Reference document concerning "Matters relating to the Joint Inspection Unit (JIU)" (GB.346/PFA/9)

▶ ILO's follow-up status on the JIU recommendations presented to the Governing Body in the previous three years: an update as of July 2022 [1]

The information is presented in a table structured as follows:

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

Column 2: Recommendation number;

Column 3: Text of the recommendation;

Column 4: Addressee: "L" indicates when a recommendation is addressed for decision by legislative organ; "E" when a recommendation is addressed for action by executive head; and "I" when a recommendation is addressed for action by internal audit/oversight head;

Column 5: Intended impact:

- "Enhanced transparency and accountability";
- "Dissemination of good/best practices";
- "Enhanced coordination and cooperation";
- "Strengthened coherence and harmonization";
- "Enhanced control and compliance";
- "Enhanced effectiveness";
- "Significant financial savings";
- "Enhanced efficiency"; and
- "Other".

Column 6: Acceptance status: "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant".

Column 7: Implementation status: "Not started"; "In progress"; and "Implemented";

Column 8: Impact achieved: "Yes"; "Partially"; and "No"; and

Column 9: Remarks.

---

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

Status of ILO follow-up to JIU recommendations as of July 2022

Report	Rec. No	Recommendation	Addressee	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/2017/7: Review of donor reporting requirements across the United Nations system	1	The governing bodies of the United Nations system organizations should encourage the Secretary-General and executive heads of other organizations, in the framework of the United Nations System Chief Executives Board for Coordination, to develop a common position and pursue a high-level strategic dialogue with donors, in order to address the challenges posed by the current funding models and practices and the impact of strict earmarking of voluntary contributions and reporting to donors.	L	Enhanced transparency and accountability	Accepted	Implemented		
JIU/REP/2017/7: Review of donor reporting requirements across the United Nations system	2	The executive heads of the United Nations system organizations that have not yet done so should put in place measures for ensuring	E	Enhanced transparency and accountability	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		that partnership agreements, concluded at the corporate level with the donors and at the corporate and field levels for individual programmes and projects, spell out the needs and requirements of the donors and the mutual commitments of the organizations and the donors, with respect to the details of reporting on the use of funds provided.						
JIU/REP/2017/7: Review of donor reporting requirements across the United Nations system	3	The executive heads of the United Nations system organizations should encourage better access to, and dissemination and exchange of, information concerning donor reporting among the member States and should ensure that every organization maintains a corporate repository for all contribution agreements and donor reports.	E	Enhanced transparency and accountability	Not accepted			The ILO maintains since early 2018 a corporate repository of contribution agreements and donor reports, which is accessible to all ILO staff. The ILO's public Development Cooperation Dashboard shows expenditures of voluntary contributions by project/donor/country, as well as project summaries. Signed contribution agreements are confidential

Report	Rec. No	Recommendation	Addressee	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partially"; and "No"	Remarks
								and not publicly accessible to the third parties unless all parties involved have agreed to this and/or specified this in the agreements. While donor reports are available to all ILO staff through the Reporting Module of the Development Cooperation Management Support application, donor reports for specific projects may at times include sensitive information relevant to a specific project/ agreement/ national context/ partners/ beneficiaries, and may require further review before they can be shared publicly. This would increase the workload with significant cost implications.
JIU/REP/2017/7: Review of donor reporting requirements across	4	The executive heads of the United Nations system organizations that have not yet done so should regularly update guidance on donor	E	Enhanced transparency and accountability	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
the United Nations system		reporting and put in place measures for the professional skills development and training needed to improve reporting to donors, for personnel at headquarters and in the field.						
JIU/REP/2017/7: Review of donor reporting requirements across the United Nations system	5	The executive heads of the United Nations system organizations that have not yet done so should work systematically with donors to include in donor agreements the costs associated with preparing donor reports.	E	Enhanced transparency and accountability	Not accepted			The recommended action needs to be taken on case-by-case basis. In the ILO, in the majority of the cases, the costs of preparing reports are partly covered by indirect costs/overhead provisions (especially financial reporting) and partly recovered through budget lines for staff cost (narrative reporting) as part of normal programme operations. Where reduced provisions for overheads are requested, these must go hand in hand with a reduction in reporting requirements.

Report	Rec. No	Recommendation	Addressee	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/2017/7: Review of donor reporting requirements across the United Nations system	6	The Secretary-General and executive heads of other United Nations system organizations should, preferably within the framework of the United Nations System Chief Executives Board for Coordination, develop and adopt a common report template accommodating the information needs and requirements of donors and the regulatory frameworks and capacities of the organizations, as a basis for negotiations with donors.	E	Strengthened coherence and harmonization	Accepted	Implemented	Yes	
JIU/REP/2017/7: Review of donor reporting requirements across the United Nations system	7	The governing bodies of the United Nations system organizations should request the executive heads to task, and adequately support, the internal audit and evaluation offices of their respective organizations with ensuring that the relevant oversight	L	Enhanced transparency and accountability	Accepted	Implemented	Yes	

Report	Rec. No	Recommendation	Addressee	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
		reports provide the required levels of assurance that would help minimize reporting to individual donors on the use of their earmarked contributions.						
JIU/REP/2017/8: The United Nations system – Private sector partnership arrangements in the context of the 2030 Agenda for Sustainable Development	3	The Secretary-General of the United Nations and the heads of United Nations system organizations, assisted by the United Nations Global Compact, should coordinate and streamline a unique, system-wide package of information about the opportunities for partnerships offered to the private sector by the Sustainable Development Goals, for the benefit of interested organizations.	E	Strengthened coherence and harmonization Enhanced effectiveness	Under consideration			The ILO remains focussed on implementing the recommendations of the HLE PPP but is also engaged with the UN Task Team looking into further common approaches in relation to private sector engagement in support to the SDGs guided by ILO's PPP governance framework.

Report	Rec. No	Recommendation	Addressee	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/2017/8: The United Nations system – Private sector partnership arrangements in the context of the 2030 Agenda for Sustainable Development	5	The heads of United Nations organizations should enhance the role and responsibilities of the Private Sector Focal Points Network with regard to sharing knowledge, promoting good practices and finding innovative solutions to problems related to partnerships with the private sector, including by entrusting them with specific tasks and agenda items on which to report.	E	Enhanced coordination and cooperation Enhanced effectiveness	Accepted	In progress		The ILO appreciates the role of the Private Sector Focal Points Network to enhance communication, strengthen learning, advance coordination, and to improve collaboration among UN staff working with the private sector. The reference to "finding innovative solutions to problems related to partnerships with the private sector" is too vague and needs to be made more specific and inclusive by focusing on how to better meet the expectations of both the UN agencies and the private sector partners
JIU/REP/2017/8: The United Nations system – Private sector partnership arrangements in the	6	All heads of the United Nations system organizations, assisted by the United Nations Global Compact, should jointly create a common database on	E	Enhanced transparency and accountability	Under consideration			The ILO participated in a UN task team looking into cost-effective arrangements to exchange information on each Agency's assessment of

Report	Rec. No	Recommendation	Addressee	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
context of the 2030 Agenda for Sustainable Development		the profiles and performance of the businesses that are involved, or potentially interested, in partnerships with the United Nations, based on the information voluntarily submitted by the participating organizations.		Dissemination of good/best practices				private partners on the understanding that this is based on a voluntary basis without new recurrent common costs. The ILO is interested to pursue its involvement, taking into account that UN agencies have different interests, needs and governance arrangements around such partnerships.
JIU/REP/2017/8: The United Nations system – Private sector partnership arrangements in the context of the 2030 Agenda for Sustainable Development	7	The Secretary-General of the United Nations and all the executive heads of participating organizations should identify and agree on a minimum set of common standard procedures and safeguards for an efficient and flexible due diligence process, to be applied system-wide in a transparent way by the United Nations operational staff engaged in the initiation and implementation of	E	Dissemination of good/best practices Strengthened coherence and harmonization	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		partnerships with the private sector.						
JIU/REP/2017/9: Review of mechanisms and policies addressing conflict of interest in the United Nations system	1	Executive heads of the United Nations system organizations should direct their officials entrusted with the ethics function to map the most common occurrences and register the risks of situations exposing their respective organizations to organizational conflicts of interest no later than December 2019.	E	Strengthened coherence and harmonization	Not accepted			The responsibilities of the Ethics function cover individual conflicts of interest. The ILO has developed various mechanisms to monitor its exposure to organizational conflicts of interest through its tripartite governing organs, and it will further explore ways to enhance them.
JIU/REP/2017/9: Review of mechanisms and policies addressing conflict of interest in the United Nations system	2	Executive heads of the United Nations system organizations, who have not yet done so, should direct their human resources services to introduce a mandatory conflict of interest disclosure form that should be signed by staff members, along with their declaration of office, by all	E	Enhanced transparency and accountability	Not accepted			Signing on an interest disclosure form is mandatory for all managers and Chief Technical Advisors of extra-budgetary development cooperation projects, on an annual basis. Signing on a disclosure of interest form upon recruitment, as recommended, would fall

Report	Rec. No	Recommendation	Addressee	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
		staff members and other types of personnel joining an organization, whether in a short- or long-term capacity. The form should be developed with the assistance of the ethics function of the respective organization and with other functions, as appropriate, and in consultation with any future inter-agency forum.						short of addressing conflict of interests adequately, given that the situations of staff members evolve over time. Raising awareness of all staff members – at recruitment and subsequently - of their obligation to report potential conflicts and resolve them with their supervisor, has proven to be an effective approach.
JIU/REP/2017/9: Review of mechanisms and policies addressing conflict of interest in the United Nations system	3	The governing bodies of the United Nations system organizations should request the executive heads of the organizations to prepare a detailed report on existing financial disclosure programmes and propose any changes to the rationale and scope of those programmes that are needed to increase their effectiveness.	L	Enhanced effectiveness	Accepted	In progress		The recommended action is accepted by the Office and is being acted upon by the Director-General. Following the appointment of a full-time Ethics Officer, the ILO is envisaging to undertake a review of its Financial Disclosure Programme in 2022-2023, to evaluate the effectiveness s and efficiency of the financial disclosure programme with a view to

Report	Rec. No	Recommendation	Addressee	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
								identifying any changes that may be required.
JIU/REP/2017/9: Review of mechanisms and policies addressing conflict of interest in the United Nations system	4	Executive heads of the United Nations system organizations, who have not yet done so, in consultation with the Legal Network of the United Nations system organizations, should take the necessary steps to introduce, by December 2019, adequate legal clauses in contractual agreements with their staff and non-staff, as appropriate, binding them to the period of restriction set for their function that prohibits them from engaging in clearly defined post-employment activities for the duration of that period of time.	E	Enhanced transparency and accountability	Not accepted			The ILO Staff Regulations contain provisions (art. 1.3) restricting the use of information known to ILO officials by reason of their official position. These restrictions continue to bind officials after they leave the service. Beyond this, the introduction of contractual non-compete clauses prohibiting certain post-employment activities does not seem appropriate, given in particular that the UN common system package of salaries, benefits and entitlements does not contain any element to compensate accordingly for such restrictions.

Report	Rec. No	Recommendation	Addressee	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/2017/9: Review of mechanisms and policies addressing conflict of interest in the United Nations system	5	Executive heads of the United Nations system organizations, who have not yet done so, should take the necessary steps, no later than the end of December 2019, to: (a) ensure that all staff members, irrespective of their level and grade, successfully complete the initial and periodic mandatory ethics training course and obtain the respective certification; (b) link certification of the required ethics training course to the annual staff performance appraisal cycle; (c) include ethics training in the induction training of non-staff, including refresher courses after service intervals, as appropriate.	E	Enhanced control and compliance	Accepted	Implemented		
JIU/REP/2017/9: Review of mechanisms and policies addressing conflict of interest in	6	The governing bodies of the United Nations system organizations should, in exercising their oversight role on the accountability	L	Enhanced control and compliance	Not accepted			Monitoring of conflict of interest issues concerning staff is the responsibility of the Director-General, with the support of relevant

Report	Rec. No	Recommendation	Addressee	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
the United Nations system		framework of their respective organizations, regularly monitor conflict of interest issues, including updates to relevant policies, administrative instruments and mechanisms.						department and organizational functions responsible for accountability matters, as well as the external auditor. Typically, oversight committees also include in their terms of reference a responsibility to provide Governing Bodies with advice on such matters of probity and compliance – as it is surely the case for the ILO's Independent Oversight Advisory Committee.
JIU/REP/2018/1: Review of internship programmes in the United Nations system	2	Executive heads of the United Nations system organizations, under the leadership of the Secretary-General as the chair of the United Nations System Chief Executives Board for Coordination, should work together towards the establishment of more coherent internship programmes for the United Nations system, taking into	E	Strengthened coherence and harmonization	Accepted	Implemented	Yes	

Report	Rec. No	Recommendation	Addressee	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
		account the benchmarking framework for good practices in internship programmes.						
JIU/REP/2018/1: Review of internship programmes in the United Nations system	3	The executive heads of JIU participating organizations should consider updating their internship policies, taking into account the proposed JIU benchmarking framework for good practices in internship programmes and identifying those benchmarks to be streamlined in the policies of their respective organizations.	E	Dissemination of good/best practices	Accepted	Implemented	Yes	
JIU/REP/2018/1: Review of internship programmes in the United Nations system	5	The executive heads of JIU participating organizations should put in place a mechanism to systematically track information related to internships, including on gender, country of origin, university from which the highest diploma was received, duration of the internship for each intern engaged and	E	Enhanced transparency and accountability	Accepted	Implemented	Yes	

Report	Rec. No	Recommendation	Addressee	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
		related costs (direct and indirect) generated by the internship programme. A report should be presented for information to the governing and/or legislative bodies of the organizations at their next sessions.						
JIU/REP/2018/1: Review of internship programmes in the United Nations system	6	Legislative and/or governing bodies of the organizations of the United Nations system should consider approving the establishment of ad hoc multi-donor trust funds to pledge voluntary contributions to support internship schemes and request executive heads to present for their consideration proposals for other suitable innovative mechanisms to receive voluntary contributions, with no strings attached regarding selection criteria.	L	Other	Not accepted			The ILO has refrained from entering into direct partnerships with specific universities, governments, institutions, or foundations about its internship programme. Rather, the ILO asks the candidates to apply to its on-line internship roster through the E-recruitment platform, and directly signs internship agreements with the candidates themselves, in order to diversify the programme as much as possible and to facilitate equal

Report	Rec. No	Recommendation	Addressee	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
								opportunities to the greater numbers.
JIU/REP/2018/1: Review of internship programmes in the United Nations system	7	Executive heads of the organizations of the United Nations system should establish a collaboration mechanism between the public information services of the organizations and the permanent representatives of Member States to facilitate outreach to their capitals on a worldwide basis so as to attract young candidates for internships from diverse educational backgrounds from all recognized educational entities, based on the World Guide to Higher Education published by the United Nations Educational, Scientific and Cultural Organization.	E	Enhanced coordination and cooperation	Accepted	Implemented		
JIU/REP/2018/4: Review of whistle-blower policies and practices	1	Legislative bodies should adopt measures by 2020 to ensure that all policies related	L	Enhanced transparency	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
in United Nations system organizations		to misconduct/wrongdoing and retaliation specify appropriate channels and modalities, such as independent oversight committees, for reporting and investigating allegations against the executive head of the organization, as well as against any other functions that may entail a potential conflict of interest in the handling of such issues.		and accountability				
JIU/REP/2018/4: Review of whistle-blower policies and practices in United Nations system organizations	2	In United Nations system organizations that do not have an external and independent mechanism for appeals when a prima facie case of retaliation is not determined, the executive head should instruct the relevant office(s) to develop, by 2020, appropriate options to address this deficiency for his or her timely consideration, and to outline any agreed-	E	Enhanced transparency and accountability	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		upon mechanisms and processes in updates to protection against retaliation policies.						
JIU/REP/2018/4: Review of whistle-blower policies and practices in United Nations system organizations	3	Executive heads of United Nations system organizations should update their relevant whistle-blower policies by 2020 to address shortcomings and gaps identified in the JIU best practices ratings.	E	Enhanced effectiveness	Accepted	Implemented		
JIU/REP/2018/4: Review of whistle-blower policies and practices in United Nations system organizations	4	By 2020, the legislative bodies of the United Nations system organizations should request executive heads to ensure that the independence of the head of ethics, head of oversight and ombudsman/mediator functions is clearly defined, in accordance with recommendations contained in JIU reports (JIU/REP/2006/2, JIU/REP/2010/3, JIU/REP/2011/7, JIU/REP/2015/6 and	L	Enhanced transparency and accountability	Not accepted			ILO's Office of Internal Audit and Oversight is reporting to the Governing Body on an annual basis. The reports of the Ethics Officer and the Mediator are made public online.

Report	Rec. No	Recommendation	Addressee	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/2016/8), and that these functions report periodically to the legislative body.						
JIU/REP/2018/4: Review of whistle-blower policies and practices in United Nations system organizations	5	By the end of 2019, executive heads of United Nations system organizations should develop comprehensive communications tools for all personnel on what, how, where and to whom to report misconduct/wrongdoing, including harassment and retaliation, in all the working languages of the organization.	E	Other	Accepted	Implemented		
JIU/REP/2018/4: Review of whistle-blower policies and practices in United Nations system organizations	6	Executive heads of United Nations system organizations should develop by 2020 standard operating procedures for proactively protecting those who report misconduct/wrongdoing from retaliation, which should include undertaking relevant risk assessments and clearly	E	Enhanced effectiveness	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		identifying available support mechanisms and resources.						
JIU/REP/2018/4: Review of whistle-blower policies and practices in United Nations system organizations	7	Executive heads of United Nations system organizations should develop standard operating procedures by 2020 for handling retaliation cases, with specific checklists and protocols for investigation, support services and communication.	E	Enhanced effectiveness	Accepted	Implemented		
JIU/REP/2018/4: Review of whistle-blower policies and practices in United Nations system organizations	8	Executive heads of United Nations system organizations should ensure that, by 2020, anonymous channels to report misconduct/ wrongdoing are: (a) developed and operational; (b) available in all the working languages of the organization; (c) accessible to all personnel, vendors and beneficiaries; (d) reflected in their relevant policies; and (e) widely communicated.	E	Enhanced effectiveness	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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/2018/4: Review of whistle-blower policies and practices in United Nations system organizations	9	By the end of 2019, executive heads of United Nations system organizations should ensure the public posting of an annual report, with all due consideration to confidentiality, on misconduct/wrongdoing and retaliation cases. The report should specifically include the allegations, findings and outcomes, including administrative actions taken.	E	Enhanced transparency and accountability	Accepted	Implemented		
JIU/REP/2018/4: Review of whistle-blower policies and practices in United Nations system organizations	10	By the end of 2019, executive heads of United Nations system organizations should ensure that all supervisors and managers are required to complete specific training on whistleblowing policies and on how to appropriately respond to and handle misconduct/wrongdoing and retaliation reports.	E	Enhanced effectiveness	Accepted	In progress		The updated whistle-blower protection policy highlights related responsibilities of managers and will be actively disseminated to all staff and included in ethics-related staff training, including an existing programme for Office directors and as well as face-to-face briefings for newly appointed senior managers. For this purpose, a dedicated information tool for managers

Report	Rec. No	Recommendation	Addressee	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
								on misconducts reporting and protection from retaliation will be prepared.
JIU/REP/2018/4: Review of whistle-blower policies and practices in United Nations system organizations	11	By 2020, executive heads of United Nations system organizations should conduct global staff surveys on a biennial basis, in order to gauge staff views on "tone at the top" issues, accountability and ethics-related topics and to develop a comprehensive action plan to address the issues identified.	E	Enhanced transparency and accountability	Accepted	Implemented		
JIU/REP/2018/5: Opportunities to improve efficiency and effectiveness in administrative support services by enhancing inter-agency cooperation	1	Executive heads, in coordination with the Chair of the United Nations Sustainable Development Group and with a view to a coherent system-wide approach, should, by the end of 2020, enhance existing systems or implement new ones to accurately identify resources devoted to	E	Enhanced transparency and accountability	Not relevant			This recommendation is being pursued through the UN Reform under the Efficiency Agenda, the Business Operations Strategy, Common Premises, Common Back Office and Global Service Centres. The ILO is an active participant in these efforts and changes are being progressively implemented

Report	Rec. No	Recommendation	Addressee	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
		administrative support services, irrespective of funding source or cost classification, and set out how efficiency should be defined and assessed.						where practicable. This type of recommendation that entails UN system-wide coordination and common action is not attributable to the ILO alone.
JIU/REP/2018/5: Opportunities to improve efficiency and effectiveness in administrative support services by enhancing inter-agency cooperation	2	The legislative bodies should request executive heads to develop performance indicators and targets to drive improvements in administrative support service delivery, and to post performance publicly.	L	Enhanced transparency and accountability	Accepted	Implemented	No	
JIU/REP/2018/5: Opportunities to improve efficiency and effectiveness in administrative support services by enhancing inter-agency cooperation	6	The United Nations Sustainable Development Group should refocus the common business operations of United Nations country teams on a more limited agenda, such as common premises, facility services and procurement. All country teams should be required, by the end of 2020, to put	E	Enhanced effectiveness Enhanced efficiency	Accepted	In progress		As part of the UN Reform it is being implemented with respect to rented common premises but the timing is linked to the expiry of current lease agreements or to the need for new premises. Regarding long-term agreements and service contracts, these are addressed at the country level

Report	Rec. No	Recommendation	Addressee	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
		forward a business case on common premises. They should also be required to establish joint long-term agreements and service contracts by the end of 2020.						during development of the BOS and will be put in place where appropriate. It would have been appreciated more if the word "required" in the last sentence of the recommendation be replaced with "encouraged to expand" for support services. This type of recommendation that entails UN system-wide coordination and common action is not attributable to the ILO alone. Work across the UN System is being coordinated by the UNSDG Business Innovation Group.
JIU/REP/2018/5: Opportunities to improve efficiency and effectiveness in administrative support services by enhancing inter-agency cooperation	7	The Secretary-General, in conjunction with other executive heads of entities with field-based programmes, should, by the end of 2020, develop a specific proposal that defines how to apply mutual recognition as a	E	Enhanced transparency and accountability Enhanced coordination	Accepted	In progress		The ILO was one of the original signatories of the Mutual Recognition Agreement. This type of recommendation that entails UN system-wide coordination and common

Report	Rec. No	Recommendation	Addressee	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
		vehicle for capacity consolidation, so as to reduce redundancy and rationalize physical presence.		and cooperation Enhanced efficiency				action is not attributable to the ILO alone
JIU/REP/2018/6: Enhancing accessibility for persons with disabilities to conferences and meetings of the United Nations system	1	The executive heads of United Nations system organizations should task the relevant offices with developing, by the end of 2020, a draft policy on the accessibility of conferences and meetings for persons with disabilities, as well as guidelines for policy implementation, and present them to their respective legislative bodies, should the endorsement of those bodies be required for the policy to take effect.	E	Enhanced effectiveness	Accepted	In progress		On 16 September 2021, the ILO Disability Inclusion Policy was published as a "Director General's Announcement" (IGDS 590). The ILO then published the Disability Inclusion Policy and first multi-annual Strategy (2020-2023) as a joint document. The Policy's guiding principle (iv) is, "Ensure the accessibility of all ILO meetings, conferences and events, whether they are conducted face to face or virtually, at ILO headquarters and in the field." The Strategy refers to the importance of accessible conferences and events, and sets as an action for 2022-2023, "Guidelines on

Report	Rec. No	Recommendation	Addressee	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
								accessible meetings are produced, based on good practices, and widely disseminated." The work is currently underway.
JIU/REP/2018/6: Enhancing accessibility for persons with disabilities to conferences and meetings of the United Nations system	2	For all major conferences that are hosted off the premises of United Nations system organizations, the executive heads of these organizations should ensure that accessibility requirements are clearly stipulated in individual agreements concluded with the hosting entity for specific conferences and meetings.	E	Enhanced control and compliance	Under consideration			Feasibility of this recommendation needs be further considered, including in the context of implementing the ILO Disability Inclusion Policy and Strategy (2020-2023).
JIU/REP/2018/6: Enhancing accessibility for persons with disabilities to conferences and meetings of the United Nations system	3	The executive heads of United Nations system organizations that have not yet done so should appoint, by December 2021, a focal point on accessibility within their organization under terms of reference that clearly define the focal point's role and	E	Enhanced coordination and cooperation	Accepted	Implemented		Under the ILO's Disability Inclusion Strategy (2020-2023), area "C" calls for the following: "A focal point network advances disability inclusion throughout headquarters and field offices". As such, in December 2021, the ILO's Disability

Report	Rec. No	Recommendation	Addressee	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
		responsibilities as regards enhancing the accessibility of conferences and meetings for persons with disabilities.						Champions Network was launched, with clear terms of reference, which is a network of focal points that promotes disability mainstreaming throughout the ILO, including in areas related to accessibility of conferences and meetings.
JIU/REP/2018/6: Enhancing accessibility for persons with disabilities to conferences and meetings of the United Nations system	4	The executive heads of United Nations system organizations should instruct relevant offices that address accessibility-related matters to develop, by December 2021, standard operating procedures with regard to their operational responsibilities to improve the accessibility of conferences and meetings for persons with disabilities.	E	Strengthened coherence and harmonization	Accepted	In progress		According to area E(1), "Barriers to work environments, meetings, technology and publications are removed", of its Disability Inclusion Strategy (2020-2023), the ILO aims to develop guidelines on accessible meetings during the 2022-2023 period.
JIU/REP/2018/6: Enhancing accessibility for persons with disabilities to conferences and	5	The executive heads of United Nations system organizations should make it mandatory for organizers of meetings and conferences to ensure, by	E	Enhanced transparency and accountability	Accepted	Not started		Issues related to this point are expected to be addressed by forthcoming guidelines on accessible meetings, which is an action point within the ILO

Report	Rec. No	Recommendation	Addressee	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
meetings of the United Nations system		December 2021, that: (a) The participation of persons with disabilities is fully supported by registration processes that are accessible for persons with diverse disabilities; (b) Clauses are included in accessible registration forms to ask specifically about accessibility requirements; (c) Information on accessible facilities and services is disseminated to all potential participants through accessible websites and information notes; (d) Accessible post-conference and post-meeting satisfaction surveys consistently include questions to assess satisfaction with the accessibility of facilities and services.						Disability Inclusion Strategy (2020-2023).

Report	Rec. No	Recommendation	Addressee	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/2018/6: Enhancing accessibility for persons with disabilities to conferences and meetings of the United Nations system	6	The executive heads of United Nations system organizations should, by December 2021, provide the option for remote participation in all meetings and conferences that they organize, with no prejudice to the efforts to make attendance at meetings and conferences accessible to persons with disabilities.	E	Dissemination of good/best practices Other	Under consideration			Noting that the remote access to meetings and conferences is not only for persons with disabilities, feasibility of this recommendation needs be further considered. As regards this point, the ILO's Disability Inclusion Policy 2020-23 contains guiding principle (iv), "Ensure the accessibility of all ILO meetings, conferences and events, whether they are conducted face to face or virtually, at ILO headquarters and in the field."
JIU/REP/2018/6: Enhancing accessibility for persons with disabilities to conferences and meetings of the United Nations system	7	The executive heads of United Nations system organizations should issue instructions to information and communications technology and facilities management offices to undertake periodic accessibility assessments of organizational facilities and services for conferences and meetings, and to ensure that	E	Enhanced control and compliance Other	Accepted	In progress		Forthcoming guidelines on accessible meetings are expected to address the issues raised under this recommendation, which is an action point within the ILO Disability Inclusion Strategy (2020-2023).

Report	Rec. No	Recommendation	Addressee	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
		organizations of persons with disabilities are adequately consulted at all stages of the process.						
JIU/REP/2018/6: Enhancing accessibility for persons with disabilities to conferences and meetings of the United Nations system	8	The executive heads of United Nations system organizations should task procurement offices with drafting, by December 2021, provisions for incorporating accessibility checks and/or requirements into procurement policies and guidelines for consideration and adoption by the relevant decision-making authority.	E	Enhanced control and compliance Other	Accepted	In progress		The ILO continues to actively collaborate at the UN system level through the HLCM Procurement Network. Internally, the ILO's Disability Inclusion Policy includes guiding principle (vii): "Promote disability-inclusive procurement of goods and services, including for employment of third party contractors who work on ILO premises". Moreover, the ILO's Disability Inclusion Strategy (2020-2023) refers to procurement in area "G": "Accessible procurement systems ensure that relevant goods and services are accessible". Under UNDIS, and in the application of the ILO's Policy and Strategy,

Report	Rec. No	Recommendation	Addressee	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
								steady progress is being made on disability inclusion both in the procurement process and in the products and services it procures.
JIU/REP/2018/6: Enhancing accessibility for persons with disabilities to conferences and meetings of the United Nations system	9	The executive heads of United Nations system organizations should develop and implement through relevant inter-agency mechanisms, by December 2021, a common system-wide mandatory specialized training module on disability inclusion and accessibility for personnel involved directly or indirectly in the servicing of conferences and meetings, including, but not limited to, staff in conference management, facilities and services management, human resources management, and procurement, legal, ICT, medical, public information and safety and security	E	Dissemination of good/best practices Other	Accepted	In progress		During 2021-2022, the ILO actively collaborated with its International Training Centre (ITC-ILO) and the Disability Inclusion Team in the Executive-Office of the UN Secretary General to produce a five-week, on-line training programme, "Promoting Disability Inclusion: Make the Change Happen". The first iteration of this interactive course (June-July 2022) was designed for UN staff members who have been designated as UNDIS focal points, as well as colleagues directly working on UNDIS implementation in their organizations (at entity and country team level. For its

Report	Rec. No	Recommendation	Addressee	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
		services.						own part, the ILO has an on-line e-learning programme on disability inclusion for all staff.
JIU/REP/2018/6: Enhancing accessibility for persons with disabilities to conferences and meetings of the United Nations system	10	The legislative bodies of United Nations system organizations should include in their agendas the review of periodic reports submitted to them on the state of accessibility of conference and meeting facilities and services for persons with disabilities, including the state of progress of actions to address accessibility deficits.	L	Enhanced transparency and accountability	Accepted	In progress		Following the Governing Body decision taken on GB.340/INS/9 in November 2020, the Office is engaged to prepare for monitoring that coincides with the UNDIS reporting period and for periodic reporting to the Governing Body on progress and areas for improvement, including on accessibility issues. This first report is submitted to the current session (October-November 2022).
JIU/REP/2018/7: Strengthening policy research uptake in the context of the 2030 Agenda for Sustainable Development	2	The Executive Heads of the United Nations system organizations should establish, in the set-up of their programme budgets and finance (cost accounting) systems, a	E	Enhanced transparency and accountability Significant financial savings	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		means to report on the cost of research activities by the end of 2020.						
JIU/REP/2018/7: Strengthening policy research uptake in the context of the 2030 Agenda for Sustainable Development	4	The Executive Heads of United Nations system organizations should carry out periodic assessments of specific research needs and of potential suppliers of research products and associated costs, with the long-term objective of strengthening internal capacities for research, as appropriate, and making systematic use of research produced by academia.	E	Enhanced effectiveness Enhanced efficiency	Accepted	Implemented		
JIU/REP/2018/7: Strengthening policy research uptake in the context of the 2030 Agenda for Sustainable Development	6	The Secretary-General of the United Nations, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, should consider calling on the Executive Heads of United	E	Enhanced coordination and cooperation Strengthened coherence and harmonization	Not relevant			The ILO takes note that this recommendation is addressed to the UN Secretary- General.

Report	Rec. No	Recommendation	Addressee	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
		Nations system organizations who have not yet done so to establish a system-wide policy on open data access, supporting software and research sharing among the United Nations system organizations.						
JIU/REP/2018/7: Strengthening policy research uptake in the context of the 2030 Agenda for Sustainable Development	7	The Secretary-General of the United Nations and the Executive Heads of other United Nations system organizations should review the level of involvement of researchers from the South and adopt policies and frameworks that will stimulate capacity-building for all dimensions of the policy research functions, including research uptake at the national level, and report	E	Enhanced effectiveness	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		thereon to the General Assembly and to the governing bodies, respectively, by the end of 2020.						
JIU/REP/2018/7: Strengthening policy research uptake in the context of the 2030 Agenda for Sustainable Development	8	The Executive Heads of the United Nations system organizations involved in the United Nations Network on Migration should instruct the relevant units to assess the options of inter-agency collaboration, on the basis of converging interests and specific competencies, with regard to decision-making on migration-related research projects, by the end of 2019.	E	Enhanced coordination and cooperation Strengthened coherence and harmonization	Accepted	Implemented		
JIU/REP/2018/7: Strengthening policy research uptake in the context of the 2030	9	The governing bodies of the United Nations system organizations should take measures to ensure that	L	Enhanced control and compliance	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
Agenda for Sustainable Development		commitments to inter-agency collaboration, including through the establishment of a global data knowledge platform and the facilitation of academic exchanges, as stipulated in the Global Compact for Safe, Orderly and Regular Migration, are implemented by the end of 2020.		Enhanced effectiveness				
JIU/REP/2018/7: Strengthening policy research uptake in the context of the 2030 Agenda for Sustainable Development	12	The Secretary-General of the United Nations, in consultation with all Executive Heads of the United Nations system organizations, should encourage long-term partnerships with academic communities at the global, regional and national levels, and establish basic guidelines for such partnerships.	E	Enhanced coordination and cooperation	Not relevant			The ILO takes note that this recommendation is addressed to the Secretary- General. The ILO has established research collaboration with a range of universities and national and international organisations, including UN organisations through MoUs, and long-term partnership agreements. These partnerships are based on common research interests

Report	Rec. No	Recommendation	Addressee	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partially"; and "No"	Remarks
								and are expressed in joint research, publications and workshops, regular participation in expert meetings and peer review meetings to discuss drafts of flagship reports, and knowledge sharing platforms. Given the ILO's existing guidelines and policies, it may participate in an initiative of the Secretary General to develop system wide guidelines for research cooperation, keeping in mind any value added to such system-wide approaches.
JIU/REP/2019/2: Review of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women	1	The executive heads of the United Nations system organizations should critically assess on a regular basis the quality assurance mechanisms in place in their organization to ensure that ratings by	E	Enhanced transparency and accountability	Accepted	Implemented	Yes	

Report	Rec. No	Recommendation	Addressee	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
		indicator under the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women are accurate according to the technical notes issued by the United Nations Entity for Gender Equality and the Empowerment of Women and that such ratings are appropriately supported by evidence.						
JIU/REP/2019/2: Review of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women	2	Before the end of 2020, the members of the United Nations System Chief Executives Board for Coordination should coordinate within the Board's existing mechanisms to undertake a comprehensive review of the results achieved following the implementation of the first phase of the United	E	Enhanced transparency and accountability	Accepted	Not started		According to the CEB comments, another review by the JIU may be foreseen in the period 2022-23. The ILO will actively participate in such review if it is to be undertaken.

Report	Rec. No	Recommendation	Addressee	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
		Nations System-wide Action Plan on Gender Equality and the Empowerment of Women and provide a forum for endorsing the framework as revised in 2018.						
JIU/REP/2019/2: Review of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women	4	The legislative and governing bodies of the United Nations system organizations should review the UN-Women annual letter addressed to the executive management, accompanied by indications of strategies and measures envisioned by the executive heads to be undertaken to improve compliance with the indicators included in the System-wide Action Plan and their expected contribution to gender	L	Enhanced transparency and accountability	Accepted	Implemented		In March 2022, the ILO 344th Governing Body reviewed the Results of the ILO Action Plan for Gender Equality 2020–21, action plan-related findings of the high level independent evaluation of the ILO's gender equality and mainstreaming efforts in 2016–21, and proposed outline of the Action Plan 2022–25 in which the UN-women annual letter regarding the overall performance results of the entities of the UN system for 2020 against the UN-SWAP was shared and discussed.

Report	Rec. No	Recommendation	Addressee	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
		equality and the empowerment of women.						Indicators included in the proposed outline of the Action Plan for Gender Equality 2022–25 are aligned with the corresponding elements of the UN-SWAP 2.0 while retains ILO-unique as instructed by the ILO Governing Body.
JIU/REP/2019/2: Review of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women	5	Before the completion of the System-wide Action Plan 2.0, the executive heads of the United Nations system organizations should ensure an independent assessment of effective progress towards gender mainstreaming to promote gender equality and the empowerment of women within their organization, using the Action Plan as a benchmark, as applicable.	E	Enhanced transparency and accountability	Accepted	Implemented		High-level independent evaluation of ILO's gender equality and mainstreaming efforts, 2016-21 has been published in October 2021. It also has been reported to the GB in March 2022 (GB 344 INS10). The Action plan has been used as a benchmark in this independent assessment.

Report	Rec. No	Recommendation	Addressee	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/2019/3: Review of the integration of disaster risk reduction in the work of the United Nations system in the context of the 2030 Agenda for Sustainable Development	1	The governing bodies of the organizations of the United Nations system should request the secretariats of their organizations to present a map of interlinkages between the core mandate of their organizations and disaster risk reduction and report on the progress made on disaster risk reduction accordingly, using the specific guidance provided by the "Results Framework of the United Nations Plan of Action on Disaster Risk Reduction for Resilience – guidance for monitoring and reporting on the progress of the implementation of the United Nations Plan for Action on disaster risk reduction".	L	Enhanced transparency and accountability	Accepted	Implemented	Partially	In 2022 the ILO shared progress on the implementation of the UN Plan of Action on Disaster Risk Reduction for Resilience for year 2021. Besides reporting contributions to the three Commitments through relevant indicators of the Results Framework, the ILO also provided information regarding its work in support of Gender Equality and Women's Empowerment and Leadership in Disaster Risk Reduction (GEWEL-DRR), and of the other 2021 recommendations of the UN Senior Leadership Group on DRR for Resilience; and shared initial reflections to the Midterm Review of the Implementation of the Sendai Framework. The information collected through this exercise

Report	Rec. No	Recommendation	Addressee	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
								fed into the Secretary-General's Report on the Implementation of the Sendai Framework for DRR. Interlinkages between the ILO's core mandate and DRR emerge from its official documents, including the Programme and Budget, publications and reports, and awareness-raising initiatives, such as the ILO InfoStory "Peace and resilience through decent work". They are presented and operationalized through joint programming and joint technical activities.
JIU/REP/2019/3: Review of the integration of disaster risk reduction in the work of the United Nations system in the context of the 2030	2	The Secretary-General, in leading the reform of the United Nations development system, together with the executive heads of the organizations, should	E	Enhanced coordination and cooperation	Accepted	Implemented		DRR and resilience principles are well integrated in the UN Cooperation Framework guidance. The ILO as a member of the UNSDG drafting group for this guidance supported this

Report	Rec. No	Recommendation	Addressee	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
Agenda for Sustainable Development		ensure that the new generation of United Nations Sustainable Development Cooperation Frameworks systematically include disaster risk reduction as part of the common strategic plans of the country teams, to enable risk-informed development and planning, with allocated resources for its implementation, and a common reporting system to measure progress against the priorities of the Sendai Framework and the United Nations Plan of Action on Disaster Risk Reduction for Resilience, with detailed reporting on operational activities to the governing bodies.						inclusion, in particular as it pertains to economic transformation in countries. The guidance was endorsed by the UNSDG principals in 2019, including by the ILO Director-General. ILO contribution and relevant results in this area will continue to be reported to the GB, in appropriate existing frameworks, notably through the biennial programme implementation reports. In July 2020, in line with a decision by the UN Senior Leadership Group on Disaster Risk Reduction for Resilience, and with the aim to encourage the integration of disaster risk reduction and climate change adaptation in programming at all levels, the Office formally communicated to its field offices the UN Plan of Action

Report	Rec. No	Recommendation	Addressee	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
								on Disaster Risk Reduction for Resilience. The ILO regularly reports progress under the UN Plan of Action on Disaster Risk Reduction for Resilience.
JIU/REP/2019/3: Review of the integration of disaster risk reduction in the work of the United Nations system in the context of the 2030 Agenda for Sustainable Development	3	The executive heads of the organizations working in the field, in contributing to the ongoing reform of the reinvigorated resident coordinator system, should ensure that the United Nations country teams plan for dedicated capacity to implement risk informed development activities and that such activities in the field are reported to headquarters, including by monitoring their contribution to implementing the Sendai Framework, taking into account the reporting framework for Sustainable	E	Enhanced transparency and accountability	Not relevant			Notwithstanding the ILO's commitment to participate in and contribute to the system-wide reform process at the country level, any common reporting should be handled by UN Development Coordination Office (DCO) through the country teams and reported back to UN Economic and Social Council (ECOSOC).

Report	Rec. No	Recommendation	Addressee	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
		Development Goals.						
JIU/REP/2019/4: Review of change management in United Nations system organizations	1	Governing/legislative bodies are encouraged to ensure that executive heads embed change management approaches and methods in their organizational reforms and report on the results.	L	Enhanced effectiveness	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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/2019/4: Review of change management in United Nations system organizations	2	Executive heads should embed structured and comprehensive change management approaches in their ongoing and future organizational reforms and report thereon to their governing/legislative bodies.	E	Enhanced effectiveness	Accepted	Implemented		
JIU/REP/2019/4: Review of change management in United Nations system organizations	3	Executive heads, through the United Nations System Chief Executives Board for Coordination, should support the development and standardization of organizational staff surveys across the United Nations system.	E	Strengthened coherence and harmonization	Accepted	Implemented		
JIU/REP/2019/4: Review of change management in United Nations system organizations	4	Executive heads should ensure that resources allocated to change management are clearly earmarked and the intended results are	E	Enhanced efficiency	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		measured, tracked and evaluated.						
JIU/REP/2019/4: Review of change management in United Nations system organizations	5	Executive heads should give greater prominence to the role that their strategic human resources management functions play in organizational change management. This would include promoting changes in individual attitudes and behaviours, establishing mechanisms to reinforce these, and creating channels to communicate feedback across all personnel.	E	Enhanced effectiveness	Accepted	Implemented		
JIU/REP/2019/4: Review of change management in United Nations system organizations	6	Executive heads should include an item on the agenda of the next meeting of the High-level Committee on Management of the United Nations System	E	Strengthened coherence and harmonization	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		Chief Executives Board for Coordination to consider how to support the United Nations Laboratory for Organizational Change and Knowledge to play a greater role in United Nations system reforms.						
JIU/REP/2019/5: Managing cloud computing services in the United Nations system	1	The executive heads of the United Nations organizations should ensure that business continuity planning includes strategies and measures to mitigate the risk of failure by cloud service providers to deliver the contracted services.	E	Enhanced control and compliance	Not accepted			Although the recommendation appears to make good sense, in reality it would be difficult to implement executable disaster recovery (DR) and business continuity (BC) plans in a manner that would be cost-effective and reliable. Of the different cloud service models, the establishing of useful DR and BC is more feasible for Infrastructure as a Service (IaaS) than for Software as a Service (SaaS). However, the ILO takes a daily backup of the Microsoft 365

Report	Rec. No	Recommendation	Addressee	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
								cloud data and retains it in two distinct locations. This includes email, OneDrive, Teams and SharePoint Online data. Should Microsoft cloud services be affected by a major disaster, the ILO would be able to restore its data in the Microsoft cloud once services are restored. We could also restore our data to any other cloud provider offering similar services if Microsoft was unable to restore services.
JIU/REP/2019/5: Managing cloud computing services in the United Nations system	2	The governing bodies of the United Nations organizations should request the heads of their respective organizations to include provisions in their financial strategies that facilitate the adaptation, responsiveness and efficient use of	L	Enhanced effectiveness Enhanced efficiency	Not accepted			Cloud providers change their costing models according to their perception of leverage over the client. The first package is interesting, but once you are in, the costs increase and the offer becomes richer (more enticing).

Report	Rec. No	Recommendation	Addressee	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
		operational expenditures and capital investments related to new technologies.						It is difficult to envisage organisational provisions to deal effectively with such challenges in a context of

a) constituent (government) pressure to cut budgets,

b) constituent desire to privilege the funding of substantive activities over administrative "overhead" including for IT and

c) a budget planning cycle that necessitates submitting proposals at least 18 months before embarking on associated delivery.

The section of the JIU report in support of this recommendation reads: "(...) the client pays for those additional computing resources only when used" (paragraph152). This is not strictly the case for the use of Office 365 subscriptions (the |

Report	Rec. No	Recommendation	Addressee	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
								most common - and expensive - cloud deployment in the UN system). An organisation can increase its number of subscriptions at any time, but can only decrease them once a year. Therefore, it is likely that the organizations pay for subscriptions that they don't need for at least part of the year. This is highly disadvantageous compared to an "on-premise" model which had a degree of acknowledged flexibility built in, and where the number of licenses (based on average use) was only reported once a year.
JIU/REP/2019/5: Managing cloud computing services in the United Nations system	3	The executive heads of the United Nations organizations should put in place periodic procedures to ensure that their corporate ICT strategies, including those	E	Enhanced effectiveness Enhanced efficiency	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		for cloud computing services, are aligned with the organizations' business needs and priorities, and yield value for the investment.						
JIU/REP/2019/5: Managing cloud computing services in the United Nations system	4	The executive heads of the United Nations organizations should ensure that a comprehensive risk analysis exercise is undertaken before contracting ICT services, including cloud-based services. The risk analysis exercise should consider both technical and financial risks and benefits, and relevant safeguards should be included in the service-level agreement.	E	Significant financial savings Enhanced efficiency	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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/2019/6: Review of audit and oversight committees in the United Nations system	2	The legislative and/or governing bodies of the United Nations system organizations that have not already done so should ensure that the terms of reference or charter of the audit and oversight committees of their respective organizations are revised to reflect all the internal oversight functions that are part of the responsibilities and activities of the committee, where applicable, by the end of 2021.	L	Strengthened coherence and harmonization	Accepted	Implemented	Yes	
JIU/REP/2019/6: Review of audit and oversight committees in the United Nations system	3	The legislative and/or governing bodies of the United Nations system organizations that have not already done so should ensure that provisions regarding the	L	Enhanced effectiveness	Accepted	Implemented	Yes	

Report	Rec. No	Recommendation	Addressee	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
		internal control framework and risk management are included in the terms of reference or charter of their respective audit and oversight committees by the end of 2021 in order to ensure that due attention is paid to addressing internal control weaknesses and emerging risks.						
JIU/REP/2019/6: Review of audit and oversight committees in the United Nations system	4	The legislative and/or governing bodies of the United Nations system organizations that have not already done so should give due consideration to including the oversight of ethics and anti-fraud activities in the revised terms of reference or charter of their audit and oversight committees in order to strengthen the	L	Enhanced transparency and accountability	Accepted	Implemented	Yes	

Report	Rec. No	Recommendation	Addressee	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
		accountability frameworks of their respective organizations by the end of 2021, provided that these audit and oversight committees meet the independence criteria.						
JIU/REP/2019/6: Review of audit and oversight committees in the United Nations system	5	In order to meet the needs of the organizations, the legislative and/or governing bodies of the United Nations system organizations that have not already done so should consider revising and updating the terms of reference or charter of their audit and oversight committees to contain provisions related to the relevant skills and professional expertise of members, including a balanced mix of public and private sector	L	Enhanced effectiveness	Accepted	Implemented	Yes	

Report	Rec. No	Recommendation	Addressee	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
		experience at the senior level. In addition, a strong understanding of the structure and functioning of the United Nations system and/or intergovernmental and international organizations is desirable.						
JIU/REP/2019/6: Review of audit and oversight committees in the United Nations system	6	The legislative and/or governing bodies of the United Nations system organizations that have not already done so should request their audit and oversight committees to undertake a self-assessment every year and an independent performance evaluation every three years and report to them on the results.	L	Enhanced effectiveness	Accepted	Implemented	Yes	
JIU/REP/2019/6: Review of audit and oversight	7	The legislative and/or governing bodies of the	L	Enhanced transparency	Accepted	Implemented	Yes	

Report	Rec. No	Recommendation	Addressee	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
committees in the United Nations system		United Nations system organizations that have not already done so should ensure that the terms of reference or charter of their audit and oversight committees are periodically revised and updated with a view to including emerging priorities of, and new challenges to, their respective organizations.		and accountability				
JIU/REP/2019/8: Review of staff exchange and similar inter-agency mobility measures in United Nations system organizations	2	Executive heads should, by the end of 2021, review all administrative issuances to clarify how inter-agency mobility is treated in each of those contexts.	E	Enhanced transparency and accountability	Accepted	Implemented		
JIU/REP/2019/8: Review of staff exchange and similar inter-agency	3	Executive heads of organizations party to the 2012 Agreement should	E	Enhanced effectiveness	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
mobility measures in United Nations system organizations		not apply the practice of asking incoming staff to resign instead of agreeing to transfers in view of its corrosive effect on the integrity of the inter-agency mobility regime and the immaterial impact of these transfers on the management of long-term employment related liabilities, and decide by the end of 2021 to accept benefits and entitlements on the basis stipulated in the Agreement.						
JIU/REP/2019/8: Review of staff exchange and similar inter-agency mobility measures in United Nations system organizations	4	Executive heads should, by the end of 2021, revise the 2012 Agreement to specify procedures for the handling of allegations of misconduct by staff who have moved to another organization under the terms of the Agreement.	E	Enhanced transparency and accountability	Accepted	Not started		As noted in the CEB comments, these procedures should be aligned with the UN Clear Check Initiative and related implementation process. The revision of the Agreement should be subject to a comprehensive review by the

Report	Rec. No	Recommendation	Addressee	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 legal departments of the organizations which are part of the agreement. Implementation of this recommendation will depend on CEB's initiative to start the revision process of the 2012 agreement, not attributable to the ILO's action on its own.
JIU/REP/2019/8: Review of staff exchange and similar inter-agency mobility measures in United Nations system organizations	6	The Secretary-General, in coordination with other executive heads in the framework of the High-Level Committee on Management, as he considers appropriate, should, by the end of June 2022, articulate the business case for inter-agency mobility by setting out what it should accomplish for the organizations as well as how it contributes to	E	Enhanced effectiveness	Not relevant			The ILO takes note that this recommendation is addressed to the UN Secretary- General. As reflected in the CEB comments, the ILO strongly supports a stronger business case to promote inter-agency mobility as a key tool for career development, knowledge sharing, and innovation. In order for the new business case to work effectively, it is necessary for all agencies to systematically

Report	Rec. No	Recommendation	Addressee	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
		human resources management objectives and to the delivery of programmatic results. Such a business case could usefully examine success stories, such as the impact on career trajectories.						apply the terms provided for in the Agreement without any exception and encompass inter-agency mobility in their respective HR strategies and career development policies.
JIU/REP/2019/8: Review of staff exchange and similar inter-agency mobility measures in United Nations system organizations	7	The Secretary-General, working with other executive heads, should assess the impact of the United Nations system leadership framework on the development of a common management culture supportive of a One United Nations mind-set and report to the Economic and Social Council at its 2022 session in the context of his report on the work of CEB. They should also consider the possibility of using this	E	Strengthened coherence and harmonization	Not accepted			As noted in the CEB comments, there are many different elements of the UN Reform process that impact on the development of a common management culture, supportive of a One United Nations mind-set. It may be difficult to isolate the specific role played by the UN System Leadership Framework. Furthermore, culture change requires time as does the embedding of the UN System Framework within each Organization. The ILO considers that it may

Report	Rec. No	Recommendation	Addressee	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partially"; and "No"	Remarks
		framework to strengthen a common management culture in United Nations organizations through the inter-agency mobility of a pool of managers, as had been envisaged through a Senior Management Service that CEB had planned to implement in 2004.						therefore be premature to take this step at this time.
JIU/REP/2019/8: Review of staff exchange and similar inter-agency mobility measures in United Nations system organizations	8	Executive heads should enable all United Nations system staff members to compete for vacant posts on a basis equal to that established for their own staff, while considering downsizing contexts, the abolition of posts and positions, and the administration of rotational placements.	E	Strengthened coherence and harmonization	Not accepted			Given its internal rules and governance framework, the ILO is at the moment not in a position to commit to the outcome proposed in this recommendation. The Office suggests that the matter should be given further consideration in the context of the One UN/Mutual recognition initiatives and taking into account the specific legal framework applicable in each organization. Alternatives

Report	Rec. No	Recommendation	Addressee	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
								could be considered in order to preserve the rights of each agency's internal candidates while facilitating applications of candidates in other UN agencies.
JIU/REP/2019/8: Review of staff exchange and similar inter-agency mobility measures in United Nations system organizations	9	The Secretary-General and other executive heads who are members of CEB should, by the end of 2021, define how the mutual recognition of rules and procedures will be applied to overcome regulatory and procedural barriers to inter-agency mobility, and report on measures taken to the Economic and Social Council at its 2022 session in the context of the annual report of the Secretary-General on the work of CEB.	E	Strengthened coherence and harmonization	Not accepted			Please refer to the remark on Recommendation 8 above.

Report	Rec. No	Recommendation	Addressee	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/2019/9: Review of contemporary practices in the external outsourcing of services to commercial service providers by United Nations system organizations	1	The executive heads of United Nations system organizations should task the relevant offices with developing, through consultations with relevant internal stakeholders, by the end of 2021, a common organization-wide definition of outsourcing and further concretize it by developing approaches and procedural guidelines on the subject matter.	E	Enhanced effectiveness	Accepted	Implemented		
JIU/REP/2019/9: Review of contemporary practices in the external outsourcing of services to commercial service providers by United Nations system organizations	2	The legislative bodies of the United Nations system organizations should request their executive heads to ensure that, by the end of 2022, annual reports on procurement include a subsection on expenditures on services sourced from commercial	L	Other	Not accepted			The ILO's enterprise resource planning system currently does not capture information to identify outsourced services, given that there is no demand for such information, for the organizational governance purpose.

Report	Rec. No	Recommendation	Addressee	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
		service providers.						
JIU/REP/2019/9: Review of contemporary practices in the external outsourcing of services to commercial service providers by United Nations system organizations	3	The executive heads of United Nations system organizations should instruct all requisitioning offices to actively work towards assessing their use of sources of supply from vendors in developing countries and economies in transition, and increase it, as applicable, based on such assessment, with the provision that such activities shall not contravene policies established by organizations to ensure effective competition.	E	Dissemination of good/best practices	Accepted	Implemented		
JIU/REP/2019/9: Review of contemporary practices in the external outsourcing of services to commercial service	4	The executive heads of United Nations system organizations should encourage all offices to ensure that, by the end of	E	Enhanced transparency and accountability	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
providers by United Nations system organizations		2021, the sourcing of any strategic, sensitive or high-value service and related goods from a commercial service provider is preceded by the conduct of a clearly documented strategic analysis that includes short and long-term considerations and costs, and that the analysis has been reviewed and approved by the appropriate authority, prior to a formal decision on the sourcing option.		Enhanced effectiveness Significant financial savings				
JIU/REP/2019/9: Review of contemporary practices in the external outsourcing of services to commercial service providers by United Nations system organizations	5	The executive heads of United Nations system organizations should instruct all offices to ensure that, by the end of 2021, strategic, sensitive and high-value commercially outsourced services under their	E	Enhanced efficiency	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		purview are subject to periodic review, including risk assessments, to ascertain whether appropriate risk management measures are developed by the relevant functions in each organization.						
JIU/REP/2019/9: Review of contemporary practices in the external outsourcing of services to commercial service providers by United Nations system organizations	6	The executive heads of United Nations system organizations should instruct relevant offices to develop criteria that need to be met for outsourced service contracts to be considered for extensions beyond standard time frames, and to present such criteria to the relevant decision-making authority for adoption and incorporation into policy documents by the end of 2021.	E	Enhanced efficiency	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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/2019/9: Review of contemporary practices in the external outsourcing of services to commercial service providers by United Nations system organizations	7	The executive heads of United Nations system organizations should instruct all offices to ensure that, by the end of 2021, following any decision to source a service and related goods of strategic, sensitive or high value from a commercial service provider, the requisitioning office should develop clearly detailed guidelines for managing vendor transition, including corresponding backup arrangements, and ensure that solicitation documents clearly outline the responsibility of the vendor as regards transitional assistance and knowledge transfer to the organization and	E	Enhanced transparency and accountability Enhanced efficiency	Not accepted			The ILO does not have detailed guidelines, due to the level of outsourcing, while relevant oversight is provided through risk management and procurement processes under the Procurement Review Committees. Every material procurement action includes a risk assessment. The ILO does not see clear value addition or cost effectiveness of the recommended action compared to the current practice in the ILO context.

Report	Rec. No	Recommendation	Addressee	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
		incoming vendor.						
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.	L	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	2	The executive heads of United Nations system organizations who have not yet done so should ensure that the heads of	E	Enhanced transparency and accountability	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
organizations in strengthening the investigation function		internal oversight offices periodically 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/2020/1: 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, preliminary assessment and the	L	Enhanced transparency and accountability	Under consideration			The ILO procedures for the administrative resolution of harassment grievances are contained in Article 13.4 of the Staff Regulations. These provisions stipulate that the intake, preliminary assessment (check of receivability) and decision to open an investigation is to be

Report	Rec. No	Recommendation	Addressee	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
		decision to open an investigation), irrespective of the type of misconduct, in the internal oversight office of each organization.						undertaken by the Director of Human Resources Development Department and that the investigation itself be referred to an independent external investigator. These provisions are subject to a collective agreement and any change will require renegotiation through the appropriate channels. Proposals in this area are currently being prepared but it is not possible at this stage to predict the final outcome.
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	L	Enhanced transparency and accountability	Under consideration			The ILO complies with the recommendation in terms of 5(a) and (c). While it has some reservations on (b), it is for the Office to decide if it wishes to submit a change to the terms and conditions of the Chief Internal Auditor's employment to the Governing Body.

Report	Rec. No	Recommendation	Addressee	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partially"; and "No"	Remarks
		and 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 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.						The ILO did not accept a similar recommendation raised in JIU report: "Oversight Lacunae in the United Nations system" (JIU/REP/2006/2).
JIU/REP/2020/1: Review of the state of the investigation function: progress made in the	6	The legislative bodies of the United Nations system organizations that have not yet done so should	L	Dissemination of good/best practices	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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		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.						
JIU/REP/2020/1: Review of the state of the investigation function: progress made in the United Nations system organizations in	7	The legislative bodies of United Nations system organizations that have not yet done so should develop and adopt appropriate formal procedures for the	L	Enhanced transparency and accountability	Accepted	In progress		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,

Report	Rec. No	Recommendation	Addressee	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		investigation of complaints of misconduct by executive heads and adopt appropriate policies by the end of 2021.						set out how complaints against the Director-General should be handled. Detailed guidance has yet to be developed.
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.	L	Enhanced transparency and accountability	Accepted	In progress		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.
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	L	Enhanced transparency	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	Intended impact	Acceptance "Accepted"; "Not accepted"; "Under consideration"; and "Not relevant"	Implementation "Not started"; "In progress"; and "Implemented"	Impact achieved "Yes"; "Partiall y"; and "No"	Remarks
United Nations system organizations in strengthening the investigation function		request 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.		and accountability				
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.	L	Other	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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	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.	E	Enhanced efficiency	Accepted	Implemented		
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	E	Enhanced effectiveness Enhanced efficiency	Accepted	In progress		The ILO's draft Staff Development Policy and its associated draft Action Plan (aligned with HR Strategy 2022-2025) are being developed taking into consideration the evaluation findings (including soft recommendations at the strategic, and policy levels and those related to optimising

Report	Rec. No	Recommendation	Addressee	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
		learning activities.						learning platforms). The ITC-ILO commissioned an analytical study on how learning analytics can inform training design where decisions are based upon data. https://www.itcilo.org/learning-analytics-dashboards
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	E	Strengthened coherence and harmonization

Enhanced effectiveness | Under consideration | | | While the ILO support this recommendation, start/progress of the implementation depends on the UN system-wide action which is not attributable to the ILO alone. So far, there is no specific joint collaboration on this particular aspect. However, one joint event took place between ITC-ILO and UN System Staff College to focus on common approaches in institutional capacity development. The capacity |

Report	Rec. No	Recommendation	Addressee	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 2021.						assessment approach developed by the ITC-ILO might be a practice to be shared with other UN agencies: https://www.itcilo.org/capacity-assessment.
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.	E	Strengthened coherence and harmonization	Accepted	Implemented		
JIU/REP/2020/2: Policies and platforms in support of learning: towards more coherence,	6	The executive heads of the United Nations system organizations, if they have not already done so,	E	Enhanced efficiency	Not accepted			Establishing criteria will guarantee quality assurance, but not necessarily lead to an increasing uptake.

Report	Rec. No	Recommendation	Addressee	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
coordination and convergence		should establish criteria for the more systematic use of external platforms, based on judicious curating of their courses and realistic learning objectives.						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.
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	E	Enhanced efficiency	Under consideration			If the credentials or badges system is aligned with international best practices, badges and credentials do not only have a value within the UN system. The technical/administrative constraints and costs regarding this recognition

Report	Rec. No	Recommendation	Addressee	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
		recognition in the learning management systems.						need to be taken into consideration. As a practice to consider we refer to the digital credentials system of the ITC-ILO which aims for a paperless system backed up with blockchain technology accessible and recognizable outside the UN system as well. https://www.itcilo.org/stories/introducing-itcilos-new-digital-credentials
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 Organizational Learning Framework, agreed through relevant interagency mechanisms, which should contain a set of principles and a plan of action for gradual	L	Enhanced coordination and cooperation Strengthened coherence and harmonization	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. As yet this matter has not been taken up by the HLCM to pursue further.

Report	Rec. No	Recommendation	Addressee	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
		implementation.						
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.	L	Enhanced transparency and accountability	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	E	Strengthened coherence and harmonization	Accepted	In progress		Tracking of efficiency gains is being done as a part of the United Nations Sustainable Development Group (UNSDG) efficiency agenda. This type of recommendation that entails UN system-wide coordination and common action is not attributable to the ILO alone.

Report	Rec. No	Recommendation	Addressee	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
		sustainability considerations, as well as efficiency gains, and also set out the modalities for tracking results and reporting thereon.						
JIU/REP/2020/3: United Nations common premises: current practices and future prospects	3	The Secretary-General and the other executive heads of the 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.	E	Enhanced efficiency	Accepted	In progress		The target was established by the Secretary-General. The evidence gathered through extensive data analysis and field-level pilots suggests that the larger efficiency gains are achieved through shared facilities services and contracting, rather than through lower rental expenses, and there are also significant quality benefits to co-location, including programmatic coordination, reputational enhancement, and a measurable reduction in carbon emissions. However, evidence also shows that achieving substantial changes to the share of common

Report	Rec. No	Recommendation	Addressee	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
								premises is resource intensive, both in terms of monetary investments and time. Given the limited resources available and little expectation that the resource level will increase, it is necessary to re-prioritize and focus efforts to locations from which the greatest return on investment can be achieved with limited up-front investment, related to premises consolidation, as opposed to a world-wide consolidation effort. As such, expansion of Common Premises has been prioritized in the 66 highest cost locations.
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	E	Enhanced coordination and cooperation	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		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 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	E	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.

Report	Rec. No	Recommendation	Addressee	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
		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.						
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 mechanism for real estate management in the field and report on the findings	E	Strengthened coherence and harmonization	Accepted	Not started		This type of recommendation that entails UN system-wide coordination and common action is not attributable to the ILO alone. The UNSDG is to initiate the study.

Report	Rec. No	Recommendation	Addressee	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 that study to the General Assembly at its seventy-eighth session.						
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 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	E	Enhanced transparency and accountability	Accepted	In progress		This type of recommendation that entails UN system-wide coordination and common action is not attributable to the ILO alone.

Report	Rec. No	Recommendation	Addressee	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
		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	1	In order to fulfil their oversight roles and responsibilities, legislative/governing bodies should incorporate ERM into their meetings at least annually, with substantive coverage determined by the organization's mandate, field network and risk	L	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 discussion informs the Governing Body's advice on changes to the Programme and Budget and its subsequent approval.

Report	Rec. No	Recommendation	Addressee	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
		exposure.						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 TR/CF Anthony Barrow	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.	E	Enhanced transparency and accountability Enhanced effectiveness	Accepted	Implemented		The review concluded that seven of the nine benchmarks had been met, with progress on the remaining two. It discussed the findings with the Independent Oversight Advisory Committee at its November 2021 meeting. The 2022 Workplan of the Senior Risk Officer contains measures to maintain and advance measures across the nine benchmarks.
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	E	Dissemination of good/best practices Enhanced coordination and cooperation	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		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.		Enhanced effectiveness				
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.	L	Enhanced transparency and accountability Enhanced coordination and cooperation	Accepted	Implemented		Seven of the nine benchmarks have been met, and progress is being made on the remaining two. Outcomes of the review were discussed with the Independent Oversight Advisory Committee in November 2021. The 2022 Workplan of the Senior Risk Officer contains measures to maintain and advance application of the benchmarks.
JIU/REP/2020/6 : Multilingualism in the United Nations system	1	The legislative or governing bodies of the United Nations system	L	Enhanced transparency	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		organizations should request the executive heads of their respective organizations that have not yet done so, to prepare a strategic policy framework for multilingualism, accompanied by administrative and operational guidelines for its implementation, and submit this for adoption by the end of 2022.		and accountability				
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	L	Enhanced coordination and cooperation	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		clearly defined responsibilities and delegated authority, tasked with the coordination of the implementation of the strategic policy framework for multilingualism across their respective organizations.						
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	E	Enhanced effectiveness	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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
		combinations, as well as the expansion of outreach programmes.						
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.	L	Enhanced effectiveness	Accepted	Implemented		

Report	Rec. No	Recommendation	Addressee	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/2020/6 : 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.	E	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

Report	Rec. No	Recommendation	Addressee	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
								within and outside the UN contributes to mobility and to a diverse workforce. This recommendation was endorsed in 2015 by the HR Network and 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.	E	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.