Directorate/organ	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
CA	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 IAC 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.	end of 2022	In progress
DG/DDG	2017	**JIU/REPORT/2017/2** DONOR-LED ASSESSMENTS OF THE UNITED NATIONS SYSTEM ORGANIZATIONS	**RECOMMENDATION 6** The executive heads of the United Nations system organizations and the Secretary-General, in the context of the United Nations System Chief Executives Board for Coordination, should develop a common position for initiating a high-level dialogue with donors to determine shared priorities and define a multi-stakeholder assessment platform with a robust framework and methodology to capture a collective reflection of an agency's performance and reduce the need for additional bilateral assessments.	This recommendation appears to be more at the CEB level around political messaging and interactions with donors at UN system level.	31-Dec-2019	In progress
DG/DDG	2017	**JIU/REPORT/2017/7** REVIEW OF DONOR REPORTING REQUIREMENTS ACROSS THE UNITED NATIONS SYSTEM	**RECOMMENDATION 4** The executive heads of the United Nations system organizations that have not yet done so should regularly update guidance on donor reporting and put in place measures for the professional skills development and training needed to improve reporting to donors, for personnel at headquarters and in the field.	This is included in the Resource Mobilization draft strategy	31-Dec-2019	In progress

Directorate/organ	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	2017	**JIU/REPORT/2017/8** THE UNITED NATIONS SYSTEM – PRIVATE SECTOR PARTNERSHIPS ARRANGEMENTS IN THE CONTEXT OF THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT	**RECOMMENDATION 5** enhanced role for the Private Sector Focal Points Network - The heads of United Nations organizations should enhance the role and responsibilities of the Private Sector Focal Points Network with regard to sharing knowledge, promoting good practices and finding innovative solutions to problems related to partnerships with the private sector, including by entrusting them with specific tasks and agenda items on which to report.	Partnerships with private sector is becoming instrumental for the Organization. For small organization like UPU it would be very useful to benefit from a system-wide approach in exchanging information and best practices.	31-Dec-2019	In progress
CA	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 IAC 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 thenew UPU travel policy. - DRH is asked to include this requirement into the new UPU travel policy.	31-Dec-2019	In progress

Directorate/organ	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	2017	**JIU/REPORT/2017/9** REVIEW OF MECHANISMS AND POLICIES ADDRESSING CONFLICT OF INTEREST IN THE UNITED NATIONS SYSTEM	**RECOMMENDATION 2** Executive heads of the United Nations system organizations, who have not yet done so, should direct their human resources services to introduce a mandatory conflict of interest disclosure form that should be signed by staff members, along with their declaration of office, by all staff members and other types of personnel joining an organization, whether in a short- or long-term capacity. The form should be developed with the assistance of the ethics function of the respective organization and with other functions, as appropriate, and in consultation with any future inter-agency forum.	Included in the work plan of Ethics Office for 2022.	31-Dec-2019	In progress
DG/DDG	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.	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.	31-Dec-2019	In progress

Directorate/organ	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	2017	**JIU/REPORT/2017/9** REVIEW OF MECHANISMS AND POLICIES ADDRESSING CONFLICT OF INTEREST IN THE UNITED NATIONS SYSTEM	**RECOMMENDATION 4** Executive heads of the United Nations system organizations, who have not yet done so, in consultation with the Legal Network of the United Nations system organizations, should take the necessary steps to introduce, by December 2019, adequate legal clauses in contractual agreements with their staff and non-staff, as appropriate, binding them to the period of restriction set for their function that prohibits them from engaging in clearly defined post-employment activities for the duration of that period of time.	In progress (DAJ)	31-Dec-2019	In progress
DG/DDG	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.	31-Dec-2020	In progress
DG/DDG	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.	31-Dec-2020	In progress

Directorate/organ	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	2019	**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.	In progress. All above actions are taken when organizing events. The information will be added on the software which will be used in the future. At this time, the solution is not defined yet.	1-Dec-2021	In progress

Directorate/organ	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	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.	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 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.	12.31.2021	In progress
DG/DDG	2019	**JIU/REPORT/2019/8** REVIEW OF STAFF EXCHANGE AND SIMILAR INTER-AGENCY MOBILITY MEASURES IN UNITED NATIONS SYSTEM ORGANIZATIONS	**RECOMMENDATION 3** 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.	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 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.	12.31.2021	In progress

Directorate/organ	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	2019	**JIU/REPORT/2019/8** REVIEW OF STAFF EXCHANGE AND SIMILAR INTER-AGENCY MOBILITY MEASURES IN UNITED NATIONS SYSTEM ORGANIZATIONS	**RECOMMENDATION 4** Executive heads should, by the end of 2021, revise the 2012 Agreement to specify procedures for the handling of allegations of misconduct by staff who have moved to another organization under the terms of the Agreement.	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 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.	12.31.2021	In progress
DG/DDG	2019	**JIU/REPORT/2019/8** REVIEW OF STAFF EXCHANGE AND SIMILAR INTER-AGENCY MOBILITY MEASURES IN UNITED NATIONS SYSTEM ORGANIZATIONS	**RECOMMENDATION 8** 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.	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 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.	end of 2022	In progress

Directorate/organ	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	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	end of 2022	In progress
DG/DDG	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	End of 2020	In progress

Directorate/organ	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
CA	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 IAC 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.	end of 2022	In progress
DG/DDG	2019	**JIU/REPORT/2019/2** REVIEW OF THE UNITED NATIONS SYSTEM-WIDE ACTION PLAN ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN	**RECOMMENDATION 5** Before the completion of the System-wide Action Plan 2.0, the executive heads of the United Nations system organizations should ensure an independent assessment of effective progress towards gender mainstreaming to promote gender equality and the empowerment of women within their organization, using the Action Plan as a benchmark, as applicable.	In progress	end of 2022	In progress
DG/DDG	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.	end of 2022	In progress

Directorate/organ	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
CA	2020	**JIU/REPORT/2020/7** BLOCKCHAIN APPLICATIONS IN THE UNITED NATIONS SYSTEM: TOWARDS A STATE OF READINESS	**RECOMMENDATION 1** The governing bodies of the United Nations system organizations should ensure that, when applicable, the use of blockchain applications will be integrated, together with other digital technologies, into the innovation strategies and policies adopted by their respective organizations.	The Internal Audit Committee proposed that this recommendation could be accepted and implemented. - Action plans have to be worked out with DPTC and DAJ.	end of 2022	In progress
DG/DDG	2020	**JIU/REPORT/2020/7** BLOCKCHAIN APPLICATIONS IN THE UNITED NATIONS SYSTEM: TOWARDS A STATE OF READINESS	**RECOMMENDATION 2** The executive heads of the United Nations system organizations should make sure that the examination of possible blockchain use cases will be based on assessments of project risks, including with respect to relevant organizational policies and regulations on privileges and immunities, data protection, confidentiality, cybersecurity, system integrity, and reputation.	This will be implemented.	end of 2022	In progress
DG/DDG	2020	**JIU/REPORT/2020/7** BLOCKCHAIN APPLICATIONS IN THE UNITED NATIONS SYSTEM: TOWARDS A STATE OF READINESS	**RECOMMENDATION 3** The executive heads of the United Nations system organizations, if they have notalready done so, should endorse the Principles for Digital Development by the end of 2022, as a first step to ensuring a general common understanding of digital transformation at the organizational level, including the possible use of blockchains.	This will be implemented. UPU takes good note of the 9 principles for Digital Development.	end of 2022	In progress

Directorate/organ	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	2020	**JIU/REPORT/2020/7** BLOCKCHAIN APPLICATIONS IN THE UNITED NATIONS SYSTEM: TOWARDS A STATE OF READINESS	**RECOMMENDATION 4** The executive heads of the United Nations system organizations should ensure that any decision on using blockchain should be based on an appropriate determination of the business case and of the most suitable solution, using as guidance a decision-making matrix(as described in the present report, as well as any enhancements and/or adaptations).	This will be implemented.	end of 2022	In progress
CA	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 DPTC and DAJ.	end of 2022	In progress

Directorate/organ	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	2020	**JIU/REPORT/2020/7** BLOCKCHAIN APPLICATIONS IN THE UNITED NATIONS SYSTEM: TOWARDS A STATE OF READINESS	**RECOMMENDATION 8** The executive heads of the United Nations system organizations, through the relevant coordination mechanisms, including with support from the United Nations International Computing Centre, should consider the adoption of a non-binding inter-agency blockchain governance framework for use by interested organizations, with a view to ensuring coherent and consistent blockchain approaches across the system by the end of 2022, including for projects that may involve multiple United Nations organizations.	This will be implemented.	end of 2022	In progress
DG/DDG	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	end of 2022	In progress
DG/DDG	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.	end of 2022	In progress

Directorate/organ	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	2021	**JIU/REPORT/2021/3** CYBERSECURITY IN THE UNITED NATIONS SYSTEM ORGANIZATIONS	**RECOMMENDATION 1** 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.	The cybersecurity report can be presented, at the earliest, to the autumn CA 2022	End of 2022	In progress
CA	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.	(blank)	In progress
DG/DDG	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.	This will be considered depending on the availability of resources.	End of 2023	Under consideration

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DG/DDG	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.	This will be considered depending on the availability of resources.	End of 2023	Under consideration
DG/DDG	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.	This will be considered depending on the availability of resources.	End of 2023	Under consideration
DG/DDG	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.	This will be considered depending on the availability of resources.	End of 2024	Under consideration
Total						**34**