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| **Agenda item: ADM 2** | **Document C24/57-E** |
| **9 April 2024** |
| **Original: English** |
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| Report by the Secretary-General | |
| JIU REPORTS ON UNITED NATIONS SYSTEM-WIDE ISSUES FOR  2022-2023 AND RECOMMENDATIONS TO EXECUTIVE HEADS AND LEGISLATIVE BODIES | |
| **Purpose**  This document presents the JIU reports from the 2022/2023 programme of work made available since the last session of Council, detailing the set of recommendations addressed to the Governing bodies of the ITU, as well as comments from the secretariat, where applicable and Chief Executive Board, where available (link provided).  **Action required by the Council**  The Council is invited **to consider** and **approve** the acceptance recommendation of the **six recommendations** addressed to the Legislative Bodies (Recommendation 4 of the Review of flexible working arrangements, Recommendation 3 of the Review of mental health and well-being policies and practices in UN system organizations, Recommendations 1 and 2 of the Review of Accountability Frameworks in the UN system organizations, and Recommendations 4 and 5 of the Review of the internal pre-tribunal-stage appeal mechanisms), as presented in the table below.  **Relevant link(s) with the Strategic Plan**  Excellence in human resources and organizational innovation.  **Financial implications**  Within the allocated budget 2024-2025.  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **References** | |

**2022-2023 JIU UN SYSTEM-WIDE REPORTS[[1]](#footnote-2)**

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| **JIU/REP/2023/6** [**Flexible working arrangements in United Nations system organizations**](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_rep_2023_6.pdf) **- ITU FOCAL POINT: Ulrika Martinius**   * [**Review Highlights**](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_rep_2023_6_review_highlights.pdf) | | | | | | | | |
| **Recommendation** | **Acceptance recommendation** | | | | **Implementation Status** | | | **Comments** |
| **To Legislative/Governing bodies** | **Accept** | **Not Accept** | **Not Relevant** | **Requires further consideration** | **Not Started** | **In progress** | **Implemented** | **Chief Executive Board (CEB) comments – Not yet available**  **\_\_\_**  **ITU comments on pertinence, financial and human resource implications**  **(see below)** |
| **Recommendation 4:** The legislative organs and governing bodies of the United Nations system organizations should request, by the end of 2025, that the executive heads provide, as part of reporting on human resources management, periodic updates on the implementation of flexible working arrangements and teleworking policies, including statistical data, disaggregated by gender and other relevant dimensions, with a view to ensuring data-driven and evidence-based decision-making on flexible working arrangements management. | **X** |  |  |  |  | **X** |  | No financial implication and to be implemented within both current financial and human resources. |

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| **JIU/REP/2023/4** [**Review of mental health and well-being policies and practices in United Nations system organizations**](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_rep_2023_4_english.pdf) **- ITU Focal Point: Roza Van der Heide**   * [**Review Highlights**](https://www.unjiu.org/sites/www.unjiu.org/files/jiu-rep-2023-4_review_highlights_0.pdf) | | | | | | | | | |
| **Recommendation** | **Acceptance recommendation** | | | | **Implementation Status** | | | | **Comments** |
| **To Legislative/Governing bodies** | **Accept** | **Not Accept** | **Not Relevant** | **Requires further consideration** | **Not Started** | | **In progress** | **Implemented** | [**Chief Executive Board (CEB) comments**](https://www.unjiu.org/sites/www.unjiu.org/files/a_78_695_add_1_en.pdf) **–**  **\_\_\_**  **ITU comments on pertinence, financial and human resource implications**  **(see below)** |
| **Recommendation 3:** Legislative and/or governing bodies of United Nations system organizations should request that executive heads provide, by the end of 2026, an update on the development and implementation of the mental health and well-being workplace action plan developed according to their evidence-based and data-driven organizational approach on the matter. | **X** |  |  |  | |  | **X** |  | No financial implication and to be implemented within both current financial and human resources. |

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| **JIU/REP/2023/3** [**Review of accountability frameworks in United Nations system organizations**](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_rep_2023_3_english_0.pdf) **- ITU Focal Point: Catalin Marinescu, Martin Philibert**   * [**Review Highlights**](https://www.unjiu.org/sites/www.unjiu.org/files/jiu-rep-2023-3_review_highlights.pdf) | | | | | | | | |
| **Recommendation** | **Acceptance recommendation** | | | | **Implementation Status** | | | **Comments** |
| **To Legislative/Governing bodies** | **Accept** | **Not Accept** | **Not Relevant** | **Requires further consideration** | **Not Started** | **In progress** | **Implemented** | [**Chief Executive Board (CEB) comments**](https://www.unjiu.org/sites/www.unjiu.org/files/a_78_595_add.1_0.pdf)  **\_\_\_**  **ITU comments on pertinence, financial and human resource implications**  **(see below)** |
| **Recommendation 1:** The legislative organs and/or governing bodies of the United Nations system organizations should request their executive heads to assess their organization’s accountability framework against the updated JIU reference accountability framework and adjust it as necessary, by the end of 2024. | **X** |  |  |  |  | **X** |  | **CEB**: *“Organizations note that this recommendation is addressed to the legislative and governing bodies Organizations attach great importance to updating their accountability frameworks […] and appreciates the work […] of the JIU to propose an updated reference model and benchmarks, however, they point out that there is no “one size fits all” and [they] will need to consider its own specificities while using the JIU model as a reference. In doing so, organisations may seek to connect and build on existing delivery, performance and reporting mechanisms, rather than creating a separate system. […] Entities propose a longer timeframe (e.g., end of 2026) to give […] sufficient time to assess their existing framework, conduct consultations internally [and] with various governing and advisory bodies, update the framework and obtain the necessary approvals to implement.”*  **ITU:** New ITU Accountability Model and Framework (ITU AF) was recently approved by Council 22. Council may wish for this benchmark assessment against the new JIU reference model to be conducted at later Council sessions. This assessment may focus on those elements of the new refence model that are best “fitted” and will best serve the mandate and operational context of ITU. |
| **Recommendation 2:** Beginning in 2025, the legislative organs and/or governing bodies of the United Nations system organizations should ensure that the oversight plans of internal oversight offices cover all elements of their respective accountability framework within a reasonable time frame and that, if coverage is incomplete, a rationale is provided. |  | **X** |  |  | **X** |  |  | **CEB:** *“Organizations note that this recommendation is addressed to the legislative and governing bodies. Some hold that […] to ensure internal oversight coverage over all elements of the accountability framework runs contrary to a risk-based approach, which directs […] oversight efforts to the areas where the risk is high and where oversight […] recommendations […] produce the most return. […] Organizations further emphasize that internal oversight […] maintain independence […] in their oversight planning and that the accountability framework will be one factor for consideration. […] Entities find the proposed timeframe unrealistic […] and suggest revising it to “beginning of 2027.”*  **ITU:** A new oversight unit was approved by the Council 23. An internal oversight charter will be submitted to Council 24, would most likely notably provide for the independence of the oversight function and the conduct of audit engagements in accordance with IIA standards, which require a risk-based approach and plans to help ITU attain its strategic goals (which may or may not include all components of the AF). Therefore, in keeping with Council 23 decision, including discussions at the CWG-FHR in October 2023 on the internal audit charter, Council may consider that it is not necessary to accept this recommendation. |

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| **JIU/REP/2023/2** [**Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system**](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_rep_2023_2_english_0.pdf) **organizations**  **ITU FOCAL POINT: Maria Traficanti, Chief HRMD**   * [**Review Highligths**](https://www.unjiu.org/sites/www.unjiu.org/files/jiu-rep-2023-2_review_highlights.pdf) | | | | | | | | |
| **Recommendation** | **Acceptance recommendation** | | | | **Implementation Status** | | | **Comments** |
| **To Legislative/Governing bodies** | **Accept** | **Not Accept** | **Not Relevant** | **Requires further consideration** | **Not Started** | **In progress** | **Implemented** | **Chief Executive Board (CEB) comments – Not yet available**  **\_\_\_**  **ITU comments on pertinence, financial and human resource implications**  **(see below)** |
| **Recommendation 4:** The legislative organs and governing bodies of the United Nations system organizations should request their respective executive heads who have not yet done so to undertake a thorough review of their regulatory frameworks and practices concerning internal specialized recourse mechanisms, with a view to assessing their continued utility and adequate functioning within the broader framework of internal appeal mechanisms, including eliminating duplicative or ambiguous process paths in the interest of procedural efficiency, and to report to them thereon, no later than 2025. | **X** |  |  |  | **X** |  |  | Upon receipt of appropriate resources, ITU accepts that undertaking a thorough review of its regulatory framework and practices on internal specialized recourse mechanisms (e.g. for pension-related claims, for disciplinary measure claims) as described under this Recommendation would be valuable for ITU’s internal justice system.  Conducting such an assessment would entail a considerate level of complexity and would necessitate the allocation of additional human resources for a short period of time. |
| **Recommendation 5:** The legislative organs and governing bodies of the United Nations system organizations should request their respective executive heads who have not yet done so to report to them annually, starting in 2025, on the functioning of their formal internal appeal mechanisms, including the specialized recourse mechanisms. The reports should include details on the number, subject matter and outcome of appeals, including cases deemed irreceivable, information on the demographics of applicants and information on whether the appealed decisions were upheld or revised, disaggregated by type of procedure, as applicable. | **X** |  |  |  | **X** |  |  | ITU accepts this Recommendation and it plans to report on the functioning of the formal internal appeal mechanisms. Reporting on specialized recourse mechanisms may require additional time depending on the implementation of Recommendation (4).  Due regard will be given to the confidentiality of staff members when reporting, given the relatively small number of ITU staff members.  No additional financial or human resources would be required for such an additional assessment of ITU’s situation; this can be done by ITU staff as part of their existing functions. |

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1. Note: official translation in other languages of the Union of some of the Recommendations mentioned in this document was unavailable on 9 April 2024 on the JIU website (see [JIU reports](https://www.unjiu.org/content/reports)); when unavailable, ITU has provided advanced non-official translation. [↑](#footnote-ref-2)