

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

► ILO’s follow-up status on the JIU recommendations presented to the Governing Body in the previous three years: an update as of July 2024

The information¹ is presented in a table structured as follows:

Column 1: Reference number and title of the report/note²;

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 73 recommendations contained in this document:

For action by Status	Governing Body (Section A)	Director-General (Section B)
Accepted and implemented	16 recommendations	29 recommendations
Accepted and in progress	2 recommendations	2 recommendations
Accepted and not started	0	0
Under consideration	0	2 recommendations
Not accepted	5 recommendations	10 recommendations
Not relevant	1 recommendation	6 recommendations
Sub-total	24 recommendations	49 recommendations
Total	73 recommendations	

The 12 changes since the last update are highlighted **in yellow** in the document.

¹ ILO follow-up status on the JIU recommendations submitted in GB.343/PFA/11 (November 2021), GB346/PFA/9 (November 2022), and GB349/PFA/6 (October-November 2023).

² 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 action 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 Remarks “Yes”; “Partially”; and “No”
JIU/REP/2020/1: Review of the state of the investigation function: progress made in the United Nations system organizations in strengthening the investigation function	1	The legislative bodies of United Nations system organizations should request that organizations that have not yet done so include in their internal oversight charters a provision for the periodic revision and, where necessary, update of the charters and a requirement for their endorsement by the legislative bodies. The updated charters should be submitted for endorsement by the legislative bodies by the end of 2021.	Enhanced transparency and accountability	Accepted	Implemented	
JIU/REP/2020/1: Review of the state of the investigation function: progress made in the United Nations system organizations in strengthening the investigation function	3	The legislative bodies of United Nations system organizations should request that organizations that have not yet done so consolidate by the end of 2022 all investigations and related activities (namely intake,	Enhanced transparency and accountability	Not accepted		The ILO maintains a separation between the investigations under the remit of the Office of the Internal Audit and Oversight (IAO) and those under the Staff Regulations. The latter function is covered by the Human Resources Development Department, and had

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		preliminary assessment and the decision to open an investigation), irrespective of the type of misconduct, in the internal oversight office of each organization.					not been transferred to the IAO by the end of 2022.
JIU/REP/2020/1: Review of the state of the investigation function: progress made in the United Nations system organizations in strengthening the investigation function	5	The legislative bodies of the United Nations system organizations should request that organizations that have not yet done so include in their oversight charters by the end of 2021 provisions that: (a) Make the appointment and dismissal or removal of the heads of their internal oversight offices subject to consultation with and approval of the legislative bodies; (b) Establish term limits from five to seven years for the heads of internal oversight offices, preferably making the term non-renewable, with a post-employment restriction	Enhanced transparency and accountability	Not accepted			The ILO has not decided to move to fixed term for the Chief Internal Auditor position.

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		within the same organization; and (c) Allow for unrestricted access of their heads of internal oversight offices to the legislative bodies and to the respective audit and oversight committees.					
JIU/REP/2020/1: Review of the state of the investigation function: progress made in the United Nations system organizations in strengthening the investigation function	6	The legislative bodies of the United Nations system organizations that have not yet done so should request that organizations update the terms of reference of their respective audit and oversight committees by the end of 2021 to include, where necessary, appropriate provisions to: (a) review the independence and mandate of the internal oversight office/ investigation function; (b) review its budget and staffing requirements; (c) review its overall performance; and (d) issue related recommendations.	Dissemination of good/best practices	Accepted	Implemented		

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JIU/REP/2020/1: Review of the state of the investigation function: progress made in the United Nations system organizations in strengthening the investigation function	7	The legislative bodies of United Nations system organizations that have not yet done so should develop and adopt appropriate formal procedures for the investigation of complaints of misconduct by executive heads and adopt appropriate policies by the end of 2021.	Enhanced transparency and accountability	Accepted	In progress (With update on progress under « Remarks »)	ILO’s Office Directive on reporting misconduct and protection from retaliation, and the Office of Internal Audit and Oversight’s Standard Operating Procedures for Investigations, set out how complaints against the Director-General should be handled. IAO has reached out to concerned departments to begin the process of drafting more detailed investigation guidelines should allegations be made against the Director-General. Update: The ILO is also collaborating closely with UN Representative of Investigation Services network (UNRIS) who has a working group to develop guidelines for the investigation of Executive Heads, with a view to adopting these guidelines once completed.

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JIU/REP/2020/1: Review of the state of the investigation function: progress made in the United Nations system organizations in strengthening the investigation function	8	The legislative bodies of United Nations system organizations that have not yet done so should request that organizations establish by the end of 2021 formal procedures for handling allegations of misconduct against heads and personnel of their internal oversight offices in order to avoid situations of conflict of interest.	Enhanced transparency and accountability	Accepted	In progress (With update on progress under « Remarks »)	ILO’s Office Directive on reporting misconduct and protection from retaliation, and the Office of Internal Audit and Oversight’s Standard Operating Procedures for Investigations, set out how complaints against the Chief Internal Auditor should be handled. Detailed guidance has yet to be developed. IAO’s Standard Operating Procedures for Investigations sets out how complaints against other staff in IAO should be handled. Update: The ILO is currently reviewing corresponding procedures and practices of other organizations in this regard with a view to benefiting from their experience.
JIU/REP/2020/1: Review of the state of the investigation function: progress made in the	9	The legislative bodies of United Nations system organizations that have not yet done so should request	Enhanced transparency and accountability	Accepted	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
United Nations system organizations in strengthening the investigation function		that the respective organizations’ annual internal oversight activity reports contain information on both complaints and investigations, including details on the number, type and nature of the complaints and investigations and trends in this regard.					
JIU/REP/2020/1: Review of the state of the investigation function: progress made in the United Nations system organizations in strengthening the investigation function	10	The legislative bodies of United Nations system organizations should review the adequacy of resources and staffing of the investigation function, taking into consideration the recommendations of the respective audit and oversight committees, where available.	Other	Accepted	Implemented		
JIU/REP/2020/2: Policies and platforms in support of learning: towards more coherence, coordination and convergence	8	The governing bodies of United Nations system organizations should, by the end of 2023, approve a common United Nations	Enhanced coordination and cooperation	Not relevant (Previously under consideration)			While the ILO is supportive of the aim of the recommendation, the action on a UN system-wide framework is not attributable to the ILO alone.

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		Organizational Learning Framework, agreed through relevant interagency mechanisms, which should contain a set of principles and a plan of action for gradual implementation.	Strengthened coherence and harmonization				Update: This matter had not been taken up by the HLCM by the end of 2023, which makes this time-bound recommendation become irrelevant in the context of reporting on the follow-up status against this specific JIU recommendation. The ILO will nevertheless continue to participate in relevant initiatives in this area.
JIU/REP/2020/3: United Nations common premises: current practices and future prospects	1	The governing bodies of United Nations system organizations that have not yet done so should, by the end of 2021, give direction to the executive heads on the parameters of participation of their organizations in common premises and request periodic reporting on the results achieved.	Enhanced transparency and accountability	Accepted	Implemented		
JIU/REP/2020/5: Enterprise risk management: approaches and uses in United	1	In order to fulfil their oversight roles and responsibilities, legislative/governing bodies should incorporate ERM into	Enhanced transparency and accountability	Not accepted			The ILO Governing Body receives information on risk during the review and approval of the biennial Programme and Budget. This information and any subsequent

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Nations system organizations		their meetings at least annually, with substantive coverage determined by the organization’s mandate, field network and risk exposure.					discussion informs the Governing Body's advice on changes to the Programme and Budget and its subsequent approval. The ILO believes that this level of discussion on risk in the Governing Body is sufficient.
JIU/REP/2020/5: Enterprise risk management: approaches and uses in United Nations system organizations	4	By the end of 2022, legislative/governing bodies of participating organizations should request executive heads to report on the outcomes of a comprehensive review of the organization’s implementation of ERM against JIU benchmarks 1 to 9, as outlined in the present report.	Enhanced transparency and accountability Enhanced coordination and cooperation	Accepted	Implemented		
JIU/REP/2020/6 : Multilingualism in the United Nations system	1	The legislative or governing bodies of the United Nations system organizations should request the executive heads of their respective organizations that have not yet done so, to prepare a	Enhanced transparency and accountability	Accepted	Implemented		

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		strategic policy framework for multilingualism, accompanied by administrative and operational guidelines for its implementation, and submit this for adoption by the end of 2022.				
JIU/REP/2020/6 : Multilingualism in the United Nations system	2	The legislative or governing bodies of the United Nations system organizations should request the executive heads of their respective organizations that have not yet done so, to appoint, by the end of 2022, a senior official as a coordinator or focal point for multilingualism, with clearly defined responsibilities and delegated authority, tasked with the coordination of the implementation of the strategic policy framework for multilingualism across their respective organizations.	Enhanced coordination and cooperation	Accepted	Implemented	

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JIU/REP/2020/6 : Multilingualism in the United Nations system	4	The legislative or governing bodies of the United Nations system organizations should request the executive heads of their respective organizations that have not yet done so, to introduce, by the end of 2022, learning policies that encourage continuous learning and improvement of the language skills of their staff members in the official languages of the respective organizations as well as in other languages, as appropriate, securing sufficient funding for this.	Enhanced effectiveness	Accepted	Implemented	
JIU/REP/2020/7: Blockchain applications in the United Nations system: towards a state of readiness	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	Strengthened coherence and harmonisation	Accepted	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
respective organizations.							
JIU/REP/2020/7: Blockchain applications in the United Nations system: towards a state of readiness	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.	Dissemination of good/best practices	Not accepted			At its 346th Session in October-November 2022, the Governing Body did not decide to encourage Member States to engage with the United Nations Commission on International Trade Law, in line with the recommendation (ref. GB.346/PFA/PV).
JIU/REP/2020/8: Review of mainstreaming environmental sustainability across organizations of the United Nations system	2	The legislative organs and governing bodies of the United Nations system organizations that have not yet done so should, by the end of 2022, direct the executive heads to embed environmental sustainability	Enhanced effectiveness	Accepted	Implemented		

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		considerations into the management of their organizations and request them to include in the annual report on the work of the organization the results of efforts to mainstream environmental sustainability in the internal management functions of the organization.					
JIU/REP/2021/2: Review of United Nations system support for landlocked developing countries to implement the Vienna Programme of Action	7	The legislative organs and governing bodies of United Nations system organizations should issue directives, if they have not already done so, by the end of 2022, for their organizations to mainstream the priorities of the programme of action for landlocked developing countries that are pertinent to their mandated work and request that their organizations report periodically on its implementation.	Enhanced control and compliance Enhanced effectiveness	Not accepted			The ILO Governing Body regularly provides guidance to the formulation and implementation of ILO Decent Work Country Programmes through the review of biennial Programme and Budget documents, biennial Programme Implementation Reports, high-level evaluations, and the ILO Development Cooperation Strategy.

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JIU/REP/2021/3: Cybersecurity in the United Nations system organizations	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.	Enhanced effectiveness	Accepted	Implemented		
JIU/REP/2021/4: Review of the management of implementing partners in United Nations system organizations	3	The legislative organs and governing bodies of organizations of the United Nations system should, starting in 2024 and on the basis of reports submitted to them annually by their respective executive heads, provide overall strategic guidance and legislative oversight to the management of their implementing partners, including in the framework of the quadrennial	Enhanced transparency and accountability	Accepted	Implemented		

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		comprehensive policy review, especially with regard to capacity-building, inter-agency coordination and information sharing.					
JIU/REP/2021/4: Review of the management of implementing partners in United Nations system organizations	9	The legislative organs and governing bodies of United Nations system organizations should, beginning in 2023, assess their approaches to capacity-building of implementing partners and strengthening national capacities and ownership, in the framework of the quadrennial comprehensive policy review, including the effectiveness of such efforts since 2013, progress made and lessons learned, based on reports prepared by their respective secretariats, and adopt specific measures to strengthen national	Enhanced effectiveness	Accepted	Implemented		

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		capacities and ownership and build the capacities of their implementing partners.					
JIU/REP/2021/5: Review of the ethics function in the United Nations system	2	The legislative organs and governing bodies of the United Nations system organizations that have not yet done so should request that organizations update the terms of reference of their respective audit and oversight committees by the end of 2023 to include, where necessary, provisions for ethics, and ethics as a desirable area of expertise for new committee members.	Enhanced transparency and accountability	Accepted	Implemented		
JIU/REP/2021/6: Business continuity management in United Nations system organizations	6	The legislative organs and governing bodies of the United Nations system organizations should consider, at the earliest opportunity, the conclusions of the internal management assessment	Enhanced transparency and accountability	Accepted	Implemented		

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		of the continuity of operations during the COVID-19 pandemic prepared by the executive heads of their respective organizations and, on that basis, take appropriate decisions to address the identified gaps and risks and to ensure continuity of business operations.					

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/2020/1: Review of the state of the investigation function: progress made in the United Nations system organizations in	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	Enhanced transparency and accountability	Accepted	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
strengthening the investigation function		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.					
JIU/REP/2020/2: Policies and platforms in support of learning: towards more coherence, coordination and convergence	1	The executive heads of United Nations system organizations, if they have not already done so, should establish a minimum set of key performance indicators and associated targets for the efficiency of learning programmes and their effectiveness in support of business outcomes, which the organizations should monitor and report upon to the governing bodies.	Enhanced efficiency	Accepted	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
JIU/REP/2020/2: Policies and platforms in support of learning: towards more coherence, coordination and convergence	2	The executive heads of the United Nations system organizations should integrate the evaluation findings on learning into the learning management systems and use them effectively to inform decision-making processes on future learning activities.	Enhanced effectiveness Enhanced efficiency	Accepted	Implemented (Previously in progress)	The evaluation findings regarding optimizing learning platforms have been taken into consideration in the development of the ILO’s Staff Development Policy and its associated Action Plan. Update: The Action Plan for 2024-25, building on the results of the Skills Mapping Exercise, is being finalized.	
JIU/REP/2020/2: Policies and platforms in support of learning: towards more coherence, coordination and convergence	3	The executive heads of the United Nations system organizations should, in consultation with the United Nations Sustainable Development Group, examine the existing options for a comprehensive joint curriculum or at least system-wide quality assurance of courses related to the 2030 Agenda for Sustainable Development, by the end of 2021.	Strengthened coherence and harmonization Enhanced effectiveness	Not relevant		Notwithstanding the ILO’s commitment to participate in and contribute to the recommended examination process, the implementation of this time-bound recommendation is not attributable to the ILO’s action on its own but depends on the UN system-wide coordination and action, which had not taken place by the end of 2021 as recommended.	

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JIU/REP/2020/2: Policies and platforms in support of learning: towards more coherence, coordination and convergence	4	The executive heads of United Nations organizations should take the actions they deem appropriate to better integrate staff learning plans into their respective performance assessments and to ensure that managers are also held accountable for implementation.	Strengthened coherence and harmonization	Accepted	Implemented		
JIU/REP/2020/2: Policies and platforms in support of learning: towards more coherence, coordination and convergence	6	The executive heads of the United Nations system organizations, if they have not already done so, should establish criteria for the more systematic use of external platforms, based on judicious curating of their courses and realistic learning objectives.	Enhanced efficiency	Not accepted		Establishing criteria will guarantee quality assurance, but not necessarily lead to an increasing uptake. These external platforms pose very real issues related to language and diversity. This makes curation very complex when seeking to deliver in a multilingual, multi-cultural environment. Some platforms are acknowledging this and are eager to incorporate content from international organizations for this reason - this is positive for the common good but can defeat the purpose of using an external platform.	

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JIU/REP/2020/2: Policies and platforms in support of learning: towards more coherence, coordination and convergence	7	The executive heads of the United Nations system organizations should, through inter-agency agreements, recognize relevant learning programmes followed on external platforms, for which appropriate credentials are presented, and reflect that recognition in the learning management systems.	Enhanced efficiency	Accepted	Implemented		
JIU/REP/2020/3: United Nations common premises: current practices and future prospects	2	The executive heads of the United Nations system organizations should work together in the framework of the United Nations Sustainable Development Group to amplify, by the end of 2022, the objectives of common premises, addressing programmatic, public image and environmental sustainability considerations, as well as efficiency gains, and also set out the modalities for tracking results and reporting thereon.	Strengthened coherence and harmonization	Accepted	Implemented		
JIU/REP/2020/3: United Nations common premises:	3	The Secretary-General and the other executive heads of the	Enhanced efficiency	Accepted	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
current practices and future prospects		United Nations system organizations should, by mid-2021, work together in the framework of the United Nations Sustainable Development Group to re-examine the focus on a target of 50 per cent of common premises with a view to prioritizing efficiency gains.					
JIU/REP/2020/3: United Nations common premises: current practices and future prospects	4	The Secretary-General and the other executive heads of the United Nations system organizations should work together in the framework of the United Nations Sustainable Development Group to expedite the compilation of the database component of the envisaged common premises platform by mid-2021 and ensure that periodic reporting to the General Assembly includes information on the status of the database and how the common premises platform is being used to contribute to the realization of efficiency gains and	Enhanced coordination and cooperation	Accepted	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
		any other common premises objectives.					
JIU/REP/2020/3: United Nations common premises: current practices and future prospects	5	The Secretary-General and the other executive heads of the United Nations system organizations should work together in the framework of the United Nations Sustainable Development Group to review lessons learned from experience with public-private partnerships for common premises and formulate, by the end of 2022, measures that address the capital financing requirements of initiatives regarding common premises, including the possibility of a centrally administered mechanism, for consideration by the General Assembly if required.	Enhanced effectiveness	Not accepted			The ILO would like to learn good practices from other organizations on PPPs and will take advantage of any opportunities that arise but will not be involved in implementation of this work.
JIU/REP/2020/3: United Nations common premises: current practices and future prospects	7	The Secretary-General and the executive heads of the United Nations system organizations with premises in the field should study the feasibility of a unified	Strengthened coherence and harmonization	Not relevant (Previously accepted, and implementation not started)			Notwithstanding the ILO’s commitment to participate in and contribute to the recommended adoption process, the implementation of this time-bound recommendation (by the 78 th GA) is not

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		mechanism for real estate management in the field and report on the findings of that study to the General Assembly at its seventy-eighth session.					attributable to the ILO’s action on its own but depends on the UN system-wide coordination through the relevant mechanisms. Update: At the 78th General Assembly, the findings of the study on the feasibility of a unified mechanism for real estate management in the field was not on the agenda, which makes this time-bound recommendation become irrelevant in the context of reporting on the follow-up status against this specific JIU recommendation. The ILO will nevertheless continue to participate in relevant initiatives in this area.
JIU/REP/2020/3: United Nations common premises: current practices and future prospects	8	The executive heads of the United Nations system organizations should work together in the framework of the United Nations Sustainable Development Group to improve, by the end of 2021, the inter-organizational arrangements for support of common premises by	Enhanced transparency and accountability	Accepted	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
		strengthening the oversight of common premises by the United Nations Sustainable Development Group, clarifying the role and authority of its inter-agency Task Team on Common Premises and Facility Services and directing an appropriately capacitated Development Coordination Office to support them in carrying out the common premises work stream. That support work should include analysis of priorities for future action, making arrangements for proactive support of country teams at all stages of project life cycles and drawing linkages to other facets of business operations.					
JIU/REP/2020/5: Enterprise risk management: approaches and uses in United Nations system organizations	2	By the end of 2021, executive heads should undertake a comprehensive review of their ERM implementation against JIU benchmarks 1 to 9, as outlined in the present report.	Enhanced transparency and accountability Enhanced effectiveness	Accepted	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
JIU/REP/2020/5: Enterprise risk management: approaches and uses in United Nations system organizations	3	By the end of 2021, members of the High-level Committee on Management of the Chief Executives Board for Coordination should ensure that its Cross-Functional Task Force on Risk Management is continued as a viable mechanism to further promote and facilitate inter-agency cooperation, coordination and knowledge sharing and to explore shared risks associated with United Nations reform efforts.	Dissemination of good/best practices Enhanced coordination and cooperation Enhanced effectiveness	Accepted	Implemented		
JIU/REP/2020/6 : Multilingualism in the United Nations system	3	The executive heads of the United Nations system organizations that have not yet done so, should, where appropriate, introduce or enhance, by the end of 2022, their policies for attracting new translators and interpreters and retaining talented and skilled language professionals, including the preparation of succession plans with specifications for required languages and language	Enhanced effectiveness	Accepted	Implemented		

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		combinations, as well as the expansion of outreach programmes.					
JIU/REP/2020/6 : Multilingualism in the United Nations system	5	The executive heads of the United Nations system organizations should request the High-level Committee on Management of the United Nations System Chief Executives Board for Coordination (CEB) to establish a working group on the preparation for adoption, by the end of 2022, of a United Nations system language framework for language teaching, learning, assessment, and certification in the six official languages of the United Nations, which could be based, inter alia, on the results of the work already undertaken by the United Nations Secretariat in this area.	Strengthened coherence and harmonization	Not accepted		The recommended work has already been done by the HR Working Group on Language Testing and Certification which issued a recommendation endorsed by the HR Network in Vienna 20-23 July 2015 (See CEB/2015/HLCM/HR/18 para 41). One of the grounds for the recommendation and the decision was that moving to internationally recognized certifications aligned with the Common European Framework of Reference for Languages (CEFR) also ensures comparability of the levels of language proficiency of UN staff with people external to the UN system, such as partners, applicants and others. Language study following a scheme that follows the CEFR and proficiency certifications that are internationally recognized within and outside the UN contributes to mobility and to a diverse workforce. This recommendation was endorsed in 2015 by the HR Network and	

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							has been operationalized by most of the Geneva-based agencies.
JIU/REP/2020/6 : Multilingualism in the United Nations system	6	The executive heads of the United Nations system organizations, in their capacity as members of the United Nations System Chief Executives Board for Coordination, should direct the High-level Committee on Management to develop a system-wide, comprehensive and coordinated approach to multilingualism as a core value of the United Nations system organizations.	Strengthened coherence and harmonization	Not accepted			The ILO is of the view that the existing Network of Focal Points on Multilingualism from across the UN system, under the leadership of the Coordinator, is well placed to consider the recommended action.
JIU/REP/2020/7: Blockchain applications in the United Nations system: towards a state of readiness	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,	Enhanced effectiveness	Accepted	Implemented		

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system integrity, and reputation.							
JIU/REP/2020/7: Blockchain applications in the United Nations system: towards a state of readiness	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.	Enhanced effectiveness	Accepted	Implemented		
JIU/REP/2020/7: Blockchain applications in the United Nations system: towards a state of readiness	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	Strengthened coherence and harmonisation	Not relevant			Notwithstanding the ILO’s commitment to participate in and contribute to the recommended adoption process, the implementation of this time-bound recommendation (by the end of 2022) is not attributable to the ILO’s action on its own but depends on the UN system-wide coordination through the relevant mechanisms. In 2023, the Digital & Technology Network (DTN) took place at the International Monetary Fund (IMF) Headquarters, Washington D.C, from 1 to 3 May, but the blockchain technology was not on the agenda.

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		involve multiple United Nations organizations.					
JIU/REP/2020/8: Review of mainstreaming environmental sustainability across organizations of the United Nations system	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.	Enhanced effectiveness	Accepted	Implemented		
JIU/REP/2020/8: Review of mainstreaming environmental sustainability across organizations of the United Nations system	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.	Enhanced transparency and accountability	Accepted	Implemented		

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JIU/REP/2020/8: Review of mainstreaming environmental sustainability across organizations of the United Nations system	4	The executive heads of the United Nations system organizations that have not yet done so should, by the end of 2022, task procurement offices with incorporating specific provisions for integrating environmental sustainability considerations into procurement policies, procedures, manuals and guidelines, including through the relevant inter-agency mechanisms, as necessary.	Enhanced transparency and accountability	Accepted	Implemented		
JIU/REP/2020/8: Review of mainstreaming environmental sustainability across organizations of the United Nations system	5	The executive heads of the United Nations system organizations should, by the end of 2022, ensure that all recruitment and selection processes, as well as performance appraisal systems, incorporate and give adequate weight to environmental sustainability understanding and behaviours, and report on the implementation to their legislative organs and governing bodies from 2023.	Enhanced coordination and cooperation	Not accepted		Environmental sustainability understanding and behaviours will be introduced into the Leadership Competency Profile and validated as part of the High-Level Assessment Centre for recruitment to senior management positions. The importance of encouraging these behaviours in other positions is included in the performance appraisal of managers. The ILO has a variety of recruitment and selection processes, some of which are the subject of a collective agreement with the Staff	

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							Union Committee – changes to these processes are subject to negotiation.
JIU/REP/2020/8: Review of mainstreaming environmental sustainability across organizations of the United Nations system	6	The executive heads of the United Nations system organizations should, by the end of 2022, with the support of the resident coordinator system and the United Nations country team mechanisms, strengthen the coordination between the headquarters and field agencies, as well as among field agencies, in pursuing measures to reduce the environmental impact of field presences, and report on the implementation to their legislative organs and governing bodies from 2023.	Enhanced efficiency	Accepted	Implemented		
JIU/REP/2020/8: Review of mainstreaming environmental sustainability across organizations of the United Nations system	7	The executive heads of the United Nations system organizations should, by the end of 2022, make all conferences, events and meetings organized by their respective organizations “paper smart”, while providing printed	Strengthened coherence and harmonization	Accepted	Implemented		

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		material only upon official request and with adequate cost recovery measures following a differential pricing system in respect of different customer groups – such as official delegates, research institutions, other conference participants and students – and report on the implementation to their legislative organs and governing bodies from 2023.					
JIU/REP/2020/8: Review of mainstreaming environmental sustainability across organizations of the United Nations system	8	The executive heads of the United Nations system organizations that have not yet done so should, by the end of 2022, task the relevant offices responsible for organizing conferences, meetings and events with developing a policy for incorporating provisions relating to environmental sustainability considerations into policies, procedures, manuals and guidelines, including through the relevant inter-agency mechanisms, as necessary.	Enhanced effectiveness	Accepted	Implemented		

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JIU/REP/2020/8: Review of mainstreaming environmental sustainability across organizations of the United Nations system	9	The executive heads of organizations of the United Nations system should ensure that, by the end of 2022, information and communications technology services’ actions and projects comply with environmental sustainability considerations, including ensuring that greenhouse gas emissions are at a level compatible with the United Nations Framework Convention on Climate Change Paris agreement.	Enhanced efficiency	Not accepted			With respect to the greenhouse gas emissions related to information and communications technology (ICT) and in view of the section on ICT management in the JIU report, the Office has the following observations. Firstly, in order to set a target by end-2022, the UN System would need to have a recognized methodology for separately baselining ICT greenhouse gas emissions. To date, the ILO is not aware of such efforts. Secondly, it would be necessary to establish the targets and to clarify who would be responsible to do so. Thirdly, the timeline set for end-2022 seems ambitious and perhaps unfeasible. An agreed methodology and targets throughout the system are lacking at present, and would require some time to be developed. In addition, ILO’s work activities are organized by biennium. The Office has already established deliverables and budget requirements for the ongoing biennium 2022-23, rendering it extremely difficult to do more than already established.

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JIU/REP/2020/8: Review of mainstreaming environmental sustainability across organizations of the United Nations system	10	The executive heads of the United Nations system organizations should, by the end of 2022, make all official documentation, publications, brochures, and communication and advocacy materials available online, including through online conferencing applications or other information technology means, and report on the implementation to their legislative organs and governing bodies from 2023.	Enhanced effectiveness	Accepted	Implemented		
JIU/REP/2021/2: Review of United Nations system support for landlocked developing countries to implement the Vienna Programme of Action	1	The executive heads of United Nations system organizations should designate, if they have not already done so, by the end of 2022, an organizational focal point on landlocked developing countries with clear terms of reference, developed with guidance from UN-OHRLLS, that define the focal point’s role and responsibilities in supporting implementation of the programme of action for landlocked	Enhanced coordination and cooperation	Not accepted		The ILO does not use the landlocked developing countries (LLDC) category to provide a differentiated policy and technical assistance to the member States, as it operates based on the country needs. The condition of being landlocked affects the development status including the ability of those economies to create decent jobs and make progress on human and social development. The challenges, needs and priorities in landlocked countries, including those	

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		developing countries.					stemming from their landlocked situation, are reflected and addressed in their Decent Work Country Programmes that are in alignment with the United Nations Sustainable Development Cooperation Frameworks. The ILO’s support is accordingly extended to LLDCs, through promotion of policies, partnerships and standards that address the consequences of their land-locked situation. The 2030 Agenda for Sustainable Development should be the overarching framework to support the economic, human and social development of countries, including those confronted with challenges related to their land-locked condition. The Office is of the view that the content of the Vienna Programme of Action for LLDCs has been taken on board in the 2030 Agenda which is a framework for ILO’s action.
JIU/REP/2021/2: Review of United Nations system support for landlocked developing	3	The executive heads of United Nations system organizations should develop, by the end of 2022, a clear results framework	Enhanced transparency and accountability	Not accepted			The ILO has a strategic framework which supports all member States, including LLDCs.

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countries to implement the Vienna Programme of Action		for support for landlocked developing countries, including linkages among the outcomes to be achieved, the main outputs strategy and core activities.	Enhanced control and compliance				ILO assistance to constituents in member States is prepared and delivered primarily within the framework of time-bound, results-based and resourced Decent Work Country Programmes. Decent Work Country Programmes define the ILO strategy for the promotion of decent work in accordance with the specific characteristics and needs of each country, with outcomes, outputs and deliverables as agreed by ILO constituents. Common principles but country-specific implementation strategies apply, reflecting the development path of each country. Decent Work Country Programmes are regularly reviewed in terms of priorities, strategies, resources, and results achieved. They inform and are informed by the priorities of the Organization established in the biennial Programme and Budget.
JIU/REP/2021/3: Cybersecurity in the United Nations system organizations	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	Enhanced effectiveness	Accepted	Implemented		

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		cybersecurity framework and present it to their respective legislative and governing bodies at the earliest opportunity, covering the elements contributing to improved cyber resilience examined in the present report.					
JIU/REP/2021/4: Review of the management of implementing partners in United Nations system organizations	1	The executive heads of United Nations system organizations should, by the end of 2024, develop, through consultations in the appropriate inter-agency mechanisms, a common systemwide definition and a set of agreed guiding principles and standards for implementing partners that is informed by a risk-based and strategic approach to partnerships and results-based	Enhanced transparency and accountability	Under consideration (With update on progress under « Remarks »)		While the Office supports the thrust of the recommendation, it entails UN system-wide coordination and common action, which is not attributable to the ILO alone. The Office will continue to actively participate in relevant inter-agency mechanisms and any initiative thereof in this area, if/as agreed. Update: Since the last report to the Governing Body in Nov 2023, no inter-agency action has been taken in this	

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		management methodology.				regard.	
JIU/REP/2021/4: Review of the management of implementing partners in United Nations system organizations	2	The executive heads of organizations of the United Nations system should, by the end of 2023, include in their annual reports on the work of the organization a section on the engagement and management of their implementing partners, including important details useful to the legislative organs and governing bodies.	Enhanced transparency and accountability	Not relevant			While the recommendation may be accommodated within the governance model for some UN entities, it does not fit within governance in the ILO which does not have annual reports on the work of the Organization.
JIU/REP/2021/4: Review of the management of implementing partners in United Nations system organizations	4	The executive heads of United Nations system organizations should, by the end of 2023, update as necessary and implement their implementing partner policies and related guidance, including standard operating procedures for the selection, engagement, management, oversight and	Enhanced transparency and accountability	Accepted	Implemented (Previous in progress)	Since the issuance of the recommendation the Office has: a. revised, standardized and published Implementation agreement (IA) templates and checklists b. updated IA Terms and Conditions c. issued step by step (SOP) on IA life cycle	

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		evaluation of implementing partners, to sustain a strategic and risk-based approach to implementing partner management, aligned to the entity’s strategic framework.					d. issued revised Internal Governance Document (270_v3) e. successfully passed the EU Pillar Assessment in relation to IAs. The Office is currently in the process of selecting a venue/platform for transparent selection of IAs.
JIU/REP/2021/4: Review of the management of implementing partners in United Nations system organizations	5	The executive heads of United Nations system organizations that have not yet done so should, on the basis of a cost-benefit analysis, establish an implementing partner unit or designate, by the end of 2024, a focal point for the management of implementing partners to support the coordination of implementing partner policies and activities within the organization, including by providing policy guidance and backstopping and by facilitating liaison and information-sharing, under terms of reference that clearly define its role and responsibilities.	Enhanced transparency and accountability	Not Accepted			The Office does not consider it necessary to establish units for each type of contract. The Budget and Finance branch of the Financial Management Department will continue to establish and update policies for implementation agreements (IAs) and coordinate as necessary with the UN. Likewise, policy and programming units, supported by Chiefs of Regional Programming Units and Chiefs of Regional Administrative Services, will continue to be responsible for IAs for programmatic design and delivery as well as for signing the IAs up to a certain financial limit.

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JIU/REP/2021/4: Review of the management of implementing partners in United Nations system organizations	6	The executive heads of the United Nations system should incorporate implementing partner risks into their organization’s risk management frameworks by the end of 2023.	Enhanced transparency and accountability	Accepted	Implemented		
JIU/REP/2021/4: Review of the management of implementing partners in United Nations system organizations	7	The executive heads of United Nations system organizations should develop, by the end of 2024, key performance indicators for the management of implementing partners and establish systems to collect, monitor and report the performance data.	Enhanced effectiveness	Not accepted (Previously under consideration)			The Office finds the recommendation conceptually valuable, but its timeline is too ambitious. In addition, meaningful and harmonized key performance indicators should exist if any of the gathered data are comparable. This would involve the need to develop and introduce an additional global system for collating data. No such system exists at the moment, and it would require investment of time and resources. Update: At this stage, the Office is not in a position to prioritize time and resources for this work and in view of the overly ambitious timeline set.

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JIU/REP/2021/4: Review of the management of implementing partners in United Nations system organizations	8	The executive heads of United Nations system organizations should, by the end of 2023, share among themselves, through existing inter-agency mechanisms/forums, their specialized training materials and modules for the management of implementing partners, including due diligence, risk and capacity assessments of partners, results based and risk-based performance monitoring, fraud prevention, prevention of sexual exploitation and abuse, capacity building, working with local nongovernmental organizations and civil society organizations, the harmonized approach to cash transfers and the United Nations Partner Portal.	Enhanced coordination and cooperation	Not relevant (Previous Accepted and in progress)		The recommended action entails inter-agency coordination and common action that are largely driven by various arrangements of the High-Level Committee on Management, under the UN System Chief Executives Board for Coordination (HLCM/CEB); as such, it is not attributable to the ILO alone. Update: Since the last report to the Governing Body in Nov 2023, no progress has been made in this regard at inter-agency level, which makes this time-bound recommendation become irrelevant in the context of reporting on the follow-up status against this specific JIU recommendation. The ILO will nevertheless continue to participate in relevant initiatives in this area.	
JIU/REP/2021/4: Review of the management of implementing partners in United Nations system organizations	10	The executive heads of the United Nations system organizations should, by the end of 2024 and with the support of the Development Coordination Office, resident coordinator offices and	Enhanced coordination and cooperation	Under consideration (With update on progress under « Remarks »)		The Office agrees with the general recommendation on further interagency coordination and will continue to participate in developing specific measures within the UN network, including mutual recognition, bearing in	

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		the United Nations country team mechanisms, agree upon specific measures to further strengthen inter-agency coordination for improving implementing partner management at the country level and report on the implementation to their respective legislative organs and governing bodies from 2025.					mind the ILO’s institutional tripartite structure and the specific needs to engage with social partners. This type of recommendation that entails UN system-wide coordination and common action, however, is not attributable to the ILO alone. Update: Since the last report to the Governing Body in Nov 2023, no progress has been made in this regard at inter-agency level.
JIU/REP/2021/5: Review of the ethics function in the United Nations system	1	The executive heads of United Nations system organizations who have not yet done so should with immediate effect ensure that the contracts of newly appointed heads of Ethics Offices are issued for a full term.	Enhanced transparency and accountability	Not relevant			This recommendation is addressed to entities that apply term limits for heads of ethics and are splitting the term into several consecutive contracts (see paragraphs 123 and 124 of the report), which is not the case for the ILO. The ILO does not apply sui generis contractual arrangements to the head of ethics. The Office considers that these arrangements should be determined in the light of each entity’s context.

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JIU/REP/2021/5: Review of the ethics function in the United Nations system	3	The executive heads of the United Nations system organizations who have not yet done so should ensure that periodic refresher courses in ethics are introduced as mandatory for all staff and non-staff of their respective organization, irrespective of seniority, category and level, every three years, from 2023 onwards.	Enhanced control and compliance	Accepted (Previously under consideration)	In progress	The Office considers mandatory ethics training in the context of onboarding as essential, along with continuing efforts to build capacity, raise awareness and encourage dialogue among staff on integrity and ethical standards of conduct and the need to rely on them in day-to-day decision making. The sequencing and design of such continuing efforts should be chosen to fit best the context and needs at a given juncture in order to be effective. Formal refresher training is one option, but other approaches exist as well, such as agency-wide staff dialogues or awareness raising campaigns.	
						Updated: Concurrently with the development of a new compulsory online ethics training, the Office is currently developing a refresher ethics training online course.	

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JIU/REP/2021/5: Review of the ethics function in the United Nations system	4	The executive heads of the United Nations system organizations who have not yet done so, supported by the ethics functions of their respective organizations, should, at the latest by 2025, evaluate the effectiveness and efficiency, including “value for money”, of their financial disclosure and declaration of interest programmes and, on the basis of the findings, propose changes to the relevant policies where appropriate.	Enhanced effectiveness	Accepted	Implemented		
JIU/REP/2021/6: Business continuity management in United Nations system organizations	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	Enhanced effectiveness	Accepted	Implemented		

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accountability at all levels.							
JIU/REP/2021/6: Business continuity management in United Nations system organizations	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.	Enhanced control and compliance	Accepted	Implemented		
JIU/REP/2021/6: Business continuity management in United Nations system organizations	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	Enhanced effectiveness	Accepted	Implemented		

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frameworks.							
JIU/REP/2021/6: Business continuity management in United Nations system organizations	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.	Enhanced transparency and accountability	Accepted	In progress (With update on progress under « Remarks »)	An initial assessment has taken place. The ILO has recruited a Chief, Projects and Resilience Management in the Department of Internal Services and Administration (INTSERV), whose responsibilities include the roll-out in the ILO of Organizational Resilience Management System (ORMS) and related reporting to the Governing Body.	
JIU/REP/2021/6: Business continuity management in United Nations system organizations	5	In 2023, the executive heads of the United Nations system organizations should conduct an internal management assessment of the continuity of business operations during the COVID-19 pandemic to identify gaps, enablers, good practices and	Dissemination of good/best practice	Accepted	Implemented		

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	lessons learned and adjust policies, processes and procedures, in particular in areas such as human resources, information and communications technology management and occupational safety and health, and indicate necessary measures to better prepare for and respond to future disruptive incidents.					