Important elements of WFP’s human resource management are not yet as good as they should be.

**CONCLUSIONS**

- Progress made against all four imperatives
- WFP is performing well but needs to address inequities, strengthen accountability for good people management and address gender equality and workforce diversity
- WFP urgently needs to attract and develop the best workforce possible, reflecting commitment to human rights, gender equality, diversity and inclusion

**RECOMMENDATIONS**

1. Develop a new People Policy
2. Implement an organizational change management process
3. Revise WFP human resources functional strategy to continue professionalisation of the function
4. Develop an accountability framework for supervisors to achieve excellence in people management
5. Conduct a comprehensive review of contract modalities
6. Ensure proactive information-sharing with WFP employees