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## Written comments by Mthunzi Mdwaba on behalf of the Employers' group

### **GB.340/PFA/8: Report of the Independent Oversight Advisory Committee**

Overall, we support the amendments required to the Independent Oversight Advisory Committee Independent Oversight Advisory Committee's (IOAC) terms of reference as to reflect current best practices within the UN system identified by the Joint Inspection Unit (JIU).

In relation to the related Recommendation 1 (2020), we highlight the relevance of the IOAC's competence being officially recognized to coordinate with other oversight functions, including ethics, evaluation and investigations.

The specific amendment (3(g)) made to the performance, appointment and/or termination of the Ethics Officer however needs clarification. The ILO Ethics Officer is currently not a full-time position and the nomination is done by the Director-General. Prior to the IOAC being consulted on the HR-related matters on the Ethics Officer, the position would need to be formalized (understood as becoming full-time position) and be equipped with necessary resources with a view to empowering the Ethics Office and the function it performs.

In relation to Risk management and business continuity management, we note with appreciation that the Office risk management function sees as its responsibility to not only evaluate but also to ensure the value of the processes it is about to implement. We highlight the work that has been done on business continuity management and encourage to inquire how BCM was implemented during the COVID-19 crisis. This should be an Office-wide effort which includes both HQ and the field.

With regard to the internal audit and investigations, we welcome the insistence of the IOAC to encourage that management ensure a continuous follow-up of recommendations until their completion (see also Recommendation 2, 2020). We are appreciative that management is encouraged to ensure adequate staffing and resourcing to address the backlog of the investigation of allegations since it remains critical for the effective risk of the ILO. We recognize that the Internal Audit Office was the only unit that received a real programme increase of some 12 per cent for P&B 2020-21; and hopefully this critical increase which reinforces the significance of the function that the IAO provides can be used to address the backlog.

Lastly, with regard to the follow-up on Recommendations 2019, we note in particular that recommendation 1 (on Information Technology) has not led to clear provision, which is even seen as a "lost opportunity". Efficient management of technology is key, and we fully agree with the committee that we need to improve consistency and control of financial and human resources in that area.