Reference document concerning "Matters relating to the Joint Inspection Unit (JIU): Reports of the JIU" (GB.337/PFA/8)

ILO's follow-up status on the JIU recommendations presented to the Governing Body at the current session, as of July 2019 [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";

■ "Management improvement through dissemination of best practices";

■ "Enhanced coordination and cooperation between participating organizations";

■ "Strengthened coherence and harmonisation";

■ "Management improvement through enhanced controls and compliance";

■ "Management improvement through enhanced effectiveness";

■ "Significant, one-time or recurrent, financial savings";

■ "Management improvement through 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.

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[1] The JIU reports are available on the JIU website in English, French and Spanish, among other UN official languages.

Status of ILO follow-up to JIU recommendations as of July 2019

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		The ILO is already engaged in such discussions both with UN partners and donors. Efforts on both sides are made, for instance in the context of the Grand Bargain.
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 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	E	Enhanced transparency and accountability	Accepted	Implemented		This is already a practice for the ILO in working with its donors. The donors have been mostly open to move towards more standardized formats and cycles of reporting.

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		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 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

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								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 the United Nations system	4	The executive heads of the United Nations system organizations that have not yet done so should regularly update guidance on donor 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.	E	Enhanced transparency and accountability	Accepted	Implemented		Donor reporting templates have been updated and incorporate clear instructions and guidance. The repository for Donor Reporting is fully operational with associated learning and training materials.
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). Where reduced provisions for overheads are requested, these must go hand in hand

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								with a reduction in reporting requirements.
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 harmonisation	Under consideration			The ILO already uses its own standard template for narrative and financial reporting, which is widely accepted by most of its donors. However, it has no objection to explore the development and adoption of a common report template as recommended by the JIU, if such initiative is agreed to UN system-wide. The common report template would need to cater for agency- and donor-specific requirements.
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 reports provide the required levels of assurance that would help minimize reporting to individual donors on the use of their earmarked contributions.	L	Enhanced transparency and accountability	Accepted	Implemented		ILO resources for oversight purposes, including for the Office of the Internal Audit and Oversight and the Evaluation Office, have been increased in recent biennia, in the context of the Governing Body's decisions on the biennial Programme and Budget. To date, the ILO considers that these offices are adequately resourced to discharge their functions effectively.

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								Notwithstanding the importance of oversight reports also in the ILO's engagement with its donors, the ILO notes that general ILO-wide evaluation and audit reports, by their nature, are not always geared towards providing the granularity that progress reports can provide to address the specific requirements of donors.
JIU/REP/2017/8: The United Nations system – Private sector partnership arrangements in the context of the 2030 Agenda for Sustainable Development	3	brokering partnerships and providing advice: 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 harmonisation / Management improvement through enhanced effectiveness	Under consideration			The recommended initiative would help the private sector navigate through the different parts of the UN system to identify the partner for most impact, provided that there is a genuine engagement ("comprehensive, objective, impartial and inclusive") with all the agencies on opportunities for partnerships. Since the specific needs and objectives of the United Nations system organizations with respect to private sector engagement will necessarily vary depending on their missions and mandates, any system-wide package of information

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								would need to be relatively general and flexible (e.g. which agencies work on which SDG targets and are thus potential partners on those targets) to be able to reflect these differences, also taking into account that opportunities for engagement and/or partnership are constantly changing. It may be more efficient and inclusive to build on the existing proposals/opportunities for partnerships with the private sectors, as available on websites etc. in each of the UN system organizations. For ILO such website would be https://www.ilo.org/pardev/lang--en/index.htm To be further considered following the report of the High Level Evaluation of Public-Private partnerships (PPPs), submitted to the Governing Body session in October/November 2019.
JIU/REP/2017/8: The United Nations system – Private sector partnership	5	enhanced role for the Private Sector Focal Points Network: The heads of United Nations organizations should enhance the	E	Enhanced coordination and cooperation	Under consideration			The ILO appreciates the role of the Private Sector Focal Points Network to enhance communication, strengthen

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arrangements in the context of the 2030 Agenda for Sustainable Development		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.		between participating organizations / Management improvement through enhanced effectiveness				learning, advance coordination, and to improve collaboration among UN staff working with the private sector. The reference 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 context of the 2030 Agenda for Sustainable Development	6	a system-wide database: All heads of the United Nations system organizations, assisted by the United Nations Global Compact, should jointly create a common database on 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.	E	Enhanced transparency and accountability / Management improvement through dissemination of best practices	Under consideration			The feasibility and cost implications of this recommendation are questionable. The kind of information relevant for business varies, according to the missions and mandates of the UN system organizations, and updating such information would be a considerable task. A better approach may be for each agency to maintain information as per its own needs and to share this with other UN agencies upon request, with a common overview of 'who partners with whom' to guide the

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								process. An open question is also if developing such systems should be the role of the Global Compact Officer or rather the UN Partnership Office.
JIU/REP/2017/8: The United Nations system – Private sector partnership arrangements in the context of the 2030 Agenda for Sustainable Development	7	common standard procedures and safeguards for due diligence: 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 partnerships with the private sector.	E	Management improvement through dissemination of best practices / Strengthened coherence and harmonisation	Under consideration			There are obvious benefits for UN system organisations to gain from due diligence assessments done by others. Since the specific needs and objectives of the United Nations system organizations with respect to private sector engagement will necessarily vary depending on their missions and mandates, the common approach to due diligence which has been under development acknowledges the needs of each single agency. For the ILO, building on the Common Approach, the PPP procedures reflect the fact that it is a tripartite organization so a partnership with the private sector needs to have tripartite support. To be further considered following the report of the High-Level Evaluation on

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								PPPs, submitted to the Governing Body session in October/November 2019.
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 harmonisation	Under consideration			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 staff members and other types of personnel joining an organization, whether in a short- or long-term capacity. The form should be developed	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 short of addressing conflict of interests adequately, given that the situations of

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		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.						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	Management improvement through enhanced effectiveness	Not accepted			The recommendation suggests that governing bodies are dissatisfied with the current arrangements, or that those arrangements are ineffective. There is no evidence to suggest either case in the ILO. In the ILO, both ethics and financial disclosures are reviewed by specialist bodies such as the External Auditor and the Independent Oversight Advisory Committee, and neither of them has addressed the need to review the current procedure. The ILO accordingly sees no immediate need to prepare a detailed report as recommended by the JIU. In any event, the recommended action can be taken by the Director-

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								General without a formal request from the Governing Body, as and when appropriate.
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.
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	E	Management improvement through enhanced controls and compliance	Accepted	In progress		A number of trainings for ILO staff incorporates ethics modules or related elements, including in the Internal Governance eLearning Programme, which all ILO officials are required to complete. The Office's e-learning and

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		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.						performance management platform "ILO People" also includes an ILO Ethics e-learning module. The "ILO People" allows staff to select suitable online learning modules from a long list of available courses and trainings, and to add those trainings to their profile as a development objective, thus allowing for the completion to be tracked in the context of the official's performance appraisal.
JIU/REP/2017/9: Review of mechanisms and policies addressing conflict of interest in the United Nations system	6	The governing bodies of the United Nations system organizations should, in exercising their oversight role on the accountability framework of their respective organizations, regularly monitor conflict of interest issues, including updates to relevant policies, administrative instruments and mechanisms.	L	Management improvement through enhanced controls and compliance	Not accepted			Monitoring of conflict of interest issues concerning staff is the responsibility of the Director-General, with the support of relevant 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.

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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 account the benchmarking framework for good practices in internship programmes.	E	Strengthened coherence and harmonization	Accepted	Implemented	Yes	ILO is referred to as an example of best practices, and considered by the JIU as an inspiration for the benchmarking framework for 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	Management improvement through dissemination of best practices	Accepted	Implemented	Yes	Ditto.
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 related costs (direct	E	Enhanced transparency and accountability	Accepted	Implemented	Yes	ILO regularly records these data, except on diploma as the information is not fully relevant to understand the interns' background.

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		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	Under consideration			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 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	E	Enhanced coordination and cooperation between participating organizations	Accepted	Implemented		ILO promotes the internship roster though the diplomatic missions in Geneva and the network of academic institutions/universities. ILO makes a specific focus on identifying candidates with

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		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.						non- and under-represented nationalities.
JIU/REP/2018/4: Review of whistle-blower policies and practices in United Nations system organizations	1	Legislative bodies should adopt measures by 2020 to ensure that all policies related 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.	L	Enhanced transparency and accountability	Accepted	Implemented		ILO's Office of Internal Audit and Oversight have standard operating procedures which already provide that allegations of fraud/misconduct concerning the Director-General shall be reported to the Chair of the Governing Body either directly or via the Treasurer and Financial Comptroller, Chief Internal Auditor, or the Chair of the Independent Oversight Advisory Committee.
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	E	Enhanced transparency and accountability	Under consideration			In the ILO, in cases where the Ethics Officer concludes, following the preliminary review of a complaint of retaliation, that there is no *prima facie* case of retaliation, the complainant can raise the alleged

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		this deficiency for his or her timely consideration, and to outline any agreed-upon mechanisms and processes in updates to protection against retaliation policies.						retaliatory act though the internal justice system.
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	Management improvement through enhanced effectiveness	Accepted	In progress		The ILO is currently updating its whistle-blower protection policy, taking the JIU's views on good practices into consideration.
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 JIU/REP/2016/8), and that these functions report periodically to the legislative body.	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.
JIU/REP/2018/4: Review of whistle-blower policies and practices in United	5	By the end of 2019, executive heads of United Nations system organizations should develop	E	Other	Accepted	In progress		Reporting misconduct/ wrongdoing is clearly explained in internal ILO policy documents which are

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Nations system organizations		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.						available in the working languages of the Organization. The updated ILO whistle-blower protection policy will further clarify and communicate comprehensively reporting channels. The Office of Internal Audit and Oversight accepts reports from all mediums and sources, without restriction and also has a generic email account for reporting.
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 identifying available support mechanisms and resources.	E	Management improvement through enhanced effectiveness	Accepted	In progress		Proactive protection from retaliation of those who report misconduct will be addressed in the updated whistle-blower protection policy. While standard operating procedures can improve protection from retaliation, resource allocations are made through distinct mechanisms.
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	E	Management improvement through enhanced effectiveness	Accepted	In progress		The Ethics function is responsible for receiving and examining complaints of retaliation and, as appropriate, can make recommendations for

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		for investigation, support services and communication.						protection. The on-going updating of the ILO whistler-blower protection procedure will also address this matter. Furthermore, appropriate tools and measures will be identified in the policy updating process, in light of the specific organizational context.
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	Management improvement through enhanced effectiveness	Accepted	Implemented		The ILO Office of Internal Audit and Oversight already accepts anonymous complaints.
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		The ILO already periodically releases such information to staff, though not annually.

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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	Management improvement through enhanced effectiveness	Accepted	In progress		Once adopted, the new whistle-blower protection policy will highlight 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. However, a requirement to ensure that all supervisors and managers complete specific training may be impractical.
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		The ILO conducts ethics surveys regularly, though the intervals may be longer than 2 years.
JIU/REP/2018/5: Opportunities to improve efficiency and effectiveness in administrative support services by	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	E	Enhanced transparency and accountability	Under consideration			The first challenge will be to find UN system-wide agreement on what constitutes administrative support services, oversight, management and

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enhancing inter-agency cooperation		2020, enhance existing systems or implement new ones to accurately identify resources devoted to administrative support services, irrespective of funding source or cost classification, and set out how efficiency should be defined and assessed.						governance. These questions will not be resolved in a single meeting as the views of Heads of agencies and in some cases even Governing Bodies will be diverse. A single measure of efficiency would be inappropriate. Different business models and mandates could give rise to different benchmarks. A large procurement mandate could be different to a standard setting mandate. Field operations would also have different requirements. It could be better to focus on individual or groups of agencies having benchmarks and endeavouring to improve upon their own measures. 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	2	The legislative bodies should request executive heads to develop performance indicators and targets to drive improvements in administrative	L	Enhanced transparency and accountability	Accepted	Implemented	Yes	The ILO has indicators resulting from the biennial Programme and Budget process, and the Business Process Review currently

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support services by enhancing inter-agency cooperation		support service delivery, and to post performance publicly.						underway is identifying and proposing other measures at the functional level. The ILO will continue to report as part of its publicly available Programme Implementation Report issued on biennial basis.
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 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.	E	Management improvement through enhanced effectiveness / Management improvement through enhanced efficiency	Under consideration			This is being implemented with respect to common premises and remains under consideration for long-term agreements and service contracts. 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. |
| JIU/REP/2018/5: Opportunities to improve efficiency and effectiveness in administrative support services by | 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 | E | Enhanced transparency and accountability / Enhanced coordination | Accepted | In progress | | The ILO was one of the original signatories of the Mutual Recognition Agreement. |

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enhancing inter-agency cooperation		apply mutual recognition as a vehicle for capacity consolidation, so as to reduce redundancy and rationalize physical presence.		and cooperation between participating organizations / Management improvement through enhanced efficiency				This type of recommendation that entails UN system-wide coordination and common 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	Management improvement through enhanced effectiveness	Accepted	In progress		Initial work is being undertaken, in the context of implementing the United Nations Disability Inclusion Strategy (UNDIS) in the ILO, among other participating agencies in the UN system. The UNDIS includes a performance indicator on accessibility to conferences and events.
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	Management improvement through enhanced controls and compliance	Under consideration			Feasibility of this recommendation needs be further considered, including in the context of implementing the UNDIS in the ILO.

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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 responsibilities as regards enhancing the accessibility of conferences and meetings for persons with disabilities.	E	Enhanced coordination and cooperation between participating organizations	Accepted	Not started		This is to be implemented, in in line with a performance indicator on institutional setup as defined in the UNDIS, and pending implementation of Recommendation 1 above.
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	Not started		This is to be implemented, in line with a performance indicator on accessibility to conferences and events as defined in the UNDIS, and pending implementation of Recommendation 1 above.
JIU/REP/2018/6: Enhancing accessibility for persons with disabilities to conferences and meetings of the United Nations system	5	The executive heads of United Nations system organizations should make it mandatory for organizers of meetings and conferences to ensure, by December 2021, that: (a) The participation of persons with disabilities is fully supported by registration processes that are accessible for persons with diverse disabilities;	E	Enhanced transparency and accountability	Accepted	Not started		This is to be implemented, in line with a performance indicator on accessibility to conferences and events as defined in the UNDIS, and pending implementation of Recommendation 1 above.

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		(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.						
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	Management improvement through dissemination of 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, including in the context of implementing the UNDIS in the ILO.
JIU/REP/2018/6: Enhancing accessibility for persons with disabilities to conferences and meetings of the	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	E	Management improvement through enhanced controls and compliance / Other	Under consideration			Feasibility of this recommendation needs be further considered, including in the context of implementing the UNDIS in the ILO.

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United Nations system		facilities and services for conferences and meetings, and to ensure that 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	Management improvement through enhanced controls and compliance / Other	Accepted	Not started		This is to be implemented, in line with a performance indicator on procurement as defined in the UNDIS, and pending implementation of Recommendation 1 above.
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	E	Management improvement through dissemination of best practices / Other	Under consideration			While noting that this type of recommendation that entails UN system-wide coordination and common action, is not attributable to the ILO alone, the ILO will continue to take a leading role among the concerned UN agencies, particularly in the inter-agency support group for the Convention on the Rights of Persons with Disabilities, and will be part of the initiative to take action as recommended by the

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		procurement, legal, ICT, medical, public information and safety and security services.						JIU, if it is agreed to UN system-wide.
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	Under consideration			This is to be considered, pending implementation of Recommendation 1, particularly in defining ways to monitor and follow up on the implementation of UNDIS in the ILO.