

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	<p>Recommendation 1</p> <p>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.</p>	<p>The Oversight Advisory Committee has reviewed this recommendation and proposes that the CA accept it and implement it through the CA Plenary</p> <p>- First decide whether to change the rules or just send an invitation as explained by DAJ during the meeting. Then proceed with implementation.</p> <p><b>Follow-up of January 2023</b> DPRM's comment: This will manifest in the next DG election cycle. We will flag this to the appropriate committees.</p> <p><b>Follow-up of July 2023</b> In progress. Same status as January</p> <p><b>Follow-up of February 2024</b> 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 consideration by the CA at S6.</p> <p><b>Latest update</b> The proceedings to conduct hearings/meetings with candidates running for the post of executive has been presented at CA S6 (document CA 2024.2–Doc 11).</p>	end of 2022	Completed (subject to CA approval)

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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.	<p><b>Recommendation 1</b> 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.</p>	<p>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.</p> <p><b>Follow-up of January 2023</b> No change to the IAC comment. completion is targeted for 31.12.2023.</p> <p><b>Follow-up of July 2023</b> Travel rules will be amended by the end of December 2023.</p> <p><b>Follow-up of February 2024</b> The review of the travel policy is still ongoing.</p> <p><b>Latest update</b> The review of the IB travel policy has been presented to the CA as part of Human Resources presentation (CA C1 2024.2–Pres 11). The rationale of the review covered the following: harmonization with UN policy, cost-effectiveness, improvement of staff travel conditions (well-being considerations), reduction of the number of missions and travel only when necessary.</p>	12/31/2019 (completion is targeted for 31.12.2023)	Completed (subject to CA approval)
DG/DDG	DRH, DAJ	2018	JIU/REPORT/2018/4 REVIEW OF WHISTLE-BLOWER POLICIES AND PRACTICES IN UNITED NATIONS SYSTEM ORGANIZATIONS	<p><b>Recommendation 3</b> 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.</p>	<p>Included in the work plan of Ethics Office and DRH for 2022.</p> <p><b>Follow-up of January 2023</b> DAJ, DRH are revising AI 26, 34, 35.</p> <p><b>Follow-up of July 2023</b> 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.</p> <p><b>Follow-up of February 2024</b> The consolidation of Administrative Instructions 26, 34 and 35 is still pending, with an estimated date of implementation for S1 2024 (subject to the relevant coordination with the DACAB and the DRH).</p> <p><b>Follow-up of July 2024</b> The relevant work is being currently carried out as part of a coordinated effort from DACAB, DAJ and DRH and is expected to be concluded on S1 2025.</p>	31-Dec-2020	In progress

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DG/DDG	DRH	2018	JIU/REPORT/2018/4 REVIEW OF WHISTLE-BLOWER POLICIES AND PRACTICES IN UNITED NATIONS SYSTEM ORGANIZATIONS	<p>Recommendation 11</p> <p>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.</p>	<p>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.</p> <p><b>Follow-up of January 2023</b> A global staff survey will be organized by early 2024</p> <p><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> DRH-GOV-Ethics Office will work jointly on preparing the Global Staff Survey.</p> <p><b>Follow-up of July 2024</b> The Global Staff Survey was launched in 2023. DRH has invited all IB staff to participate. The rate of response was 32% from UPU. The final report was presented during the March 2024 session of ICSC.</p>	<p>First deadline set by the JIU: by 2020</p> <p>Deadline set by DRH: 3/31/2024</p>	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><b>Follow-up of January 2023</b> 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><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> The preparation of the strategic plan is in progress</p> <p><b>Follow-up of July 2024</b> The preparation of the strategic plan is in progress</p>	<p>end of 2022</p> <p>(WITH A TARGET DATE OF DEC. 2023)</p>	In progress

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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 2</p> <p>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.</p>	<p>In progress</p> <p><b>Follow-up of January 2023</b>                      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><b>Follow-up of July 2023</b>                      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</p> <p><b>Follow-up of February 2024</b>                      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.</p> <p><b>Follow-up of July 2024</b>                      still ongoing</p>	End of 2020  (WITH A TARGET DATE OF DEC. 2023)	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 2</p> <p>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>	<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><b>Follow-up of January 2023</b> 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><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> The UPU is compiling the generic post descriptions for publication in intranet and will use CCOG codes for its post descriptions.</p> <p><b>Follow-up of July 2024</b> The process of compiling the generic post descriptions for publication in intranet using CCOG codes for the post descriptions, is still in progress.</p>	12.31.2021  (WITH A TARGET DATE OF DEC. 2023)	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><b>Follow-up of January 2023</b> 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><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> 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> <p><b>Follow-up of July 2024</b> Same comment as what was given for the 'Recommendation 2' of the same report.</p>	12.31.2021  (WITH A TARGET DATE OF DEC. 2023)	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	<p>Recommendation 2</p> <p>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.</p>	<p>The reform of justice is under review.</p> <p><b>Follow-up of January 2023</b> 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.</p> <p><b>Follow-up of July 2023</b> 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.</p> <p><b>Follow-up of February 2024</b> DAJ comment: Revamped internal appeals process duly implemented since February 2022; only the consolidation of Administrative Instructions 26, 34 and 35 (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).</p> <p><b>Follow-up of July 2024</b> The relevant work concerning the review of AIs 26, 34 and 35 is being currently carried out as part of a coordinated effort from DACAB, DAJ and DRH and is expected to be concluded on S1 2025.</p>	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	<p>Recommendation 1</p> <p>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.</p>	<p>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</p> <p><b>Follow-up of January 2023</b> The DPRM.SUST team is working to identify measures for such, especially in light of UPU congress resolution C17/2021.</p> <p><b>Follow-up of July 2023</b> 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.</p> <p><b>Follow-up of February 2024</b> 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.</p> <p><b>Follow-up of July 2024</b> With the Sustainability Policy approved, we have met the requirements for internal measures for implementing sustainable practices at the IB. The member country facing work is slowly ongoing and largely hampered due to lack of funding.</p>	end of 2022	In progress
DG/DDG	TBA	2021	JIU/REPORT/2021/6 BUSINESS CONTINUITY MANAGEMENT IN UNITED NATIONS SYSTEM ORGANIZATIONS	<p>Recommendation 1</p> <p>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.</p>	<p><b>Follow-up of January 2023</b> This will be considered depending on the availability of resources.</p> <p><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> Same status as previous follow-up.</p> <p><b>Follow-up of July 2024</b> The UPU is implementing a Business Continuity Management System (BCMS) in compliance with ISO22301. The implementation of the BCMS should be finalized in 2026.</p>	End of 2023	In progress

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DG/DDG	TBA	2021	JIU/REPORT/2021/6 BUSINESS CONTINUITY MANAGEMENT IN UNITED NATIONS SYSTEM ORGANIZATIONS	<p><b>Recommendation 2</b></p> <p>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.</p>	<p><b>Follow-up of January 2023</b> This will be considered depending on the availability of resources.</p> <p><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> Same status as previous follow-up.</p> <p><b>Follow-up of July 2024</b> Business Continuity plans and exercises are part of the Business Continuity Management System that UPU is implementing. They should be established and tested 2026.</p>	End of 2023	In progress
DG/DDG	TBA	2021	JIU/REPORT/2021/6 BUSINESS CONTINUITY MANAGEMENT IN UNITED NATIONS SYSTEM ORGANIZATIONS	<p><b>Recommendation 3</b></p> <p>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.</p>	<p><b>Follow-up of January 2023</b> This will be considered depending on the availability of resources.</p> <p><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> Same status as previous follow-up.</p> <p><b>Follow-up of July 2024</b> Regular management reviews will be performed by the Business Continuity Steering Committee from 2025 and post-incident reviews will be part of the incident management activities.</p>	End of 2023	In progress
DG/DDG	TBA	2021	JIU/REPORT/2021/6 BUSINESS CONTINUITY MANAGEMENT IN UNITED NATIONS SYSTEM ORGANIZATIONS	<p><b>Recommendation 4</b></p> <p>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.</p>	<p><b>Follow-up of January 2023</b> This will be considered depending on the availability of resources.</p> <p><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> Same status as previous follow-up.</p> <p><b>Follow-up of July 2024</b> The progress in implementing the Business Continuity Management System will be presented during the S6 session at CA C1 meeting.</p>	End of 2024	In progress

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DG/DDG	DACAB	2021	JIU/REPORT/2021/5 Review of the ethics function in the United Nations system	<p><b>Recommendation 4</b></p> <p>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.</p>	<p><b>Follow-up of January 2023</b></p> <p>The assessment will be carried out before we launch the next call for tender to select the new external reviewer.</p> <p><b>Follow-up of July 2023</b></p> <p>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.</p> <p><b>Follow-up of February 2024</b></p> <p>The DACAB reiterates the previous comment</p> <p><b>Follow-up of July 2024</b></p> <p>UPU is negotiating with UN ethics office to join UNFDP.</p>	End of 2025	In progress
DG/DDG	DRH	2022	JIU/NOTE/2022/1 Review of measures and mechanisms for addressing racism and racial discrimination in UN system organizations	<p><b>Recommendation 2</b></p> <p>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.</p>	<p>Accepted:</p> <p>This will be implemented through INSPIRA.</p> <p><b>Follow-up of February 2024</b></p> <p>The DRH/Training will be working on racism.</p> <p><b>Follow-up of July 2024</b></p> <p>UPU has adopted the use of INSPIRA training system since 2023. By this action, UPU staff has ease access to all UN available training courses on the mentioned areas.</p>	Not specified by the JIU	In progress
DG/DDG	DRH	2022	JIU/NOTE/2022/1 Review of measures and mechanisms for addressing racism and racial discrimination in UN system organizations	<p><b>Recommendation 3</b></p> <p>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.</p>	<p>Accepted:</p> <p>This will be implemented upon availability of resources.</p> <p><b>Follow-up of February 2024</b></p> <p>The DRH reiterates the previous comment</p> <p><b>Follow-up of July 2024</b></p> <p>It will be implemented upon availability of resources.</p>	Not specified by the JIU	In progress

Joint Inspection Unit - list of recommendations reported as open in February 2025

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DG/DDG	DRH	2022	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.	Accepted: 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.  <b>Follow-up of February 2024</b> 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.  <b>Follow-up of July 2024</b> Ethics Officer and Staff counsellor has been engaged to support DRH in implementing and raising staff's awareness through trainings on preventing harassment and discrimination as required by the UN Code of Conduct and the UPU's Staff Regulations and supporting guidelines.	By 2024	In progress
CA	TBA	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.	Under consideration: 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.  <b>Follow-up of February 2024</b> The Oversight Advisory Committee (OAC) has reviewed this recommendation and pro-posed the status of acceptance as "under consideration". The UPU has key components of an account-ability framework, but they are not in a stand-alone public document as required by the JIU. Therefore, the question of whether bringing together all the key components of the accountability framework in a standalone document could be envisaged within the UPU context is still under consideration.  <b>Follow-up of July 2024</b> 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.	Under consideration: pending on implementation of recommendation 1.  <b>Follow-up of February 2024</b> The implementation will be coordinated with the internal audit provider.  <b>Follow-up of July 2024</b> The DACAB reiterates the previous comment	Beginning in 2025	Under consideration

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CA	TBA	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.	Under consideration: pending on implementation of recommendation 1.  <b>Follow-up of February 2024</b> The OAC has reviewed this recommendation and proposed the status of acceptance as "under consideration" as it is linked to the recommendation 1 mentioned above.  <b>Follow-up of July 2024</b> Same status as previous follow-up.	Starting from 2025	Under consideration
DG/DDG	TBA	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.	Under consideration: Pending implementation of recommendation 4.  <b>Follow-up of February 2024</b> Same status as previous follow-up.  <b>Follow-up of July 2024</b> 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.	Accepted: 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.  <b>Follow-up of February 2024</b> 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.  <b>Follow-up of July 2024</b> The UN Wide Health Survey taken place in end 2023 informed the IB from the organizational perspective about the IB staff's mental health. Based on this situation, the DRH's staff counsellor and the well-being focal point have prepared and implemented in 2024 an action plan on mental health of staff. This effort will continue to 2025.	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.	Accepted: 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.  <b>Follow-up of February 2024</b> By end 2026, an update on the development and implementation of the mental health and well-being workplace action plan will be developed according to their evidence-based and data-driven organizational.  UN Health Survey was implemented at the IB end 2023.  <b>Latest update</b> The UN Wide Health Survey taken place in end 2023 informed the IB from the organizational perspective about the IB staff's mental health. Based on this situation, the DRH's staff counsellor and the well-being focal point have prepared and implemented in 2024 an action plan on mental health of staff. This effort will continue in 2025.	By end of 2026	Completed (subject to CA approval)
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.	Accepted: The rules are going to be reviewed.  <b>Follow-up of February 2024</b> 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.  <b>Follow-up of July 2024</b> The services of the staff counselor and the DRH's well-being focal point have been engaged and work plane was produced and implemented.	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.	Accepted: To be implemented upon availability of resources.  <b>Follow-up of February 2024</b> 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.  <b>Follow-up of July 2024</b> Further to the recruitment of the Staff Counsellor and the creation of DRH's well-being focal point, DRH reviewed/established/implemented in 2024 the procedure of staff's mental health and well being. This effort will continue to next years.	By the end 2025	In progress

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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.	Accepted: To be implemented as far as possible upon availability of resources.  <b>Follow-up of February 2024</b> 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.  <b>Follow-up of July 2024</b> DRH already established and implemented in 2024 the work plan of the mental health and well-being as mentioned in previous recommendations number 2 and 4.	By 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 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.	Accepted: We will use the UN system INSPIRA for the training programmes.  <b>Follow-up of February 2024</b> 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.  <b>Follow-up of July 2024</b> The mental health and well-being trainings and brochures have been developed and implemented in 2024 by the Staff Counsellor and the DRH's well-being focal point.	By end of 2024	In progress
DG/DDG	DAJ	2023	JIU/REPORT/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.	Accepted and to implement 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.  <b>Follow-up of July 2024</b> The DAJ may propose in due course an amendment to the Staff Rules, even though the current time limit is more stringent than the one recommended by the JIU.	end of 2025	In progress

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DG/DDG	DAJ	2023	JIU/REPORT/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.	Accepted and to implement 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.  <b>Follow-up of July 2024</b> The UPU may consider providing legal training to the secretariat of the Appeals Committee (and other peer review bodies), with a view to better preparing them for such roles. The DAJ remains available to assist the relevant stakeholders on this matter, without prejudice to the necessary separation as a result of its role in representing the organization in the associated disputes.	end of 2025	In progress
DG/DDG	DRH	2023	JIU/REPORT/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.	Accepted and to implement 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.  <b>Follow-up of July 2024</b> The Teleworking Policy and the flexible working arrangements are undergoing reviews and for discussions in the Joint Consultative Committee.	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/REPORT/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.	Accepted and to implement This recommendation will be implemented.  <b>Follow-up of July 2024</b> The IB has reviewed its policies on teleworking and flexible working arrangements and will submit them to the Joint Consultative Committee for recommendations to the DG.	end of 2026	In progress
DG/DDG	DRH	2023	JIU/REPORT/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.	Accepted and to implement 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.  <b>Follow-up of July 2024</b> The IB has taken action in 2024 on updating its policies on teleworking and flexible-working arrangements which will then be submitted to the Joint Consultative Committee for review and recommendations to the Director General	31-Dec-2025	In progress
DG/DDG	DRH	2023	JIU/REPORT/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.	Accepted and to implement This recommendation will be implemented  <b>Follow-up of July 2024</b> The IB has reviewed its policies on teleworking and flexible-working arrangements for submission to the Joint Consultative Committee.	31-Dec-2025	In progress
DG/DDG	DRH	2023	JIU/REPORT/2023/8 Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations	Recommendation 3 The executive heads of the United Nations system organizations should conduct periodic reviews of their non-staff contractual modalities with a view to identifying critical positions of a continuous nature for the possible establishment of staff positions, funds permitting.	The Human Resources Directorate will discuss with Directorates.	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/REPORT/2023/8 Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations	Recommendation 4 Taking into consideration the employment relationship principle, the executive heads of the United Nations system organizations should, by the end of 2026, develop social benefit policies or schemes applicable to non-staff personnel performing functions of a continuous nature, with clear guidelines for their implementation.	This recommendation is accepted only in so far as certain categories of non-staff are concerned (such as seconded individuals). Secondees have the possibility to subscribe to health insurance with the UPU. And UPU ensures that they have continued pension benefits in their releasing entity.	End of 2026	In progress
CA	DRH	2023	JIU/REPORT/2023/8 Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations	Recommendation 5 The legislative and/or governing bodies of the United Nations system organizations should request the executive heads who have not yet done so to include in their reports on human resources relevant data and information on the use of non-staff personnel, such as the number of non-staff personnel, years of service, location of employment, nationality and gender.	The IB will include in its report on human resources the information on secondees, interns and HR consultants (staff counsellor, ombudsperson, medical service). However, other non-staff personnel such as individual consultants/external contractors, who do not relate to human resources (but rather to procurement of service providers), should not fall under that same reporting umbrella.  <b>Latest update</b> Information on non-staff personnel such as secondees, interns and HR consultants is included in the report on Human resources submitted yearly to the Council of Administration.	Not specified by the JIU	Completed (subject to CA approval)
DG/DDG	DRH	2023	JIU/REPORT/2023/8 Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations	Recommendation 7 Taking into consideration the various organizational mandates and the diversity of non-staff contracts, as well as the diverse operational environments, the executive heads of the United Nations system organizations, in their capacity as members of the United Nations System Chief Executives Board for Coordination (CEB), should request the Human Resources Network of the High-level Committee on Management to review and set minimum standards and principles for non-staff contractual modalities commonly used by the United Nations system organizations, with a view to enhancing system-wide coherence and harmonization by the end of 2028.	This recommendation is accepted only in so far as certain categories of non-staff are concerned (excluding individual consultants/service providers, since the latter do NOT fall under the purview of Human Resources, but rather stem from procurement-related decisions and contractual frameworks). The UPU will align with any recommendations issued by the HLCM.	End of 2028	In progress
CA	DRH	2023	JIU/REPORT/2023/9 Review of the quality, effectiveness, efficiency and sustainability of health insurance schemes in the United Nations system organizations	Recommendation 7 The legislative organs and/or governing bodies of United Nations system organizations that have not yet approved a plan to fund after-service health insurance liabilities as they accrue for posts funded from assessed contributions should establish a long-term strategy to that end, at least to cover future after service health insurance liabilities for all newly recruited staff.	This recommendation is accepted and deemed as implemented, since the UPU's Programme and Budget already contemplates ASHI-related liabilities.	Not specified by the JIU	Completed (subject to CA approval)

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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
CA	DACAB	2024	JIU/REPORT/2024/2 Review of consideration of and action taken on the reports and recommendations of the Joint Inspection Unit by United Nations system organizations	Recommendation 2 The legislative organs and governing bodies of United Nations system organizations should, by the end of 2025, re-examine their processes for the consideration of JIU reports and recommendations, including their decision-making thereon and the monitoring of the implementation of JIU recommendations from previous years, by taking into account the good practice examples identified in the present report, as appropriate.	Accepted and considered implemented: In 2019, a formal internal process for dealing with JIU reports and recommendations was drawn up and approved by the Oversight Advisory Committee. The process was then re-examined and updated in 2022 to further involve the governing bodies in the consideration of JIU reports and recommendations; the Council of Administration has also been informed of the formal process in place.  All JIU reports and recommendations issued by JIU are discussed with the Oversight Advisory Committee twice a year. Since 2022, a standing annual agenda item dedicated to the work of Joint Inspection Unit has been included in the Spring session of the Council of Administration. It follows from the above that member countries are offered the opportunity to duly consider all JIU reports and recommendations, and to decide on their status of acceptance and implementation plans as proposed.	31-Dec-2025	Completed (subject to CA approval)
<b>Total</b>					40		