



Governing Body

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Programme, Financial and Administrative Section

PFA

Audit and Oversight Segment

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Matters relating to the Joint Inspection Unit

Purpose of the document

This document summarizes the annual report of the Joint Inspection Unit (JIU) for 2022 and its programme of work for 2023, and three reports published in 2022 on the following United Nations system-wide issues: management of implementing partners; ethics function; and business continuity management.

The Governing Body is invited to provide guidance on the information contained in this document and on any of the recommendations addressed to the ILO in those three JIU reports, as well as on the status of the follow-up to the recommendations presented to the Governing Body in the past three years (see the draft decision in paragraph 22).

Relevant strategic objective: None.

Main relevant outcome: Enabling outcome B: Improved leadership and governance.

Policy implications: Subject to guidance from the Governing Body.

Legal implications: Subject to guidance from the Governing Body.

Financial implications: None.

Follow-up action required: Subject to guidance from the Governing Body.

Author unit: Strategic Programming and Management Department (PROGRAM).

Related documents: This document is submitted annually, in accordance with the procedure established in GB.294/PV, paragraph 210; [GB.349/PFA/6/REF/1](#); [GB.349/PFA/6/REF/2](#).

► Report of the Joint Inspection Unit for 2022 and programme of work for 2023

1. The 2022 annual report ¹ of the Joint Inspection Unit (JIU) provides information on, among other things, JIU reports issued in 2022 ² and the follow-up to recommendations by the participating agencies. It also lists the reviews planned for 2023, including on eight issues that concern the ILO as part of the United Nations (UN) system, namely:
 - (a) internal pre-tribunal stage appeal mechanisms available to staff members (carried over from 2021);
 - (b) accountability frameworks (carried over from 2021);
 - (c) flexible working arrangements (carried over from 2022);
 - (d) mental health and well-being policies and practices (carried over from 2022);
 - (e) acceptance and implementation of JIU recommendations by the UN system organizations; the process of handling the JIU reports by the participating organizations; and consideration of the reports by their legislative organs and governing bodies (postponed from 2022);
 - (f) quality, effectiveness, efficiency and sustainability of health insurance schemes (carried over from 2022);
 - (g) use of non-staff personnel and related contractual modalities (carried over from 2022);
 - (h) medical services (to be launched in 2023).
2. Annex IV to the 2022 JIU annual report shows that the ILO's share (US\$138,247) of the JIU budget for 2022 represents 1.7 per cent of the total contributions of all participating organizations.

► Selected JIU reports and the recommendations on UN system-wide issues

Overview of the JIU reports published in 2022

3. In accordance with the established procedure, the Office submits to the Governing Body annually a summary of JIU reports containing recommendations addressed to the ILO among other UN system organizations, along with a summary of the comments of the UN System Chief Executives Board for Coordination (CEB) and the comments by the Office. A summary of

¹ United Nations, [Report of the Joint Inspection Unit for 2022 and programme of work for 2023](#), Official Records of the General Assembly, Supplement No. 34, General Assembly, 77th Session, New York, 2023 (A/77/34).

² All the JIU reports that have been published to date are available on the [JIU website](#) in English, French and Spanish, among other UN official languages.

three such JIU reports, with a total 20 recommendations, is being presented to the Governing Body at its current session, as set out in paragraphs 9–21 below.

4. The status of the ILO's follow-up to each of the 20 JIU recommendations is presented in a separate reference document, which is available on the Governing Body website.³ In response to a request expressed at the 346th Session of the Governing Body (October–November 2022), those recommendations that are addressed to the Governing Body are listed separately, for appropriate attention and guidance. The table below provides an overview of the 20 recommendations contained in the reference document.

Status	For action by:		Percentage share
	Legislative organ /Governing Body	Executive head	
Accepted and implemented	4 recommendations *	6 recommendations	50%
Accepted and in progress	0	3 recommendations	15%
Accepted and not started	0	0	0%
Under consideration	0	4 recommendations	20%
Not accepted	0	1 recommendation	5%
Not relevant	0	2 recommendations	10%
Subtotal	4 recommendations	16 recommendations	
Total	20 recommendations		100%

* Proposed status unless otherwise decided by the Governing Body.

Overview of the JIU recommendations presented to the Governing Body in the previous three years

5. The Office continues to make available an additional reference document that provides details of the updated status of the follow-up to those JIU recommendations that were presented to the Governing Body in the previous three years.⁴ The table below presents an overview of the 97 recommendations contained in the reference document. Of these, 64 recommendations have been accepted and implemented, and another 28 recommendations were either not accepted or considered not relevant. The remaining five recommendations comprise four recommendations that were accepted but have not been implemented yet, and one recommendation that remains under consideration.

³ GB.349/PFA/6/REF/1 (in English only).

⁴ GB.349/PFA/6/REF/2 (in English only).

Status	For action by:		Percentage share
	Legislative organ /Governing Body	Executive head	
Accepted and implemented	22 recommendations	42 recommendations	66%
Accepted and in progress	2 recommendations	1 recommendation	3%
Accepted and not started	0	1 recommendation	1%
Under consideration	1 recommendation	0	1%
Not accepted	7 recommendations	13 recommendations	21%
Not relevant	0	8 recommendations	8%
Subtotal	32 recommendations	65 recommendations	
Total	97 recommendations		100%

6. Since the last update submitted to the Governing Body,⁵ there have been 15 changes:
- two additional recommendations, which were previously under consideration, have been accepted and implemented;
 - of the recommendations previously accepted, five additional recommendations have been implemented, and another one was updated in terms of progress;
 - three additional recommendations, which were previously under consideration, were not accepted;
 - four additional recommendations, which were previously at different stages of follow-up, were considered not relevant.
7. More details on these 15 changes can be found in the reference document mentioned in paragraph 5 above.
8. The Governing Body will no doubt wish to provide guidance on the matters addressed in this document and on any of the recommendations addressed to the ILO as set out in the two reference documents.

Summary of the JIU reports published in 2022

Review of the management of implementing partners in United Nations system organizations

9. The report⁶ includes ten recommendations addressed to the ILO for action, among other relevant UN system entities. Two of them are addressed to the Governing Body, and these were accepted and implemented (recommendations 3 and 9).
10. Of the eight recommendations addressed to executive heads, three were accepted, one of which was implemented (recommendation 6) and two of which are in progress (recommendations 4 and 8). A further three are under consideration, in terms of issues related to the attribution and feasibility of the recommended actions. They concern:

⁵ GB.346/PFA/9/REF/1 and GB.346/PFA/9/REF/2.

⁶ JIU/REP/2021/4.

- (a) the development of a common system-wide definition and a set of agreed guiding principles and standards for implementing partners, by the end of 2024 (recommendation 1);
 - (b) the development of key performance indicators for the management of implementing partners, by the end of 2024, as well as the establishment of systems to collect, monitor and report the performance data (recommendation 7);
 - (c) reaching an agreement on specific measures to further strengthen inter-agency coordination for improving implementing partner management at the country level, by the end of 2024, and reporting thereon to respective legislative organs and governing bodies from 2025 (recommendation 10).
- 11.** One recommendation concerning the inclusion of a section on the implementing partners in the annual reports on the work of each organization is not relevant for the ILO, which does not have such annual reports (recommendation 2). The remaining recommendation was not accepted. It concerns the establishment of an implementing partner unit, or the designation of a focal point for the management of implementing partners (recommendation 5). It is not considered necessary to establish units for each type of contract. Adequate organizational structure is already in place and will continue to serve the purpose Office-wide.
- 12.** In their comments,⁷ the CEB members welcomed the report for providing detailed research and knowledge on the UN entities' approach to partner assessment, selection and engagement. While they agreed with the spirit of bringing about UN system-wide coherence and harmonization in this area, they considered that a future coordination mechanism should be mature, keeping each entity's specific requirements in perspective, and should not be resource-intensive.
- 13.** The Office joins the CEB members in welcoming the report and concurs with the key requirements in future inter-agency mechanisms on implementing partners.

Review of the ethics function in the United Nations system

- 14.** The report⁸ includes four recommendations addressed to the ILO for action, among other relevant UN system entities. One of them is addressed to the Governing Body, which was accepted and implemented (recommendation 2).
- 15.** Of the three recommendations addressed to executive heads, one was accepted and implemented (recommendation 4). Another recommendation, concerning the periodic refresher courses in ethics as being mandatory for all staff and non-staff, irrespective of seniority, category and level, every three years, from 2023 onwards, is under consideration, in terms of the relevance of the prescribed details compared to the alternative measures being put in place (recommendation 3). The remaining one, concerning the issuance of the contracts of newly appointed heads of ethics offices for a full term, with immediate effect, is not relevant for the ILO (recommendation 1). The recommended action is relevant for the other entities, which apply term limits for the position and split the term into several consecutive contracts.
- 16.** In their comments,⁹ the CEB members appreciated the report for its comprehensive and comparative information on key features of the ethics functions across the UN system. It

⁷ The full text of the CEB comments is available in document [A/77/317/Add.1](#).

⁸ [J/U/REP/2021/5](#).

⁹ The full text of the CEB comments is available in document [A/77/258/Add.1](#).

allowed the entities to review their policies and practices as they continue to strengthen the function. They noted, among the key findings, the existence of significant diversity in the institutional set-up of the function, including contractual arrangements for the heads of ethics offices, staffing levels and relations with the entities' governing structures, consistent with the range of different entities reviewed. They partially supported the recommendations addressed to the executive heads, in view of: the flexibility to be retained by each entity (recommendation 1); the insufficient underlying assumption and significant financial implications of the recommended action (recommendation 3); and the feasibility of the recommended action, including in the absence of clear definition and criteria to undertake the recommended evaluation (recommendation 4).

17. The Office joins the CEB members in appreciating the UN system-wide information contained in the report. It will continue to elaborate measures that are cost-effective and meaningful in the ILO's context, and to introduce relevant changes to strengthen the Office's compliance and capacity in this area. At the same time, the ILO's engagement in regular exchanges, learning and coordination efforts with the other entities will continue, notably through the Ethics Officer's membership in the Ethics Network of Multilateral Organizations.¹⁰

Business continuity management in United Nations system organizations

18. The report¹¹ includes six recommendations addressed to the ILO for action, among other relevant UN system entities. One of them is addressed to the Governing Body, which was accepted and implemented (recommendation 6).
19. All of the five recommendations addressed to executive heads were accepted, of which four were implemented (recommendations 1, 2, 3 and 5) and one is in progress (recommendation 4).
20. In their comments,¹² the CEB members welcomed the report and noted that it contained extensive and generally useful empirical evidence relating to sound process-related criteria for the assessment of business continuity management. Meanwhile, they noted that the report lacked a results-based assessment on the effectiveness of the entities' approaches to business continuity policies in mitigating the effects of disruptive incidents. Without such an assessment, they considered it likely that the highest priorities for improvements would not receive the right degree of emphasis or may even be missed. They generally supported the recommendations contained in the report.
21. The Office joins the CEB members in welcoming the report. It will pursue continuous efforts and improvements in this area, in line with the JIU recommendations.

► Draft decision

22. **The Governing Body took note of the information contained in documents GB.349/PFA/6, GB.349/PFA/6/REF/1 and GB.349/PFA/6/REF/2 and provided guidance to the Office.**

¹⁰ Annual report of the Ethics Officer (2022), paras 28 and 29.

¹¹ JIU/REP/2021/6.

¹² The full text of the CEB comments is available in document A/77/256/Add.1.