

Reference document concerning “Matters relating to the Joint Inspection Unit (JIU)” (GB.355/PFA/7)

► ILO’s follow-up status on the JIU recommendations in the relevant JIU reports published in 2024, as of July 2025

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 34 recommendations contained in this document:

For action by Status	Governing body (Section A)	Director-General (Section B)
Accepted and implemented	2 recommendations *	10 recommendations
Accepted and in progress	1 recommendation *	4 recommendations
Accepted and not started	0	0
Under consideration	6 recommendations **	7 recommendations
Not accepted	0	3 recommendations
Not relevant	1 recommendation *	0
Sub-total	10 recommendations	24 recommendations
Total	34 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/2023/2: Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations	4	The legislative organs and governing bodies of the United Nations system organizations should request their respective executive heads who have not yet done so to undertake a thorough review of their regulatory frameworks and practices concerning internal specialized recourse mechanisms, with a view to assessing their continued utility and adequate functioning within the broader framework of internal appeal mechanisms, including eliminating duplicative or ambiguous process paths in the interest of procedural efficiency, and to report to them thereon, no later than 2025.	Enhanced effectiveness	Under consideration			The Office is of the view that the administrative review by the Human Resources Development Department (HRD), as a general grievance mechanism, and the Joint Advisory Appeals Board (JAAB) review are efficient and currently do not contain any duplications. With regard to the resolution of harassment and sexual harassment grievances, the Office envisages to initiate a negotiation process before the end of 2025, with a view to possibly streamlining the process. However, no concrete commitments have been made in this regard. The Office will consider taking any appropriate action, subject to the Governing Body's decision and related guidance on this recommendation.
JIU/REP/2023/2: Review of the internal pre-tribunal-stage	5	The legislative organs and governing bodies of the United Nations system organizations	Enhanced transparency	Under consideration			The ILO's internal peer review body, JAAB , issues an annual report that includes the details as prescribed in

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
appeal mechanisms available to staff of the United Nations system organizations		should request their respective executive heads who have not yet done so to report to them annually, starting in 2025, on the functioning of their formal internal appeal mechanisms, including the specialized recourse mechanisms. The reports should include details on the number, subject matter and outcome of appeals, including cases deemed irreceivable, information on the demographics of applicants and information on whether the appealed decisions were upheld or revised, disaggregated by type of procedure, as applicable.	and accountability.				this recommendation. It is currently for all staff and for ILO internal information and is submitted to the Joint Negotiating Committee (JNC). The Office will consider taking any appropriate action, subject to the Governing Body's decision and related guidance on this recommendation.
JIU/REP/2023/6 Flexible working arrangements in United Nations system organizations	4	The legislative organs and governing bodies of the United Nations system organizations should request, by the end of 2025, that the executive heads provide, as part of reporting on human resources management,	Enhanced transparency and accountability	Accepted	In progress		The Governing Body received some information on flexible working arrangements (FWAs) at its Session in March 2025, as part of the "Progress report on the implementation of the Human Resources Strategy for 2022–25:

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
		periodic updates on the implementation of flexible working arrangements and teleworking policies, including statistical data, disaggregated by gender and other relevant dimensions, with a view to ensuring data-driven and evidence-based decision-making on flexible working arrangements management.					Diversity, accountability and respect" (GB.353/PFA/INF/7). Data on flexible working arrangements are regularly maintained internally and used for example in the context of the on-going space planning initiative at the ILO Headquarters. Further statistical data will be provided as part of the subsequent progress reports on the implementation of the Human Resources Strategy.
JIU/REP/2023/8 Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations	5	The legislative and/or governing bodies of the United Nations system organizations should request the executive heads who have not yet done so to include in their reports on human resources relevant data and information on the use of non-staff personnel, such as the number of non-staff personnel, years of service, location of employment,	Enhanced transparency and accountability	Under consideration			Unlike other UN entities, the ILO does not employ "non-staff personnel". With respect to the consultants engaged through an external collaboration contract, they are independent contractors who act in their individual capacity and are not considered as ILO officials. The Office would consider an appropriate modality to report on such consultancy services to the Governing Body, subject to its

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
		nationality and gender.					decision and related guidance on this recommendation.
JIU/REP/2023/9 Review of the quality, effectiveness, efficiency and sustainability of health insurance schemes in the United Nations system organizations	7	The legislative organs and/or governing bodies of United Nations system organizations that have not yet approved a plan to fund after-service health insurance liabilities as they accrue for posts funded from assessed contributions should establish a long-term strategy to that end, at least to cover future after-service health insurance liabilities for all newly recruited staff.	Enhanced transparency and accountability	Under consideration			The Office plans to address the issues as part of the Human Resources Strategy 2026-29 and in the process of developing 2028-29 operational budget proposals.
JIU/REP/2024/2 Review of consideration of and action taken on the reports and recommendations of the Joint Inspection Unit by United Nations system organizations	2	The legislative organs and governing bodies of United Nations system organizations should, by the end of 2025, re-examine their processes for the consideration of JIU reports and recommendations, including their decision-making thereon and the monitoring of the implementation	Enhanced effectiveness	Accepted	Implemented		The ILO's Governing Body has given guidance on ways to consider JIU reports and recommendations on a continuous basis. The Office has accordingly introduced appropriate improvements over the years. The ILO is currently compliant with most

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
		of JIU recommendations from previous years, by taking into account the good practice examples identified in the present report, as appropriate.					of the good practices as identified by the JIU.
JIU/REP/2024/3 Budgeting in organizations of the United Nations system	2	The legislative organs and governing bodies of the JIU participating organizations should request the executive heads of the respective organizations, in their capacity as members of CEB, to update, by the end of 2027, the Standard classification of objects of expenditure and make it publicly available, inter alia, for use as a reference document in budgeting	Strengthened coherence and harmonization	Under consideration			This recommendation requires the agreement among the CEB members, thus its acceptance or implementation is not attributable to the ILO alone, as an individual organization. Meanwhile, the Office supports the recommendation, and unless the Governing Body decides otherwise, it would take part in the joint undertaking if so agreed at the CEB level.
JIU/REP/2024/3 Budgeting in organizations of the United Nations system	3	The legislative organs and governing bodies of the JIU participating organizations should request the executive heads of the respective organizations to refrain	Enhanced transparency and accountability	Accepted	Implemented		The Office supports the recommendation. It has not reduced the level of detail; instead, over the years it has provided more information/details at the request of

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
		from reducing the level of detail currently provided in the context of their budget consideration, starting with the next budget cycle, so as to ensure a meaningful decision-making process.					the Governing Body, while being mindful of both the Director-General's management prerogatives and results-based management principles.
JIU/REP/2024/3 Budgeting in organizations of the United Nations system	4	The legislative organs and governing bodies of the JIU participating organizations that, in recent years, have removed from their budget documents pertinent information regarding the funding of specific outcomes or outputs, the distribution of budgets by categories and objects of expenditure, data on vacancy rates and staffing tables, should consider reinstating this information in their next budget cycle, so as to ensure a meaningful decision-making process.	Enhanced transparency and accountability	Not relevant			As noted above under recommendation 3, the ILO didn't remove pertinent information/details in recent years (instead, it has provided more information).

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/2024/4 Review of the implementation of the principle of mutual recognition within the United Nations system	5	The legislative organs and governing bodies of United Nations system organizations should, by the end of 2026, request the executive heads of signatory organizations to the Mutual Recognition Statement who have not yet done so to include the efficiency gains resulting from the implementation of the principle of mutual recognition in their regular reporting in order to ensure proper monitoring and oversight.	Enhanced transparency and accountability	Under consideration			As also noted in the CEB comments, efficiency gains stemming specifically from mutual recognition are not always isolated or tagged, as mutual recognition typically acts as an enabler within broader initiatives. They will need first to be scoped, then tracked and quantified before any concrete results can be reported. While the ILO already provides annual efficiency reporting data on the Common Premises and Business Operations Strategy (BOS) to the UNSDG Data Portal, this reporting has not been directly linked to the mutual recognition. It might be worth exploring the possibility of updating the current UNSDG data structure to identify the efficiency gains resulting from the mutual recognition, for consistency across the UN system.

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/2023/2: Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations	1	The executive heads of United Nations system organizations who have not yet done so should, by the end of 2025, harmonize the time limits for their administrations' response to requests for management evaluation or administrative review to a minimum of 45 calendar days and a maximum of 60 calendar days, irrespective of whether the request originates from a staff member at headquarters or in a field location; or propose this harmonization for decision by their legislative organs or governing bodies.	Strengthened coherence and harmonization	Not accepted			The ILO is compliant with part of the recommendation, in that there is no distinction between the treatment of staff at HQ or in the field in respect of the deadlines for the submission of or response to pre-tribunal complaints and JAAB appeals. The Office is not in the position to harmonize the time limit for a written response as recommended. In the ILO, it is set to be "within three months of the receipt of the grievance" – pursuant to a collective agreement and the ILO Staff Regulations (resolution of general grievances, Chapter XIII, Article 13.3.1).
JIU/REP/2023/2: Review of the internal pre-tribunal-stage appeal mechanisms available to staff	3	The executive heads of United Nations system organizations should, where applicable and by the end of 2025, establish terms of reference or similar instruments for the Chairs and secretaries of their	Enhanced transparency and accountability	Accepted	Implemented		The ILO is compliant with this recommendation. The required classifications are primarily set in the relevant job descriptions when it comes to the administrative staff dealing with formal grievances.

of the United Nations system organizations

peer review bodies that set out the required qualifications, including legal expertise, their functions and reporting lines, in order to provide the safeguards necessary for their structural independence and impartiality.

However, the Office would like to retain the specific features regarding the Chairs of the [JAAB](#) – the ILO’s internal peer review body – given the specificities of its internal social dialogue system.

JIU/REP/2023/2: Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations	6	The executive heads of United Nations system organizations who have not yet done so should, by the end of 2025, review the procedural rules governing formal internal appeal mechanisms regarding the time limits applicable to the administrations’ responses at different stages of the internal appeal processes, and specify the conditions for extending the time limits, with a view to reducing associated delays and fostering legal certainty and accountability	Enhanced transparency and accountability	Accepted	Implemented	The ILO procedures already have specific provisions in place to govern time limits and their possible extension. (ref. Article 13.3, Chapter XIII, and Annex IV of the Staff Regulations).
JIU/REP/2023/2: Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations	7	The executive heads of the United Nations system organizations who have not yet done so should, by the end of 2025, adjust the regulatory frameworks of their organizations and remove all restrictions regarding legal representation of their staff in internal justice processes, with the aim of allowing staff to choose their legal counsel freely and	Strengthened coherence and harmonization	Not accepted		The ILO has well established staff representation mechanisms in place and does not fully agree with the reasoning behind this recommendation, notably in respect of “Case for freedom of choice in legal representation” in paragraph 384 of the JIU report. The Office is of the view that staff members can be in principle assisted by any person of their choice when defending their

without restriction.

case (drafting of the grievance, seeking advice etc.). However, the administrative review done by HRD and the process before the JAAB are not judicial processes. Therefore, the Office considers that the question of external “legal representation” (acting on behalf of the staff member) is not pertinent within this context.

JIU/REP/2023/6 Flexible working arrangements in United Nations system organizations	1	The executive heads of the United Nations system organizations who have not yet done so should ensure, at the earliest opportunity or in the context of established internal policy review processes, that a generic definition of flexible working arrangements is included in their organization’s policy guidance, in order to clearly establish the scope of the policy and differentiate the arrangements from other forms of flexible work.	Enhanced effectiveness	Accepted	Implemented	The ILO has a policy on flexible working arrangements (Office Directive IGDS No. 640, Ver. 2 issued on 5 Dec 2023), which provides the definition of the flexible working arrangements and the other special arrangements.
JIU/REP/2023/6 Flexible working arrangements in United Nations system organizations	2	The executive heads of the United Nations system organizations should develop, by the end of 2026, methods to measure the impact of the assumed benefits and the unintended consequences of flexible working arrangements, including the effects of prolonged teleworking modalities, to ensure	Enhanced efficiency	Accepted	In progress	Regular data analysis of flexible working arrangements is conducted by the Office; feedback from the implementation of the new policy launched in mid-2023 has been gathered from staff and managers through meetings and inclusion of relevant questions in the last (2024)

		that the arrangements in place are in the best interests of the personnel and the organization.				Staff Survey Organizational Health Index (OHI).
JIU/REP/2023/6 Flexible working arrangements in United Nations system organizations	3	The executive heads of the United Nations system organizations should integrate flexible working arrangement considerations into the next iteration of their organization's human resources management strategy, in order to ensure a strategic approach to flexible working arrangements.	Enhanced effectiveness	Accepted	In progress	The Office is developing a new Human Resources Strategy for 2026–29 which will address the recommendation.
JIU/REP/2023/6 Flexible working arrangements in United Nations system organizations	5	The executive heads of the United Nations system organizations who have not yet done so should ensure, by 2025, that a quantifiable definition of “commuting distance” is included in their organization's policy guidance on flexible working arrangements, for headquarters and field duty stations, in order to improve compliance with the exigencies of service provision. The executive heads should ensure that the commuting distance for field duty stations is established and reviewed, as appropriate, in close cooperation with all United Nations system entities physically present at the country level, under the auspices of the resident coordinators.	Enhanced control and compliance	Accepted	Implemented	The ILO has clear and quantifiable notion of a “reasonable daily commuting distance” which is “within a two-hour journey time”. The ILO's FWA policy is based on the principle of equality of treatment between staff members, irrespective of grade, service category or contract type – for headquarters and field duty stations. Whilst the Office believes a more coherent approach should be established between UN entities at the country level to help ensure that staff members are treated equally when it comes to the commuting distance and time, it is of the view that the ILO should maintain a policy that is consistent across the Office, especially if such definitions have

						impact on financial benefits and entitlements.
JIU/REP/2023/6 Flexible working arrangements in United Nations system organizations	6	The executive heads of the United Nations system organizations who have not yet done so should review, by 2025, the management systems and tools related to data collection and analysis of flexible working arrangements and ensure that they are upgraded as necessary and fit for purpose, in order to support data-driven and effective management of flexible working arrangements.	Enhanced effectiveness	Accepted	In progress	Feedback on the implementation of the new FWA policy launched in mid-2023 has been gathered from staff and managers through meetings and inclusion of relevant questions in the last (2024) Staff Survey Organizational Health Index (OHI). Globally, the benefits of FWA at the ILO are positively recognized by staff and managers, and comments from managers are being considered with regard to applicability of the rules, participation in unplanned meetings, responsiveness and the challenge that FWA may pose at time of onboarding new hires.
JIU/REP/2023/8 Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations	1	The executive heads of the United Nations system organizations who have not already done so should adopt, by the end of 2025, the term “affiliate personnel” as the common system-wide nomenclature for referring to all categories of contract holders who are not considered staff, and include the term in their relevant policy documents by the end of 2027.	Strengthened coherence and harmonization	Under consideration		This recommendation concerns the adoption of “affiliate personnel” as “a more inclusive nomenclature” than “non-staff personnel”. The ILO does not employ any “non-staff personnel”. The new definition of the “affiliate personnel” is “Any individual engaged by a United Nations system organization to perform work or service for a limited period of time tied to a specific project and whose contractual relationship is not governed by a letter of appointment to the staff

regulations and rules of respective organization.” Under the ILO current policy and practice, external collaborators – that is, independent contractors engaged by the ILO through an external collaboration contract, are covered by the definition. The Office would consider adopting the term “affiliate personnel” as and when applicable in light of the on-going strategic review of the ILO’s programme and operational model and the adoption of such a definition among the UN system organizations.

JIU/REP/2023/8 Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations	2	The executive heads of the United Nations system organizations should, by the end of 2025, adopt the following as a common system-wide definition of all categories of contract holders who are not considered staff: “Any individual engaged by a United Nations system organization to perform work or services for a limited period of time or for a period of time tied to a specific project, and whose contractual relationship is not governed by a letter of appointment subject to the staff regulations and rules of the respective organization.”	Strengthened coherence and harmonization	Under consideration	Given that this recommendation concerns the adoption of a definition for “non-staff personnel” (or “affiliate personnel”), the same comments on recommendation 1 above apply.
--	---	--	--	---------------------	---

JIU/REP/2023/8 Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations	3	The executive heads of the United Nations system organizations should conduct periodic reviews of their non-staff contractual modalities with a view to identifying critical positions of a continuous nature for the possible establishment of staff positions, funds permitting.	Enhanced control and compliance	Accepted	Implemented	The ILO clearly distinguishes between employment contracts and the other contract type (external collaboration contracts), and it does not use the latter to perform core functions of a continuous nature. The choice of an appropriate contract type is reviewed and validated each time when a contract is issued.
JIU/REP/2023/8 Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations	4	Taking into consideration the employment relationship principle, the executive heads of the United Nations system organizations should, by the end of 2026, develop social benefit policies or schemes applicable to non-staff personnel performing functions of a continuous nature, with clear guidelines for their implementation.	Enhanced transparency and accountability	Accepted	Implemented	The ILO does not employ “non-staff personnel performing functions of a continuous nature”. As for the external collaborators, social security coverage is their responsibility while the ILO’s established fees already take into account any supplement from the ILO’s part to the mandatory contributions that the external collaborator may have to pay.
JIU/REP/2023/8 Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations	6	The executive heads of the United Nations system organization who are not already doing so should include non-staff personnel in their regular workforce assessments so as to determine the effectiveness and efficiency of their policies and practices relating to the use of non-staff personnel.	Enhanced transparency and accountability Enhanced control and compliance	Under consideration		The consultants engaged by the ILO through an external collaboration contract are independent contractors who act in their individual capacity, and not considered as ILO officials, hence they have not been included in the regular workforce assessment. In early 2025, the ILO reviewed its policies and practices related to the use of external collaboration

contracts and issued a new Office directive (IGDS No. 640, Ver. 2 issued on 5 Dec 2023) with a view to improving efficiency, effectiveness and transparency. As noted earlier under recommendation 5, the Office would consider the appropriate modality to report on such consultancy services to the Governing Body, subject to its decision and related guidance on the said recommendation.

JIU/REP/2023/8 Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations	7	Taking into consideration the various organizational mandates and the diversity of non-staff contracts, as well as the diverse operational environments, the executive heads of the United Nations system organizations, in their capacity as members of the United Nations System Chief Executives Board for Coordination (CEB), should request the Human Resources Network of the High-level Committee on Management to review and set minimum standards and principles for non-staff contractual modalities commonly used by the United Nations system organizations, with a view to enhancing system-wide coherence and harmonization by the end of 2028.	Strengthened coherence and harmonization	Under consideration	Given that this recommendation concerns non-staff contractual modalities commonly used by the UN system organizations, the Office would actively participate in the inter-agency discussion “to review and set minimum standards and principles” for the “affiliate personnel”, should the CEB members decide to do so.
--	---	---	--	---------------------	---

JIU/REP/2023/9 Review of the quality, effectiveness, efficiency and sustainability of health insurance schemes in the United Nations system organizations	2	The executive heads of United Nations system organizations who have not yet done so should, by the end of 2026, explore discontinuing the practice of subsidizing premiums for secondary dependent family members, non-dependent family members and unrelated household members, and the practice of mutualizing their risks with those of primary members.	Significant financial savings	Accepted	Implemented	No	The ILO has been compliant with this recommendations for at least the last 24 years.
JIU/REP/2023/9 Review of the quality, effectiveness, efficiency and sustainability of health insurance schemes in the United Nations system organizations	3	The executive heads of United Nations system organizations who have not yet done so should, by the end of 2026, ensure that the right of family members of staff to participate in after-service health insurance is conditional on a minimum of five years of participation in a United Nations contributory health insurance scheme, without prejudice to duly justified exceptions based on life events.	Significant financial savings	Under consideration			This requires a change in the Staff Health Insurance Fund (SHIF) regulations and is therefore not only a prerogative of the ILO Administration.
JIU/REP/2023/9 Review of the quality, effectiveness, efficiency and sustainability of health insurance schemes in the United Nations system organizations	5	By the end of 2026, the executive heads of United Nations system organizations who have not yet done so should ensure that the highest level of protection is given to all beneficiaries' health insurance-related data, including	Enhanced control and compliance	Accepted	In progress		SHIF Executive Secretary is responsible for maintaining the privacy of personal data obtained in the course of SHIF's claims processing operations and for complying with applicable ILO regulations regarding the protection

medical reports, prescriptions, tests and reimbursed amounts, and that the disclosure, transmission, processing and storage of health insurance-related personal data be subject to the written consent of the person concerned and any possible exception be unequivocally spelled out in relevant policies.

of personal data (i.e. Office Directive, “Protection of personal data”, IGDS, No. 457 of 15 January 2016; and Office Directive, “Classification of ILO Information Assets”, IGDS No. 456 of 5 January 2016).

JIU/REP/2024/2 Review of consideration of and action taken on the reports and recommendations of the Joint Inspection Unit by United Nations system organizations	3	The executive heads of United Nations system organizations should take individual or collective action, in consultation with the executive heads of other CEB member organizations, preferably within the framework of the CEB inter-agency coordination mechanisms, to revise the current CEB terminology relating to JIU recommendations by the end of 2025, with the aim of making it compatible with the criteria used by JIU so that factually correct information on the acceptance of JIU recommendations, based on the comments of CEB entities, is provided in the Secretary-General’s notes on JIU reports.	Enhanced transparency and accountability	Not accepted		The issue was discussed among the JIU Focal Points including from the CEB Secretariat, in the follow-up to the Focal Points meeting held in 2023, and it was agreed to maintain the current CEB terminology relating to JIU recommendations. Joint efforts were made among the Focal Points to clarify what “CEB comments” are (or not), as well as the associated process, and a guidance note was developed to ensure the shared understanding in this regard among all the JIU participating organizations. As also noted in the CEB comments, the Office does not see the need to reopen the discussion nor to revise the guidance note developed in a consultative, collaborative manner.
JIU/REP/2024/2 Review of consideration of and action taken on the	5	The executive heads of United Nations system organizations who	Enhanced transparency	Accepted	Implemented	The ILO’s current practice is fully aligned with the recommendation.

reports and recommendations of the Joint Inspection Unit by United Nations system organizations		have not yet done so should, with immediate effect and on a continuing basis, provide detailed comments and appropriate information, as well as supporting evidence on the implementation of accepted recommendations in the JIU web-based tracking system so as to allow the monitoring of their full implementation.	and accountability			
JIU/REP/2024/2 Review of consideration of and action taken on the reports and recommendations of the Joint Inspection Unit by United Nations system organizations	6	The executive heads of United Nations system organizations should, with immediate effect and on a continuing basis, ensure that detailed information and justification are provided in the JIU web-based tracking system for all JIU recommendations that are marked as “not accepted” or “not relevant”, and include this information in their periodic reporting to their legislative organs and governing bodies.	Enhanced transparency and accountability	Accepted	Implemented	The ILO’s current practice is fully aligned with the recommendation.
JIU/REP/2024/3 Budgeting in organizations of the United Nations system	1	The executive heads of the JIU participating organizations, in their capacity as members of CEB, should, by the end of 2027, update the Glossary of financial and budgetary terms and make it publicly available, inter alia, for use as a reference document in budgeting.	Strengthened coherence and harmonization	Under consideration		This recommendation is essentially addressed to CEB. The ILO would participate in undertaking the recommended action if the collective agreement to accept and implement this recommendation is reached timely

among the members of [the Finance and Budget Network](#).

JIU/REP/2024/4 Review of the implementation of the principle of mutual recognition within the United Nations system	2	The executive heads of United Nations system organizations, through the United Nations System Chief Executives Board for Coordination, should, by the end of 2025, task the Community of Practice on Mutual Recognition and the network of mutual recognition champions with coordinating system-wide efforts to operationalize mutual recognition and developing comprehensive operational guidelines to guide the signatory organizations in the operationalization of the principle. The guidelines should be aimed at increasing the operationalization of mutual recognition in relation to the organizations’ current baseline activities.	Strengthened coherence and harmonization	Under consideration	The ILO supports this recommendation in general and will participate in these collective efforts led by CEB. However, there are concerns over two elements of this recommendation: a. The Community of Practice on Mutual Recognition and the network of mutual recognition champions are two bodies mentioned in the recommendation to be tasked with system-wide MR coordination. More consideration would be required to define the relationship between them and their respective roles. As also noted in the CEB comments, these informal groups are not designed nor resourced to assume a formal system-wide coordination role. Practical alternatives to enhance coordination could include leveraging existing inter-agency mechanisms, including through the HLCM and the UNSDG Business Innovation Group. b. Depending on the decision on the coordination body, the timeframe of “end of 2025” may be challenging.
--	---	--	--	---------------------	--

JIU/REP/2024/4 Review of the implementation of the principle of mutual recognition within the United Nations system	3	The executive heads of United Nations system organizations should, by the end of 2029, take every opportunity to revise existing policies and regulations and explicitly embed the principle of mutual recognition into their regulatory frameworks in order to reinforce its importance for aligning inter-agency gaps and facilitate its wider implementation across the United Nations system.	Strengthened coherence and harmonization	Accepted	Implemented	The principle of mutual recognition is already embedded in ILO operations at a corporate policy level, such as procurement, human resources, financial management, information technology, facilities management, to the extent possible and provided that the ILO’s internal rules and procedures are compatible with it. The ILO has already engaged in a number of global initiatives such as the UN Fleet and UN Booking Hub. The Office will continue to do more in the future to promote and support further implementation of mutual recognition at the field level, in coordination with the local UN community.
--	---	---	--	----------	-------------	--
