

ILO GB 341, PFA 8 Report of the Independent Oversight Advisory Committee
IMEC statement, 5.3.2021

General

1. We understand that the COVID-19 pandemic has caused extra difficulties and, like the IOAC, we were especially concerned about the lack of ILO's governance functions last year, caused by our inability to hold some of our regularly scheduled meetings due to health restrictions.
2. On the positive note, we do share the Committee's view that the ILO has managed and responded well to these extraordinary circumstances – both when it comes to its governance, but also as regards to content.

IMEC would also like to express its gratitude to the IOAC for having managed to accomplish its important work virtually during the reporting period.

3. In general, we share the views and concerns presented by the IOAC in the document, and would like to make the following comments and questions.

Specific ones

4. Para 11 (2nd bullet point) – We note with concern the IOAC's remark that the unfunded After-Service Health Insurance liability on the net asset position remains significant. This is an important matter for all concerned, including in budgetary discussions.
5. Para 14 – IMEC hopes that the change in the risk management system (moving responsibility for risk management to the Senior Management Team instead of the previously established Risk Management Committee) will streamline ILO risk assessment, planning and mitigation in the future.
6. Recommendation 1 – IMEC notes with interest the new skills mapping exercise, and underlines its importance when further implementing the ILO's Centenary Declaration and decent work agenda.
7. With a link to the skills development of the constituents by the Turin Centre (para 21), we take a positive note about the Centre's efforts on how to best align the Centre's operational model to the new reality by developing new virtual learning models. As we have all experienced this new reality of virtual meetings due to the COVID-19 pandemic, we encourage the Turin Centre to proceed with efficient efforts in this.
8. We note positively (para 27) that the IAO has been able to work remotely during the pandemic.
9. Regarding ILO accountability, we underline the importance of the proper implementation of the proposed recommendation 2 (and para 30) concerning handling of the wrongdoings at the ILO. It is crucial that management is committed to promote the open culture and the internal processes in order to make reporting for personnel easy, safe and encouraging.
10. We urge the ILO to implement without a delay the recommendations 3 and 4 related to the External auditor. To our mind, it is unsustainable to be unclear whether management has followed the

recommendations of the External Auditor in full or not.

11. The IMEC applauds and fully supports (para 36) the proposal for additional resources to fund a full-time ethics officer position in the P&B 2022-23.
12. IMEC is pleased to see that most of its proposals have been taken into account in the revised terms of reference for the IOAC (recommendation 5). The new terms of reference include important best practices in terms of independent oversight functions, including many concepts put forward by the UN Joint Inspection Unit review of audit and oversight committees (JIU/REP/2019/6). Among these improvements to the scope of work of the IOAC is a focus on allegations of misconduct and retaliation concerning the Director-General. IMEC expects the Director-General to adhere to the strongest standards of conduct expected by the constituents of this body. Independent oversight is the way to ensure this. The IOAC must also undertake annual assessments and report all results to the Governing Body. To promote the inclusion of best practices in its work, we welcome the IOAC reviewing its terms of reference at least once every three years as indicated.
13. We take positive note of the follow-up of the past recommendations (para 41) as well as the Committee's self-assessment (para 42).
14. The IMEC supports the workplan for the year 2021 (paras 43 and 44), with the comments made here before.
15. With this, the IMEC would like to transmit its gratitude to the Committee for its important and effective oversight of the ILO during this extraordinary reporting period, and support the decision point in the paragraph 5.