

The recommendation is addressed to	Directorate in charge of implementation	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
CA	DPRM	2009	JIU/REPORT/2009/8 SELECTION AND CONDITIONS OF SERVICE OF EXECUTIVE HEADS IN THE UNITED NATIONS SYSTEM ORGANIZATIONS	Recommendation 1 The legislative bodies of the United Nations, specialized agencies and IAEA, which have not yet done so, should conduct hearings/meetings with candidates running for the post of executive head, in order to enhance transparency and credibility of the selection process and to make the process more inclusive of all Member States.	The Oversight Advisory Committee has reviewed this recommendation and proposes that the CA accept it and implement it through the CA Plenary - First decide whether to change the rules or just send an invitation as explained by DAJ during the meeting. Then proceed with implementation. Follow-up of January 2023 DPRM's comment: This will manifest in the next DG election cycle. We will flag this to the appropriate committees. Follow-up of July 2023 In progress. Same status as January Follow-up of February 2024 In progress. The IB is undertaking a benchmarking exercise of other similarly placed UN agencies and will develop recommendations on both the process and any rule changes (if required) needed to effect such hearings/meetings for the consideration of the Council of Administration by its S6/S7 session.	end of 2022	In progress
CA	DRH	2017	JIU/REPORT/2017/3 REVIEW OF AIR TRAVEL POLICIES IN THE UNITED NATIONS SYSTEM: ACHIEVING EFFICIENCY GAINS AND COST SAVINGS ENHANCING HARMONIZATION.	Recommendation 1 The legislative bodies of the United Nations system organizations should request their executive heads, who have yet to do so, to establish by 2019 a consistent percentage cost threshold below which the most direct route may be selected in lieu of the most economic route, taking into account the time thresholds established in each organization's travel policy for the selection of the most economic routes.	The Oversight Advisory Committee proposes that this recommendation could be accepted and implemented. The IB practice is to select the most direct route and a ticket below the IATA full fare for the calculation of lump sums. The IB also considers that the travel time should not normally exceed four hours over the most direct route. As such, staff members are not obliged to make unnecessary stopovers, which would generate costs and risks that would not represent a saving for the UPU. This requirement will be included in the new UPU travel policy. - DRH is asked to include this requirement into the new UPU travel policy. Follow-up of January 2023 No change to the IAC comment. completion is targeted for 31.12.2023. Follow-up of July 2023 Travel rules will be amended by the end of December 2023. Follow-up of February 2024 The review of the travel policy is still ongoing.	31-Dec-2019	In progress

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DG/DDG	DRH, DAJ	2018	JIU/REPORT/2018/4 REVIEW OF WHISTLE-BLOWER POLICIES AND PRACTICES IN UNITED NATIONS SYSTEM ORGANIZATIONS	Recommendation 3 Executive heads of United Nations system organizations should update their relevant whistle-blower policies by 2020 to address shortcomings and gaps identified in the JIU best practices ratings.	Included in the work plan of Ethics Office and DRH for 2022. Follow-up of January 2023 DAJ, DRH are revising AI 26, 34, 35. Follow-up of July 2023 Bearing in mind existing resource constraints, the DAJ and the DRH are still in the process of revising (and potentially streamlining) Administrative Instructions 26, 34 and 35. Follow-up of February 2024 DAJ comment: The consolidation of Administrative Instructions 26, 34 and 24 is still pending, with an estimated date of implementation for S1 2024 (subject to the relevant coordination with the DACAB and the DRH).	31-Dec-2020	In progress
DG/DDG	DRH	2018	JIU/REPORT/2018/4 REVIEW OF WHISTLE-BLOWER POLICIES AND PRACTICES IN UNITED NATIONS SYSTEM ORGANIZATIONS	Recommendation 11 By 2020, executive heads of United Nations system organizations should conduct global staff surveys on a biennial basis, in order to gauge staff views on "tone at the top" issues, accountability and ethics-related topics and to develop a comprehensive action plan to address the issues identified.	As part of the annual Ethics training, a questionnaire is sent out to participants for them to express their opinion. The questionnaire is going to be updated accordingly to address this recommendation. Follow-up of January 2023 A global staff survey will be organized by early 2024 Follow-up of July 2023 Same status as previous follow-up. Follow-up of February 2024 DRH-DACAB-Ethics Office will work jointly on preparing the Global Staff Survey.	31-Mar-2024	In progress

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DG/DDG	DL	2018	JIU/REPORT/2018/6 ENHANCING ACCESSIBILITY FOR PERSONS WITH DISABILITIES TO CONFERENCES AND MEETINGS OF THE UNITED NATIONS SYSTEM	<p>Recommendation 5</p> <p>The executive heads of United Nations system organizations should make it mandatory for organizers of meetings and conferences to ensure, by December 2021, that:</p> <p>(a) The participation of persons with disabilities is fully supported by registration processes that are accessible for persons with diverse disabilities;</p> <p>(b) Clauses are included in accessible registration forms to ask specifically about accessibility requirements;</p> <p>(c) Information on accessible facilities and services is disseminated to all potential participants through accessible websites and information notes;</p> <p>(d) Accessible post-conference and post-meeting satisfaction surveys consistently include questions to assess satisfaction with the accessibility of facilities and services.</p>	<p>The information will be added on the software which will be used in the future. At this time, the solution is not defined yet.</p> <p>Follow up of January 2023 Satisfaction surveys are carried out after every session.</p> <p>Follow up of July 2023 Surveys carried out after POC/CA S3 sessions.</p> <p>Follow-up of February 2024 (a) Registration support for attendees who would physically arrive at the IB is provided by reception staff. Online registration support should be integrated into the UPU website redesign project (COM & CTP). (b) Our infrastructure allows easy access to the entire building. (c) Our infrastructure allows easy access to the entire building. (d) Questions to assess satisfaction with the accessibility of facilities and services will be included in future versions.</p> <p>A satisfaction survey is conducted at each POC/CA session.</p> <p>The next survey will take place in April/May.</p>	1-Dec-2021	In progress
DG/DDG	DRH	2019	JIU/REPORT/2019/2 REVIEW OF THE UNITED NATIONS SYSTEM-WIDE ACTION PLAN ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN	<p>Recommendation 1</p> <p>The executive heads of the United Nations system organizations should critically assess on a regular basis the quality assurance mechanisms in place in their organization to ensure that ratings by indicator under the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women are accurate according to the technical notes issued by the United Nations Entity for Gender Equality and the Empowerment of Women and that such ratings are appropriately supported by evidence.</p>	<p>In progress</p> <p>Follow-up of January 2023 A strategic decision of the administrative council was made in early 2022. A gender network was formed in 2022. A gender survey to staff is undertaken in 1st quarter of 2023. A strategic plan is to be done for Director General's approval</p> <p>Follow-up of July 2023 Same status as previous follow-up.</p> <p>Follow-up of February 2024 The preparation of the strategic plan is in progress</p>	end of 2022	In progress

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CA	DRH	2019	JIU/REPORT/2019/2 REVIEW OF THE UNITED NATIONS SYSTEM-WIDE ACTION PLAN ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN	Recommendation 4 The legislative and governing bodies of the United Nations system organizations should review the UN-Women annual letter addressed to the executive management, accompanied by indications of strategies and measures envisioned by the executive heads to be undertaken to improve compliance with the indicators included in the System-wide Action Plan and their expected contribution to gender equality and the empowerment of women.	The OAC has reviewed this recommendation and proposes that the CA accept it and implement it through the CA Plenary. - DRH is asked to present the UN-Woman annual letter to CA for review. In the past, this letter was received by DRH and presented to DG by DRH. Follow-up of January 2023 DRH is to present the UN-Woman annual letter to CA (April 2023 Session) for review. It will be in the HR Report to CA. Follow-up of July 2023 The UN-Woman annual letter was indeed presented to CA during May 2023 session	end of 2022	Completed (subject to CA approval)
DG/DDG	DRH	2019	JIU/REPORT/2019/2 REVIEW OF THE UNITED NATIONS SYSTEM-WIDE ACTION PLAN ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN	Recommendation 2 Before the end of 2020, the members of the United Nations System Chief Executives Board for Coordination should coordinate within the Board's existing mechanisms to undertake a comprehensive review of the results achieved following the implementation of the first phase of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women and provide a forum for endorsing the framework as revised in 2018.	In progress Follow-up of January 2023 A strategic decision of the administrative council was made in early 2022. A gender network was formed in 2022. A gender survey to staff is undertaken in 1st quarter of 2023. A strategic plan is to be done for Director General's approval Follow-up of July 2023 A strategic decision of the administrative council was made in early 2022. A gender network was formed in 2022. A gender survey to staff is undertaken in 1st quarter of 2023. A strategic plan is to be done for Director General's approval. A recruitment of a gender expert is underway Follow-up of February 2024 The Australian Member Country has proposed a Junior Professional Officer (JPO) for UPU/Gender. the JPO will be in DRH. The strategic plan will be reviewed on the arrival of the Junior Professional Officer, currently under recruitment.	End of 2020	In progress

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DG/DDG	DRH	2019	JIU/REPORT/2019/8 REVIEW OF STAFF EXCHANGE AND SIMILAR INTER-AGENCY MOBILITY MEASURES IN UNITED NATIONS SYSTEM ORGANIZATIONS	Recommendation 2 Executive heads should, by the end of 2021, review all administrative issuances to clarify how inter-agency mobility is treated in each of those contexts.	<p>For implementation by end 2021 the inter-agency mobility within the UN System, the afore-mentioned recommendations requires Director General's authorization in order for Director, DRH to take necessary actions</p> <p>To facilitate the inter-agency mobility, the UPU is required to (a) enter into an Agreement of Mutual Recognition for the purpose of promoting staff mobility within the UN system Agencies, (b) establish roster selection process, (c) establish generic post descriptions (of common interests) based on the UN CCOG codes such as: communication, HR, Finance, statisticians, IT, social development, legal/political affairs, e-commerce etc.</p> <p>Follow-up of January 2023 DRH has started initial steps such as using UN joint roster and UN learning platform (Inspira). DRH will also proceed with going into an Agreement of Mutual Recognition and a creation of generic post descriptions.</p> <p>Follow-up of July 2023 Same status as previous follow-up.</p> <p>Follow-up of February 2024 The UPU is compiling the generic post descriptions for publication in intranet and will use CCOG codes for its post descriptions.</p>	12.31.2021	In progress

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DG/DDG	DRH	2019	JIU/REPORT/2019/8 REVIEW OF STAFF EXCHANGE AND SIMILAR INTER-AGENCY MOBILITY MEASURES IN UNITED NATIONS SYSTEM ORGANIZATIONS	<p>Recommendation 3</p> <p>Executive heads of organizations party to the 2012 Agreement should not apply the practice of asking incoming staff to resign instead of agreeing to transfers in view of its corrosive effect on the integrity of the inter-agency mobility regime and the immaterial impact of these transfers on the management of long-term employment-related liabilities, and decide by the end of 2021 to accept benefits and entitlements on the basis stipulated in the Agreement.</p>	<p>For implementation by end 2021 the inter-agency mobility within the UN System, the afore-mentioned recommendations requires Director General's authorization in order for Director, DRH to take necessary actions</p> <p>To facilitate the inter-agency mobility, the UPU is required to (a) enter into an Agreement of Mutual Recognition for the purpose of promoting staff mobility within the UN system Agencies, (b) establish roster selection process, (c) establish generic post descriptions (of common interests) based on the UN CCOG codes such as: communication, HR, Finance, statisticians, IT, social development, legal/political affairs, e-commerce etc.</p> <p>Follow-up of January 2023 DRH has started initial steps such as using UN joint roster and UN learning platform (Inspira). DRH will also proceed with going into an Agreement of Mutual Recognition and a creation of generic post descriptions.</p> <p>Follow-up of July 2023 Same status as previous follow-up.</p> <p>Follow-up of February 2024 With the introduction of the Inspira/e-recruitment, the DRH is updating its recruitment and classification processes, in which the post descriptions of staff should show CCOG code and competencies. Generic post descriptions allowing staff mobility within the UN Agencies are being compiled. Inspira/e-recruitment is being developed, so the generic PD and classification process using CCOG code will follow.</p>	12.31.2021	In progress

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DG/DDG	DAJ	2020	JIU/REPORT/2020/1 REVIEW OF THE STATE OF THE INVESTIGATION FUNCTION: PROGRESS MADE IN THE UNITED NATIONS SYSTEM ORGANIZATIONS IN STRENGTHENING THE INVESTIGATION FUNCTION	Recommendation 2 The executive heads of United Nations system organizations who have not yet done so should ensure that the heads of internal oversight offices periodically review and, where necessary, update their investigation policies and guidance on the basis of new developments, the jurisdiction of the administrative tribunals, lessons learned and good practices. In doing so, due attention should be paid to ensure coherence with applicable provisions of other existing relevant rules, regulations and policies.	The reform of justice is under review. Follow-up of January 2023 The DRH, DACAB and DAJ are currently in the process of reviewing, updating and consolidating internal rules pertaining to investigations, disciplinary matters, internal and UNAT appeals and associated matters. Follow-up of July 2023 The DRH, the DACAB and the DAJ are currently in the process of reviewing, updating and consolidating internal rules pertaining to investigations, including any related policies pertaining to disciplinary matters and internal/UNAT appeals. In any case, it may be further noted that the relevant rules concerning implementation of a revamped internal appeals process (i.e. UPU Appeals Committee and related procedures for the UPU Provident Scheme) are already adopted and in force. For the ongoing review of Administrative Instructions 26, 34 and 35, bearing in mind existing resource constraints, the DAJ and the DRH are still in the process of revising (and potentially streamlining) them. Follow-up of February 2024 DAJ comment: Revamped internal appeals process duly implemented since February 2022; only the consolidation of Administrative Instructions 26, 34 and 24 (as already indicated in JIU/REPORT/2018/4 - 641 - DAJ) is currently pending, with an estimated date of implementation for S1 2024 (subject to the relevant coordination with the DACAB and the DRH).	end of 2022	In progress
DG/DDG	DPRM	2020	JIU/REPORT/2020/8 REVIEW OF MAINSTREAMING ENVIRONMENTAL SUSTAINABILITY ACROSS ORGANIZATIONS OF THE UNITED NATIONS SYSTEM	Recommendation 1 The executive heads of United Nations system organizations that have not yet done so should, by the end of 2022, develop an organization-wide policy for environmental sustainability in the areas of internal management functions.	The IB has included a work proposal (1.1.22) in the Abidjan Strategy for the adoption by the IB of an agency-specific sustainability strategy. If approved by Congress, the measures in this recommendation can be adopted by end 2022. In progress Follow-up of January 2023 The DPRM.SUST team is working to identify measures for such, especially in light of UPU congress resolution C17/2021. Follow-up of July 2023 In progress, especially in light of Congress Resolution C17. A specific work package was presented to the 4th Extraordinary Congress in Riyadh where member states approved these cross cutting actions, albeit relegating tasks to voluntary funding. Follow-up of February 2024 The UPU Sustainability Strategy as presented to the CA and approved by member countries. Work is ongoing, depending on funding and in conjunction with the implementation of Congress Resolution C17.	end of 2022	In progress

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DG/DDG	DPRM	2020	JIU/REPORT/2020/8 REVIEW OF MAINSTREAMING ENVIRONMENTAL SUSTAINABILITY ACROSS ORGANIZATIONS OF THE UNITED NATIONS SYSTEM	Recommendation 3 The executive heads of the United Nations system organizations should, by the end of 2022, devote adequate resources in specific budget plans, including by better utilizing existing available resources, to mainstreaming environmental sustainability in their respective organizations, and report on the implementation to their legislative organs and governing bodies from 2023.	The UPU's ability to implement this recommendation is dependent upon the agreement of member countries to approve the necessary funding. Follow-up of January 2023 The DPRM.SUST team is working to identify measures for such, especially in light of UPU congress resolution C17/2021. Follow-up of July 2023 In progress. As outlined above (in recommendation 1), member countries approve the approach and work packages, however, no resourcing is available to start the tasks. Call for voluntary funding has been made and the IB is engaging with member countries to generate momentum. Follow-up of February 2024 With a limited amount of funds allocated by member countries, work has started to deliver the specific tasks under congress resolution C17/2021.	end of 2022	In progress
CA	DAJ	2020	JIU/REPORT/2020/7 BLOCKCHAIN APPLICATIONS IN THE UNITED NATIONS SYSTEM: TOWARDS A STATE OF READINESS	Recommendation 6 The governing bodies of the United Nations system organizations should encourage Member States to engage with the United Nations Commission on International Trade Law in its exploratory and preparatory work on legal issues that relate to blockchain in the broader context of the digital economy and digital trade, including on dispute resolution, which is aimed at reducing legal insecurity in that field.	The Internal Audit Committee proposed that this recommendation could be accepted and implemented. - Action plans have to be worked out with DCTP and DAJ. Follow-up of January 2023 DAJ's comment: relevant consultations with the DCTP. Nevertheless, it must be noted that the JIU recommendation is addressed to member countries, not the Secretariat. In any case, the IB may try to facilitate institutional contacts with the UNCITRAL for such purposes). Follow-up of July 2023 DAJ's comment: It must be reiterated that the JIU recommendation is addressed to member countries, not the Secretariat. In any case, the IB may try to facilitate institutional contacts with the UNCITRAL for such purposes; moreover, the DAJ remains in contact with/at the disposal of the DCTP and the DPRM for the legal review and/or implementation of any potential UPU initiatives associated with blockchain. Follow-up of February 2024 DAJ comment: The DAJ reiterates its previous comment; no additional remarks at this point other than noting that such a deadline does not directly pertain to the International Bureau. DCTP comment: All the necessary consultations have been done by DAJ.	end of 2022	Completed (subject to CA approval)

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CA	DCTP	2021	JIU/REPORT/2021/3 CYBERSECURITY IN THE UNITED NATIONS SYSTEM ORGANIZATIONS	Recommendation 2 The legislative and governing bodies of the United Nations system organizations should consider the reports on the elements contributing to improved cyberresilience prepared by the executive heads and provide strategic guidance on further improvements to be implemented in their respective organizations, as necessary.	The CA should first decide whether to accept this recommendation. At its first meeting of 2022, the IB's Internal Audit Committee (IAC) reviewed the recommendation and proposed that the CA accept and implement it. The cybersecurity report can be presented to the 2022.2 CA at the earliest. Follow-up of January 2023 [DPTC Director - 2023-02] Deadline shifted to autumn 2023 to allow for the implementation of the IB InfoSec policy in 2023 Follow-up of July 2023 Same status as previous follow-up Follow-up of February 2024 An Information Security Policy & Framework has been developed and approved by IB Director General and presented to the CA C1 at S4 session in CA C 1 2023.2–Doc 16.		Completed (subject to CA approval)
DG/DDG	To be advised	2021	JIU/REPORT/2021/6 BUSINESS CONTINUITY MANAGEMENT IN UNITED NATIONS SYSTEM ORGANIZATIONS	Recommendation 1 The executive heads of the United Nations system organizations should, by the end of 2023, review their business continuity management framework and ensure that the core elements identified in the present report are established and owned by relevant stakeholders to enable effective coordination of business continuity processes and practices, build coherence in their implementation and promote accountability at all levels.	Follow-up of January 2023 This will be considered depending on the availability of resources. Follow-up of July 2023 Same status as previous follow-up. Follow-up of February 2024 Same status as previous follow-up.	End of 2023	Under consideration
DG/DDG	To be advised	2021	JIU/REPORT/2021/6 BUSINESS CONTINUITY MANAGEMENT IN UNITED NATIONS SYSTEM ORGANIZATIONS	Recommendation 2 The executive heads of the United Nations system organizations should, by the end of 2023, ensure that the maintenance, exercise and review components of their business continuity plans are applied through a consistent and disciplined approach to confirm that the plans remain relevant and effective.	Follow-up of January 2023 This will be considered depending on the availability of resources. Follow-up of July 2023 Same status as previous follow-up. Follow-up of February 2024 Same status as previous follow-up.	End of 2023	Under consideration
DG/DDG	To be advised	2021	JIU/REPORT/2021/6 BUSINESS CONTINUITY MANAGEMENT IN UNITED NATIONS SYSTEM ORGANIZATIONS	Recommendation 3 The executive heads of the United Nations system organizations should, by the end of 2023, strengthen their learning mechanisms to contribute to organizational resilience by requiring after-action reviews following disruptive incidents and periodic internal management reviews of their business continuity management frameworks.	Follow-up of January 2023 This will be considered depending on the availability of resources. Follow-up of July 2023 Same status as previous follow-up. Follow-up of February 2024 Same status as previous follow-up.	End of 2023	Under consideration

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DG/DDG	To be advised	2021	JIU/REPORT/2021/6 BUSINESS CONTINUITY MANAGEMENT IN UNITED NATIONS SYSTEM ORGANIZATIONS	Recommendation 4 The executive heads of the United Nations system organizations should, by the end of 2024, report to their legislative organs and governing bodies on progress towards the implementation of the policy on the organizational resilience management system and its revised performance indicators, and highlight good practices and lessons learned, especially in the area of business continuity management.	Follow-up of January 2023 This will be considered depending on the availability of resources. Follow-up of July 2023 Same status as previous follow-up. Follow-up of February 2024 Same status as previous follow-up.	End of 2024	Under consideration
DG/DDG	DACAB (DACAB.GOUV)	2021	JIU/REPORT/2021/5 Review of the ethics function in the United Nations system	Recommendation 4 The executive heads of the United Nations system organizations who have not yet done so, supported by the ethics functions of their respective organizations, should, at the latest by 2025, evaluate the effectiveness and efficiency, including "value for money", of their financial disclosure and declaration of interest programmes and, on the basis of the findings, propose changes to the relevant policies where appropriate.	Follow-up of January 2023 The assessment will be carried out before we launch the next call for tender to select the new external reviewer. Follow-up of July 2023 The mandate of the current external provider ends in 2025. The assessment will be carried out before we launch the next call for tender to select the new external reviewer. Follow-up of February 2024 The DACAB reiterates the previous comment	End of 2025	In progress
DG/DDG	DRH	2023	JIU/NOTE/2022/1 Review of measures and mechanisms for addressing racism and racial discrimination in UN system organizations	Recommendation 2 The executive heads of United Nations system organizations should direct their respective training and learning units to develop and implement a high-impact and integrated curriculum to improve awareness, learning and performance that responds to the needs of personnel of various functions, categories and levels in order to address all forms and configurations of racism and racial discrimination in the workplace.	This will be implemented through INSPIRA. Follow-up of February 2024 The DRH/Training will be working on racism.	Not specified by the JIU	In progress
DG/DDG	DRH	2023	JIU/NOTE/2022/1 Review of measures and mechanisms for addressing racism and racial discrimination in UN system organizations	Recommendation 3 The executive heads of United Nations system organizations who have not done so should provide sufficient resources to support the achievement of defined results for the implementation of action plans for addressing racism and racial discrimination.	This will be implemented upon availability of resources. Follow-up of February 2024 The DRH reiterates the previous comment	Not specified by the JIU	In progress
DG/DDG	DRH	2023	JIU/NOTE/2022/1 Review of measures and mechanisms for addressing racism and racial discrimination in UN system organizations	Recommendation 5 The executive heads of United Nations system organizations should establish, by 2024, an accountability framework that sets out the expected results, outcomes and key performance indicators for addressing racism and racial discrimination, and report periodically to their legislative organs and/or governing bodies on progress made in achieving the predefined results.	This will be implemented. An action plan is going to be established for this purpose. Progress made in achieving predefined results will be periodically reported to CA through the HR annual report. Follow-up of February 2024 An accountability framework setting out the expected results, outcomes and key performance indicators for addressing racism and racial discrimination will be handled upon availability of resources and will be reported periodically to the CA through the HR Report.	By 2024	In progress

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CA	To be advised	2023	JIU/REPORT/2023/3 Review of accountability frameworks in the UN system organizations	Recommendation 1 The legislative organs and/or governing bodies of the United Nations system organizations should request their executive heads to assess their organization's accountability framework against the updated JIU reference accountability framework and adjust it as necessary, by the end of 2024.	The UPU has key components of an accountability framework. We are going to consider if drafting an accountability framework could be envisaged within the UPU context. Follow-up of February 2024 Same status as previous follow-up.	By end of 2024	Under consideration
DG/DDG	DACAB	2023	JIU/REPORT/2023/3 Review of accountability frameworks in the UN system organizations	Recommendation 2 Beginning in 2025, the legislative organs and/or governing bodies of the United Nations system organizations should ensure that the oversight plans of internal oversight offices cover all elements of their respective accountability framework within a reasonable time frame and that, if coverage is incomplete, a rationale is provided.	Pending on implementation of recommendation 1. Follow-up of February 2024 The implementation will be coordinated with the internal audit provider.	Beginning in 2025	Under consideration
CA	To be advised	2023	JIU/REPORT/2023/3 Review of accountability frameworks in the UN system organizations	Recommendation 3 The executive heads of the United Nations system organizations should, starting from 2025, present to their legislative organs and/or governing bodies a regular report on the implementation of the accountability framework and on the costs of its key components.	Pending on implementation of recommendation 1. Follow-up of February 2024 Same status as previous follow-up.	Starting from 2025	Under consideration
DG/DDG	To be advised	2023	JIU/REPORT/2023/3 Review of accountability frameworks in the UN system organizations	Recommendation 5 The executive heads of the United Nations system organizations should prepare, by the end of 2025, an assessment of the maturity of their own accountability frameworks against the common United Nations system reference accountability framework maturity model and share the results with their respective legislative organs and/or governing bodies for information.	Pending implementation of recommendation 4. Follow-up of February 2024 Same status as previous follow-up.	By end of 2025	Under consideration
DG/DDG	DRH	2023	JIU/REPORT/2023/4 Review of mental health and well-being policies and practices in UN system organizations	Recommendation 2 Executive heads of United Nations system organizations, who have not already done so, should define an evidence-based and data-driven organizational approach to the mental health and well-being of their personnel and design, by the end of 2025, a workplace action plan and reflect its principles in their enterprise risk management process, their occupational health and safety framework and their human resources strategies.	To be implemented within the UPU context, tailored to the UPU size and resources. It will be implemented after the HR strategy and the HR annual report are presented to the next CA sessions. Follow-up of February 2024 An evidence-based and data-driven organizational approach to the mental health and well-being of their personnel will be designed, by the end of 2025, in connection with the occupational health and safety framework.	By end of 2025	In progress

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CA	DRH	2023	JIU/REPORT/2023/4 Review of mental health and well-being policies and practices in UN system organizations	Recommendation 3 Legislative and/or governing bodies of United Nations system organizations should request that executive heads provide, by the end of 2026, an update on the development and implementation of the mental health and well-being workplace action plan developed according to their evidence-based and data-driven organizational approach on the matter.	To be implemented within the UPU context, tailored to the UPU size and resources. It will be implemented after the HR strategy and the HR annual report are presented to the next CA sessions. Follow-up of February 2024 By end 2026, an update on the development and implementation of the mental health and well-being workplace action plan developed according to their evidence-based and data-driven organizational. UN Health Survey was implemented at the IB end 2023.	By end of 2026	In progress
DG/DDG	DRH	2023	JIU/REPORT/2023/4 Review of mental health and well-being policies and practices in UN system organizations	Recommendation 4 By the end of 2024, executive heads of United Nations system organizations should review the rules governing the return to work of personnel, including provisions for granting accommodations to facilitate the return process, in order to ensure the inclusiveness of mental health-related considerations, and develop standard operating procedures that clearly identify roles and responsibilities, including decision-making.	The rules are going to be reviewed. Follow-up of February 2024 After the Covid-19 pandemic ended, the UPU established HR provisions/rules governing staff's return to work, creation of well-being service (in Jan. 2023) and recruitment of a staff counsellor (in Jan. 2024) to ensure the inclusiveness of mental health-related considerations. To allow more time up to S2 2024 to identify better well-being conditions of staff.	By the end of 2024	In progress
DG/DDG	DRH	2023	JIU/REPORT/2023/4 Review of mental health and well-being policies and practices in UN system organizations	Recommendation 9 Executive heads of United Nations system organizations should ensure that their workplace action plans on the mental health and well-being of their personnel, to be designed by the end of 2025, identify barriers to accessing psychosocial support services, including prioritizing stigma reduction through mental health literacy initiatives, outreach and health-promotion measures.	To be implemented upon availability of resources. Follow-up of February 2024 Workplace action plans on the mental health and well-being of staff will be designed by end 2025 and barriers identified according to the two staff surveys (well being and mental health via UN Wide Health Survey taken place in 2023), and a stress management for all staff to be given by the staff counsellor.	By the end 2025	In progress
DG/DDG	DRH	2023	JIU/REPORT/2023/4 Review of mental health and well-being policies and practices in UN system organizations	Recommendation 10 To maximize return on investment, executive heads of United Nations system organizations should, by 2026, ensure that well-being programmes and activities are embedded in and complement the evidence-based and data-driven approach of the organization to mental health and well-being and are routinely monitored and assessed.	To be implemented as far as possible upon availability of resources. Follow-up of February 2024 By 2026, UPU will work on implementation of the well-being/mental health programmes that will follow the workplace action plans being developed and will be regularly monitored and assessed.	By 2026	In progress

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The recommendation is addressed to	Directorate in charge of implementation	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	DRH	2023	JIU/REPORT/2023/4 Review of mental health and well-being policies and practices in UN system organizations	Recommendation 11 Executive heads of United Nations system organizations should explore integrating, by the end of 2024, mental health and well-being considerations into training programmes, in particular for managers, as a means to provide opportunities for facilitated discussions and enhanced learning and to support employees with mental health conditions.	We will use the UN system INSPIRA for the training programmes. Follow-up of February 2024 Inspira/e-learning launched in 2023 will integrate training programmes relating to mental health/well-being, in particular for managers, as a means to provide opportunities for facilitated discussions and enhanced learning and to support employees with mental health conditions.	By end of 2024	In progress
DG/DDG	DAJ	2023	JIU/REP/2023/2 Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations	Recommendation 1 The executive heads of United Nations system organizations who have not yet done so should, by the end of 2025, harmonize the time limits for their administrations' response to requests for management evaluation or administrative review to a minimum of 45 calendar days and a maximum of 60 calendar days, irrespective of whether the request originates from a staff member at headquarters or in a field location; or propose this harmonization for decision by their legislative organs or governing bodies.	As per Staff Rule 111.12.1, the maximum delay for response to requests for administrative review/management evaluation is currently 30 calendar days (a deadline which is more stringent to the Executive Management than the minimum 45 days proposed by the JIU). Therefore, the DAJ would not be opposed to increasing such a limit to 45 calendar days, even though this may further increase the total time elapsed in assessing a staff complaint. The Staff Rule will be amended, the number of days will be increased to remain within the limits suggested by the JIU.	end of 2025	In progress
DG/DDG	DAJ	2023	JIU/REP/2023/2 Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations	Recommendation 3 The executive heads of United Nations system organizations should, where applicable and by the end of 2025, establish terms of reference or similar instruments for the Chairs and secretaries of their peer review bodies that set out the required qualifications, including legal expertise, their functions and reporting lines, in order to provide the safeguards necessary for their structural independence and impartiality.	The agreement concluded between the UPU and the Chair of the Appeals Committee and his/her Alternate already provides for the relevant terms and conditions relating to the attributions of the Chair, as set out in the UPU Staff Rules, which include the relevant functions, reporting line and code of conduct. Further information concerning the required qualifications may be incorporated, even though this was already taken into account for selection of the Chair/Alternate. In what pertains to the secretary, such functions and reporting line are also set out in the UPU Staff Rules. In what pertains to any potential requirement for legal expertise within the Appeals Committee secretariat, we may note that this could lead to the opposite effect of what is being recommended, as it might be confounded with required legal expertise roles within the organization, which are concentrated within the Legal Affairs Directorate as the unit responsible for defending the Organization. In this regard, the UPU may not appoint a staff member of that directorate as secretary without jeopardizing the integrity of the proceedings due to conflict of interest and lack of impartiality. Nevertheless, the UPU may consider providing additional training to the secretariat of the Appeals Committee (and other peer review bodies), with a view to better preparing them for such roles.	end of 2025	In progress

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CA	DAJ	2023	JIU/REP/2023/2 Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations	Recommendation 4 The legislative organs and governing bodies of the United Nations system organizations should request their respective executive heads who have not yet done so to undertake a thorough review of their regulatory frameworks and practices concerning internal specialized recourse mechanisms, with a view to assessing their continued utility and adequate functioning within the broader framework of internal appeal mechanisms, including eliminating duplicative or ambiguous process paths in the interest of procedural efficiency, and to report to them thereon, no later than 2025.	As assessed by the JIU, the UPU has a hybrid, non-advisory peer review mechanism which greatly benefits from the intrinsic professionalism provided by having as its Chair an external third party with extensive legal expertise. Notwithstanding the above, the UPU will continue to conduct periodical/relevant assessments in what pertains to its utility and adequate functioning, notably considering the requirements of the UNAT, or for the purposes of improving any such mechanisms in the future.	end of 2025	Completed (subject to CA approval)
CA	DAJ	2023	JIU/REP/2023/2 Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations	Recommendation 5 The legislative organs and governing bodies of the United Nations system organizations should request their respective executive heads who have not yet done so to report to them annually, starting in 2025, on the functioning of their formal internal appeal mechanisms, including the specialized recourse mechanisms. The reports should include details on the number, subject matter and outcome of appeals, including cases deemed irreceivable, information on the demographics of applicants and information on whether the appealed decisions were upheld or revised, disaggregated by type of procedure, as applicable.	The UPU is concerned with the small size of its organization and the concrete result of identifying the staff members who have filed complaints against the Organization which could result in disclosing the identity of the applicant. Ultimately, owing to the sparse quantity of appeals lodged against the Organization, the provision of information including "subject matter" and "information on the demographics of applicants" may not be appropriate. Any other relevant, yet non-personally identifiable information, is already provided to the Council of Administration on an annual basis.	end of 2025	completed (subject to CA approval)
DG/DDG	DAJ	2023	JIU/REP/2023/2 Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations	Recommendation 6 The executive heads of United Nations system organizations who have not yet done so should, by the end of 2025, review the procedural rules governing formal internal appeal mechanisms regarding the time limits applicable to the administrations' responses at different stages of the internal appeal processes, and specify the conditions for extending the time limits, with a view to reducing associated delays and fostering legal certainty and accountability.	The Staff Rule will be reviewed and amended accordingly.	end of 2025	In progress
DG/DDG	DRH	2023	JIU/REP/2023/6 Flexible working arrangements in United Nations system organizations	Recommendation 1 The executive heads of the United Nations system organizations who have not yet done so should ensure, at the earliest opportunity or in the context of established internal policy review processes, that a generic definition of flexible working arrangements is included in their organization's policy guidance, in order to clearly establish the scope of the policy and differentiate the arrangements from other forms of flexible work.	a generic definition of flexible working arrangements is included in the new version of the Administrative Instruction No 48 «Flexible working arrangements» to be published soon.	Not specified by the JIU	In progress

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The recommendation is addressed to	Directorate in charge of implementation	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	DRH	2023	JIU/REP/2023/6 Flexible working arrangements in United Nations system organizations	Recommendation 2 The executive heads of the United Nations system organizations should develop, by the end of 2026, methods to measure the impact of the assumed benefits and the unintended consequences of flexible working arrangements, including the effects of prolonged teleworking modalities, to ensure that the arrangements in place are in the best interests of the personnel and the organization.	This recommendation will be implemented.	end of 2026	In progress
CA	DRH	2023	JIU/REP/2023/6 Flexible working arrangements in United Nations system organizations	Recommendation 4 The legislative organs and governing bodies of the United Nations system organizations should request, by the end of 2025, that the executive heads provide, as part of reporting on human resources management, periodic updates on the implementation of flexible working arrangements and teleworking policies, including statistical data, disaggregated by gender and other relevant dimensions, with a view to ensuring data-driven and evidence-based decision-making on flexible working arrangements management.	An update on the implementation of flexible working arrangements is included in the HR report to be presented at CA S5.	end of 2025	In progress
DG/DDG	DRH	2023	JIU/REP/2023/6 Flexible working arrangements in United Nations system organizations	Recommendation 5 The executive heads of the United Nations system organizations who have not yet done so should ensure, by 2025, that a quantifiable definition of "commuting distance" is included in their organization's policy guidance on flexible working arrangements, for headquarters and field duty stations, in order to improve compliance with the exigencies of service provision. The executive heads should ensure that the commuting distance for field duty stations is established and reviewed, as appropriate, in close cooperation with all United Nations system entities physically present at the country level, under the auspices of the resident coordinators.	A quantifiable definition of "commuting distance" will be inserted in the new version of the Administrative Instruction No 48 «Flexible working arrangements» to be published soon.	end of 2025	In progress
DG/DDG	DRH	2023	JIU/REP/2023/6 Flexible working arrangements in United Nations system organizations	Recommendation 6 The executive heads of the United Nations system organizations who have not yet done so should review, by 2025, the management systems and tools related to data collection and analysis of flexible working arrangements and ensure that they are upgraded as necessary and fit for purpose, in order to support data-driven and effective management of flexible working arrangements.	This recommendation will be implemented	end of 2025	In progress
Total					43		