline for completion	Status of implementation
6.2 Continue efforts to improve well-being at work in order to foster staff retention, focusing on working and rest conditions and advocacy on related aspects of the United Nations system. Priority: medium (October 2023)	Country office (human resources unit)	Agreed	Establish a wellness committee for the country office.	Country office management team; regional bureau (human resources unit)	August 2023	Completed
			Establish a national staff counsellor position for the country office.	Country office management team; regional bureau (human resources unit)	October 2023	Under way
			Implement the rest and recuperation scheme for international staff in the country office.	Country office management team; regional bureau (human resources unit)	March 2023	Completed
			Establish the compensatory time off modality for field-based national staff.	Country office management team; regional bureau (human resources unit)	July 2022	Completed
			Establish and train a team of wellness support volunteers for the country office.	Country office management team; regional bureau (human resources unit)	March 2023	Completed

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Recommendations and sub-recommendations	Responsible WFP office or division (with supporting offices and divisions in brackets)	Management response	Actions to be taken	Action lead office or division (with supporting offices and divisions in brackets)	Deadline for completion	Status of implementation
<p>6.3 Strengthen its recruitment capacities in response to urgent needs at all levels by increasing the presence of French-speaking staff in headquarters rosters; accelerating the deployment of regional rosters and improving training for national staff to facilitate their integration into these regional rosters; and investing in the establishment of rosters of national candidates in Burkina Faso.</p> <p>Priority: high (A national roster to be created by the end of 2023; work should then continue on rosters at the headquarters and regional bureau levels.) October 2023</p>	Country office (human resources unit)	Agreed	Establish regional rosters for various positions.	Country office management team; regional bureau (human resources unit); headquarters (human resources division)	December 2022	Completed for several positions already and ongoing for others.
			Establish a local multidisciplinary roster for national staff recruitment needs.	Country office (human resources unit)	March 2023	Completed
			Recruit additional staff in order to increase the recruitment capacity of the country office human resources.	Country office (human resources unit)	October 2023	Under way