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Presentation by the Secretariat

STRENGTHENING ITU ACCOUNTABILITY FRAMEWORK

Strengthening ITU Accountability Framework

COUNCIL WORKING GROUP ON FINANCIAL AND HUMAN RESOURCES (CWG-FHR)



25 January 2021

ITU accountability framework - Status update



Accountability Framework – status update



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Strengthening the ITU accountability framework

Doc. C20/43– based on the
JIU benchmarks
(15 criteria)

A complete review of the
ITU accountability
framework is in progress

The new Framework will be aligned with the ongoing management initiatives that all contribute to better accountability:

- ✓ Action plan of the Internal Controls Group
- ✓ Results-Based Management / development of delegation of authority framework
- ✓ Implementation of the Risk Management Action Plan
- ✓ Development of the ITU Compliance Dashboard
- ✓ Other related projects, including the “Leadership Cultural Assessment” and the “Cultural Diagnosis and Skills Gap”

✓ Updated to reflect new requirements or improvements arising from new initiatives or lessons learned

✓ Ready to respond to evolving circumstances, taking into account best practices in the UN system

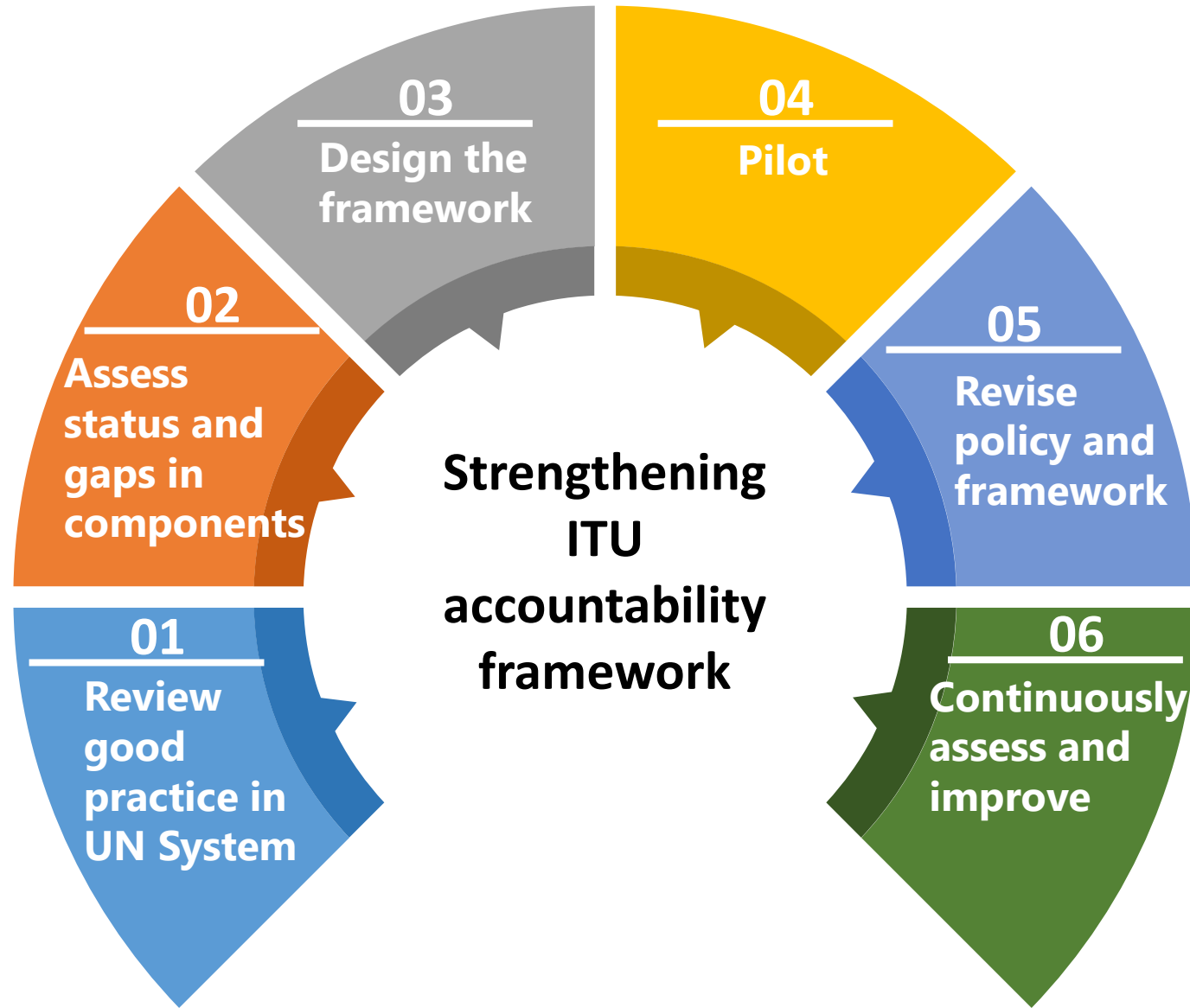
ITU accountability framework - Methodology



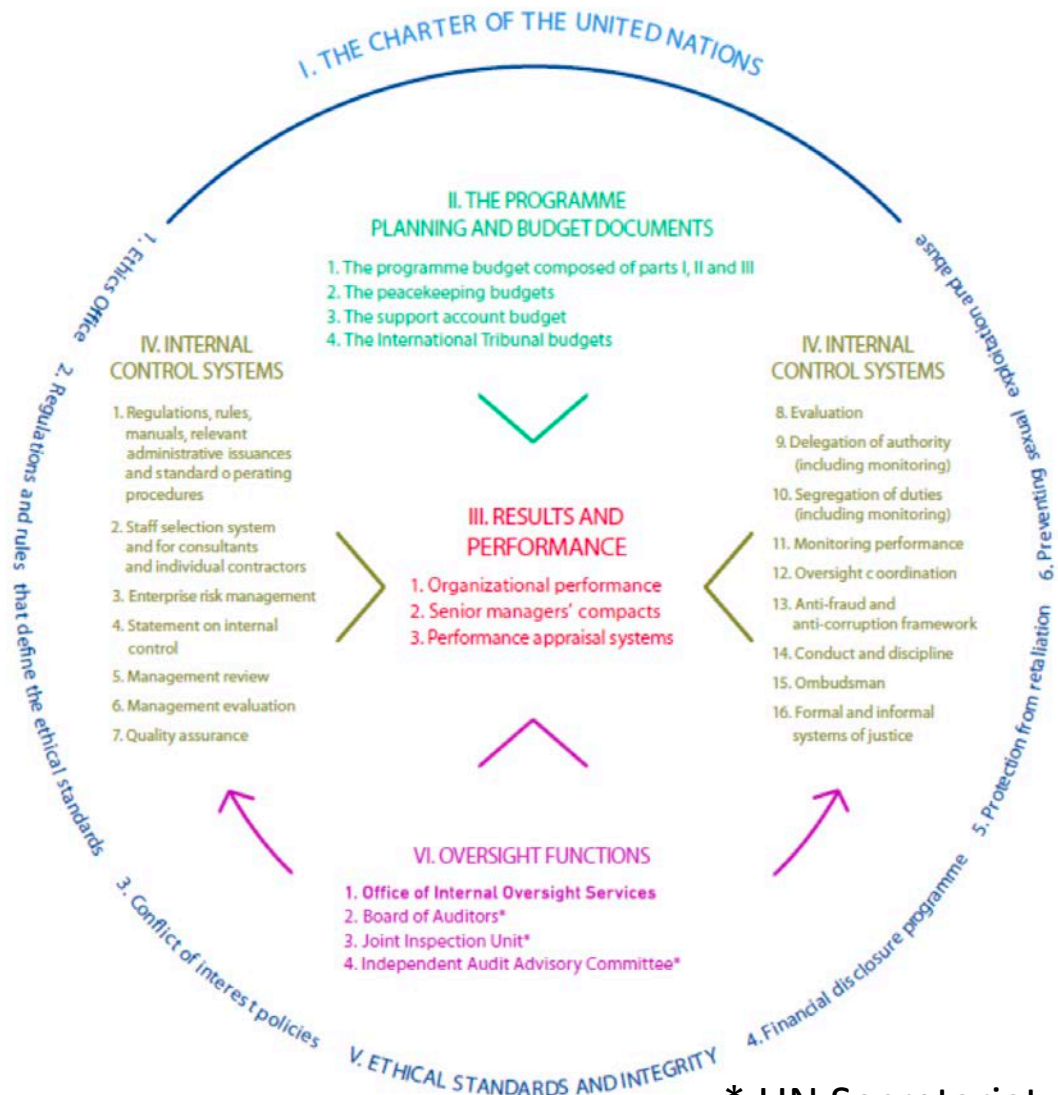
Steps towards improving accountability framework



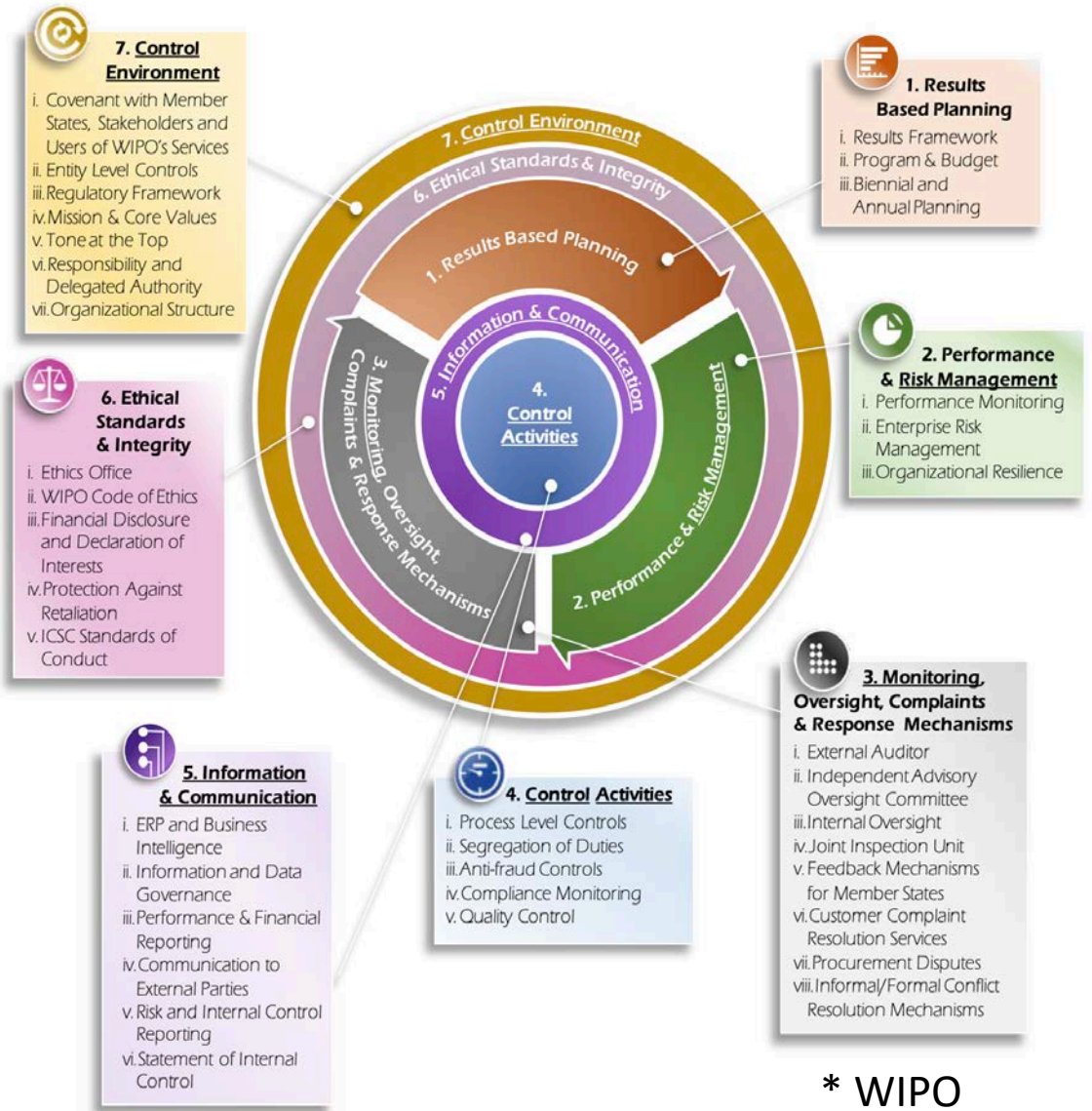
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Good practice for Accountability Frameworks



* UN Secretariat



* WIPO

Preliminary assessment of the ITU accountability framework (1/3)



Components (based on JIU report benchmark)	Benchmark	Preliminary assessment
1. Overall framework for accountability	A clear framework for accountability is in place, including a definition thereof and clarity of responsibility for the overall implementation of the framework, linking all components together.	ONGOING WORK
2. Results-Based Management	RBM is operational and coherent with organizational mandates and objectives, and cascades down into unit and personal work plans.	ONGOING WORK
3. Evaluation	Organizations conduct credible, utilization-focused evaluations and communicate the findings, conclusions and recommendations to stakeholders.	FURTHER IMPROVEMENTS ENVISAGED
4. Information disclosure policy	Organizations have an effectively implemented established information disclosure policy whereby the results of the organization's activities are communicated regularly to legislative organs, Member States and other stakeholders, including donors, beneficiaries and the general public.	IN PLACE
5. Ethics & anti-fraud	Ethical conduct, standards of integrity, anti-corruption and anti-fraud policies are in place and enforced.	IN PLACE

Preliminary assessment of the ITU accountability framework (2/3)



Components (based on JIU report benchmark)	Benchmark	Preliminary assessment
6. Sanctions and performance recognition/awards/rewards	Failure to comply with enforced policies/regulations results in clear consequences. Sanctions shall be clear and proportional and implemented at all levels. In addition, outstanding performance should be acknowledged by recognition/awards/rewards.	FURTHER IMPROVEMENTS ENVISAGED
7. Accountability reflected in job descriptions	All staff can be held accountable for their work on the basis of up-to-date written job descriptions accurately reflecting their actual work.	ONGOING WORK
8. Recruitment and post-employment	Concretization of policies on selection, recruitment and post-employment.	ONGOING WORK
9. Risk management	Organization has a formal policy on ERM to be implemented with a coherent methodology.	ONGOING WORK
10. Delegation of authority	The chain of command and delegation of authority are aligned, clear, coherent and integrated into existing enterprise resource planning (ERP) systems.	ONGOING WORK

Preliminary assessment of the ITU accountability framework (3/3)



Components (based on JIU report benchmark)	Benchmark	Preliminary assessment
11. Financial rules and regulations	Financial Regulations and Financial Rules (FRR) in the United Nations system organizations should embody anti-fraud and financial misconduct policies and are implemented practically.	IN PLACE
12. Compliance with Internal Controls	Managers attest to compliance with internal controls within the framework of their delegation of authority.	ONGOING WORK
13. Information to support decision making	Staff at all levels have access to relevant, reliable information that supports decision-making in line with their delegated authorities and the organization has an internal and external communication system.	FURTHER IMPROVEMENTS ENVISAGED
14. Staff performance monitoring	Executive heads, senior managers and staff members' performances are monitored and corrective action taken, as necessary.	ONGOING WORK
15. Compliance with recommendations	Recommendations of oversight bodies/internal audits and evaluations are tracked, implemented, and if not, clear justification should be provided.	ONGOING WORK

ITU accountability framework - Timeline



Timeline to strengthening ITU accountability framework



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