

Reference document concerning “Matters relating to the Joint Inspection Unit (JIU)” (GB.352/PFA/10)

► ILO’s follow-up status on the JIU recommendations in the relevant JIU reports published in 2023, as of July 2024

The information is presented in a table structured as follows:

Column 1: Reference number and title of the report ¹;

Column 2: Recommendation number;

Column 3: Text of the recommendation;

Column 4: Intended impact;

Column 5: Acceptance status: “Accepted”; “Not accepted”; “Under consideration”; and “Not relevant”.

Column 6: Implementation status: “Not started”; “In progress”; and “Implemented”;

Column 7: Impact achieved: “Yes”; “Partially”; and “No”; and

Column 8: Remarks.

Overview of the total 14 recommendations contained in this document:

For action by Status	Governing body (Section A)	Director-General (Section B)
Accepted and implemented	1 recommendation *	6 recommendations
Accepted and in progress	0	1 recommendation
Accepted and not started	1 recommendation *	0
Under consideration	1 recommendation **	3 recommendations
Not accepted	0	1 recommendation
Not relevant	0	0
Sub-total	3 recommendations	11 recommendations
Total	14 recommendations	

* Proposed status unless otherwise decided by the Governing Body.

** Subject to guidance from the Governing Body.

¹ The JIU reports are available on the JIU website: <http://www.unjiu.org/> in English, French and Spanish, among other UN official languages.

Section A - for decision by the Governing Body

Report	Rec. No	Recommendation	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partially"; and "No"	Remarks
JIU/REP/2023/3: Review of accountability frameworks in the United Nations system organizations	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.	Enhanced transparency and accountability	Accepted	Not started		The ILO is among those entities that attach great importance to updating its accountability framework, as noted in the CEB comments. At the same time, it concurs with the shared view that there is no "one size fits all" and that each organization will need to consider its own specificities while using the JIU model as a reference. The Office will assess the ILO accountability framework against the updated JIU reference accountability framework and adjust it to the extent feasible, unless the Governing Body decides otherwise.
JIU/REP/2023/3: Review of accountability frameworks in the United Nations system organizations	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	Enhanced transparency and accountability. Enhanced control and compliance.	Under consideration			As also noted in the CEB comments, the Office considers that the recommendation to ensure internal oversight coverage over all elements of the accountability framework runs contrary to a risk-based approach, which directs audit and oversight efforts to the areas where the risk is high and where oversight findings and recommendations are likely to

Report	Rec. No	Recommendation	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partially"; and "No"	Remarks
		incomplete, a rationale is provided.					produce the most return. The recommended action does not add value that justifies resource requirement to complete its implementation.
JIU/REP/2023/4: Review of mental health and well-being policies and practices in United Nations system organizations	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.	Enhanced transparency and accountability	Accepted	Implemented		The ILO launched its Mental Health and Well-being at Work Action Plan 2024-2026, at the start of 2024, and is being implemented. The Office will continue to report to the Governing Body on the implementation of the 2022-25 HR strategy which includes key deliverables in this area.

Section B - for action by the Director-General

Report	Rec. No	Recommendation	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partially"; and "No"	Remarks
JIU/REP/2023/3: Review of accountability frameworks in the United Nations system organizations	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.	Enhanced transparency and accountability. Enhanced coordination and cooperation.	Not accepted			There are currently a number of annual reports to the Governing Body, including: the Financial Report and Statement on Internal Control (SIC) of the Director-General; the audited financial statements and External Auditor's long form report; the report of the Chief Internal Auditor; the evaluation report; the report of the Ethics Officer; the report of the Independent Oversight Advisory Committee; and the progress reports on IT and HR strategies etc., apart from the biennial programme and Budget and the corresponding (biennial) programme implementation report. The Office is of the view that these reports that are already in place are sufficient to meet the reporting requirements.

Report	Rec. No	Recommendation	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partially"; and "No"	Remarks
JIU/REP/2023/3: Review of accountability frameworks in the United Nations system organizations	4	The executive heads of the United Nations system organizations should prepare, by the end of 2024, through consultations held in the appropriate inter-agency mechanisms, a common United Nations system reference accountability framework maturity model, taking into consideration the updated JIU reference accountability framework.	Strengthened coherence and harmonization	Under consideration			The recommended action requires UN system-wide efforts and collaboration, it is thus not attributable to the action by ILO alone. Considering the need to coordinate with all the organizations, including in light of the current activities / priorities at the inter-agency level, a more achievable timeframe would need be considered and agreed UN system-wide. As noted in the CEB comments, consultations with the UN Representatives of Internal Audit Services are envisioned in the implementation of this recommendation.
JIU/REP/2023/3: Review of accountability frameworks in the United Nations system organizations	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	Enhanced transparency and accountability	Under consideration			This recommendation is dependent on recommendation 4 above being adopted in a relevant timeline. In practical terms, a framework should only be assessed after a complete programme cycle has been

Report	Rec. No	Recommendation	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partially"; and "No"	Remarks
		framework maturity model and share the results with their respective legislative organs and/or governing bodies for information.					completed by the ILO i.e., the biennial period.
JIU/REP/2023/4: Review of mental health and well-being policies and practices in United Nations system organizations	1	The executive heads of those United Nations system organizations that do not already participate on the Implementation Board of the United Nations System Mental Health and Well-being Strategy should nominate a representative to serve on the Board by its first meeting in 2024.	Strengthened coherence and harmonization	Accepted	Implemented		The ILO has been a member of the UN Implementation Board since 2018.
JIU/REP/2023/4: Review of mental health and well-being policies and practices in United Nations system organizations	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	Enhanced transparency and accountability	Accepted	Implemented		A three-year Action Plan that includes psychosocial risk assessment as one of the deliverables was launched at the beginning of 2024 and is being implemented.

Report	Rec. No	Recommendation	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partially"; and "No"	Remarks
		and safety framework and their human resources strategies.					
JIU/REP/2023/4: Review of mental health and well-being policies and practices in United Nations system organizations	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.	Enhanced effectiveness	Accepted	In progress		New guidelines governing return to work after long sick leave and reasonable accommodation have been finalized.
JIU/REP/2023/4: Review of mental health and well-being policies and practices in United Nations system organizations	5	By the end of 2024, executive heads of United Nations system organizations should assess and identify any gaps or areas to improve their counselling function in their organizational context, using the guidance on professional standards for counsellors prepared	Strengthened coherence and harmonization	Accepted	Implemented		Counselling is provided by highly-skilled Staff Welfare Officer in the ILO. A list of UN counsellors is available to all ILO Offices in the field. UN counsellors are called upon in case of need.

Report	Rec. No	Recommendation	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partially"; and "No"	Remarks
		by the United Nations Staff/Stress Counsellors Group and endorsed by the Human Resources Network of the United Nations System Chief Executives Board for Coordination, as well as key elements highlighted by the Joint Inspection Unit in the present report.					
JIU/REP/2023/4: Review of mental health and well-being policies and practices in United Nations system organizations	8	Executive heads of United Nations system organizations should ensure that their organization collaborate on the mapping of psychosocial support capacity available in all locations and consider the system-wide capacity when designing their workplace action plans, capitalizing on shared services, cost-sharing and other models for cost-effective and efficient delivery.	Enhanced effectiveness	Accepted	Implemented		See comments above on Recommendation 5.
JIU/REP/2023/4: Review of mental health and well-being policies and	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	Enhanced effectiveness	Accepted	Implemented		The ILO Mental Health and Well-being At Work Action Plan 2024-2026 is in place and addresses the issues through a number of initiatives taking place on a regular

Report	Rec. No	Recommendation	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partially"; and "No"	Remarks
practices in United Nations system organizations		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.					basis including health-promotion measures, anti-stigma etc.
JIU/REP/2023/4: Review of mental health and well-being policies and practices in United Nations system organizations	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.	Enhanced effectiveness	Under consideration			As also noted in the CEB comments, setting up a data system to monitor and assess the programmes and activities might trigger budget concerns which in turn might delay implementation. ILO will consider to embed well-being programmes and activities in the evidence-based and data-driven approach and to routinely monitor and assess them, drawing on the implementation of the three-year ILO Action Plan.
JIU/REP/2023/4: Review of mental health and well-being policies and	11	Executive heads of United Nations system organizations should explore integrating, by the end of	Enhanced effectiveness	Accepted	Implemented		The integration of mental health and well-being considerations into all training programs for managers and

Report	Rec. No	Recommendation	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partially"; and "No"	Remarks
practices in United Nations system organizations		2024, mental health and well-being considerations into training programmes, in particular for managers, as a means to provide opportunities for facilitated discussions, enhanced learning and to support employees with mental health conditions.					leaders has started and, in most cases, has been completed. This includes also the promotion of the UN-wide Lead and Learn program.