

Joint Inspection Unit - list of recommendations reported as open in November 2023

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.	<p>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.</p> <p>Follow-up of July 2023 In progress. Same status as January</p>	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.	<p>Follow-up of January 2023 completion is targeted for 31.12.2023.</p> <p>Follow-up of July 2023 Travel rules will be amended by the end of December 2023.</p>	12/31/2019  (completion is targeted for 31.12.2023)	In progress
DG/DDG	DRH	2017	JIU/REPORT/2017/4 REVIEW OF MANAGEMENT AND ADMINISTRATION IN THE UNIVERSAL POSTAL UNION (UPU)	RECOMMENDATION 3 : The Director General should formalize the delegation of authority in the International Bureau by establishing, as soon as possible, the necessary administrative instructions and internal memorandums.	<p>Under Article 127.1 of the General Regulations, the Director General has the sole authority to organize, administer and direct the IB. These powers enable the Director General to delegate his statutory authority as appropriate. Efforts are underway to establish a formal framework for delegation of authority.</p> <p>Follow-up of January 2023 this recommendation is on DACAB.CAB under update of Internal rules annex 8 (Mes 20/02)</p> <p>Follow-up of July 2023 Same status as previous follow-up. In progress</p>	12/31/2019  (completion is targeted for 31.12.2023)	In progress
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.	<p>Follow-up of January 2023 DAJ, DRH are revising AI 26, 34, 35.</p> <p>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.</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	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.	31-Mar-2024	In progress
DG/DDG	DL	2018	JIU/REPORT/2018/6 ENHANCING ACCESSIBILITY FOR PERSONS WITH DISABILITIES TO CONFERENCES AND MEETINGS OF THE UNITED NATIONS SYSTEM	Recommendation 5 The executive heads of United Nations system organizations should make it mandatory for organizers of meetings and conferences to ensure, by December 2021, that: (a) The participation of persons with disabilities is fully supported by registration processes that are accessible for persons with diverse disabilities; (b) Clauses are included in accessible registration forms to ask specifically about accessibility requirements; (c) Information on accessible facilities and services is disseminated to all potential participants through accessible websites and information notes; (d) Accessible post-conference and post-meeting satisfaction surveys consistently include questions to assess satisfaction with the accessibility of facilities and services.	Old comment The information will be added on the software which will be used in the future. At this time, the solution is not defined yet.  Follow up of January 2023 Satisfaction surveys are carried out after every session.  Follow up of July 2023 Surveys carried out after POC/CA S3 sessions.	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	Recommendation 1 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.	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 Same status as previous follow-up.	end of 2022  (WITH A TARGET DATE OF DEC. 2023)	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>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 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>End of 2020</p> <p>(WITH A TARGET DATE OF DEC. 2023)</p>	In progress
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>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>12.31.2021</p> <p>(WITH A TARGET DATE OF DEC. 2023)</p>	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>	12.31.2021  (WITH A TARGET DATE OF DEC. 2023)	In progress
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 8</p> <p>Executive heads should enable all United Nations system staff members to compete for vacant posts on a basis equal to that established for their own staff, while considering downsizing contexts, the abolition of posts and positions, and the administration of rotational placements.</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 is to submit for DG's approval, a recruitment proposal for other UN Agencies' applicants be considered as internal applicants.</p> <p>Follow-up of July 2023 Same status as previous follow-up. The agreement on mutual recognition was signed.</p>	end of 2022  (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>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.</p> <p>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.</p>	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	<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>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.</p> <p>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.</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 3</p> <p>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.</p>	<p>The UPU's ability to implement this recommendation is dependent upon the agreement of member countries to approve the necessary funding.</p> <p>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.</p> <p>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.</p>	end of 2022	In progress
CA	DAJ /DCTP	2020	JIU/REPORT/2020/7 BLOCKCHAIN APPLICATIONS IN THE UNITED NATIONS SYSTEM: TOWARDS A STATE OF READINESS	<p>Recommendation 6</p> <p>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.</p>	<p>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).</p> <p>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.</p>	end of 2022	In progress
DG/DDG	DCTP	2021	JIU/REPORT/2021/3 CYBERSECURITY IN THE UNITED NATIONS SYSTEM ORGANIZATIONS	<p>Recommendation 1</p> <p>The executive heads of the United Nations system organizations should prepare, as a matter of priority and no later than 2022, a comprehensive report on their cybersecurity framework and present it to their respective legislative and governing bodies at the earliest opportunity, covering the elements contributing to improved cyberresilience examined in the present report.</p>	<p>The cybersecurity report can be presented, at the earliest, to the autumn CA 2022</p> <p>Follow-up of January 2023 [DCTP Director - 2023-02] Deadline shifted to autumn 2023 to allow for the implementation of the IB InfoSec policy in 2023</p> <p>Follow-up of July 2023 Same status as previous follow-up.</p>	End of 2022	In progress

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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.	End of 2023	In progress
DG/DDG	TBA	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.	End of 2023	Under consideration
DG/DDG	TBA	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.	End of 2023	Under consideration
DG/DDG	TBA	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.	End of 2023	Under consideration

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DG/DDG	TBA	2021	JIU/REPORT/2021/6 BUSINESS CONTINUITY MANAGEMENT IN UNITED NATIONS SYSTEM ORGANIZATIONS	<p>Recommendation 4</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>Follow-up of January 2023</p> <p>This will be considered depending on the availability of resources.</p> <p>Follow-up of July 2023</p> <p>Same status as previous follow-up.</p>	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	<p>Recommendation 4</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>Follow-up of January 2023</p> <p>The assessment will be carried out before we launch the next call for tender to select the new external reviewer.</p> <p>Follow-up of July 2023</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>	End of 2025	In progress
DG/DDG	DL / DCTP	2021	JIU/ML/2021/1 Management letter on securing the integrity of documents, records and archives of the United Nations system organizations	<p>Recommendation 1</p> <p>The Inspectors request the executive heads of United Nations system organizations to give due consideration to devising and applying appropriate safeguards to secure their current and historical documents, records and archives including by revisiting, if necessary, the security parameters applied to the storage of such documents in both the physical and cyber-environment and including the matter in their organizations’ risk registry, and to report to the Joint Inspection Unit through the web-based tracking system no later than the end of 2022 on the measures taken to implement the present recommendation.</p>	<p>Follow-up of January 2023</p> <p>DL comment:</p> <ul style="list-style-type: none"> <li>- Physical documents stored in a bunker with access control.</li> </ul> <p>DCTP comment:</p> <ul style="list-style-type: none"> <li>- [DPTC Director - 2023-02] Deadline shifted to autumn 2023 to allow for the implementation of the IB InfoSec policy in 2023</li> </ul> <p>Follow-up of July 2023</p> <p>Same status as previous follow-up.</p>	End of 2022	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	<p>Recommendation 2</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>This will be implemented through INSPIRA.</p>	Not specified by the JIU	In progress



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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.	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.	By 2024	In progress
CA	DACAB	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.	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.	Beginning in 2025	Under consideration

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CA	DACAB	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.	Starting from 2025	Under consideration
DG/DDG	DACAB	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.	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.	By end of 2025	In progress
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.	By end of 2026	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 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.	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.	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.	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.	We will use the UN system INSPIRA for the training programmes.	By end of 2024	In progress
<b>Total</b>							<b>36</b>