

Program and Budget Committee

Thirty-Eighth Session
Geneva, May 19 to 23, 2025

PROGRESS REPORT ON THE IMPLEMENTATION OF THE JOINT INSPECTION UNIT'S (JIU) RECOMMENDATIONS

prepared by the Secretariat

I. Overview

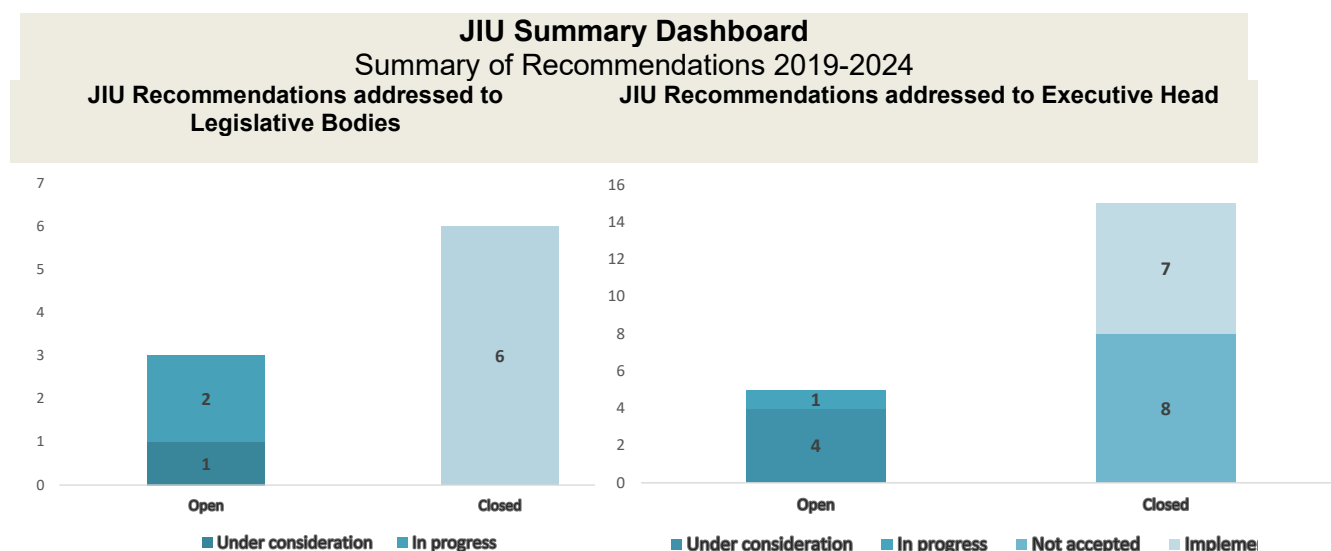
1. This document provides the status of the implementation of recommendations addressed to the Legislative Bodies and Executive Head, respectively, of the World Intellectual Property Organization (WIPO), resulting from the reviews of the Joint Inspection Unit (JIU) from January 1, 2019, to February 28, 2025. All recommendations prior to January 1, 2019, have been closed.
2. Annex I contains nine recommendations addressed to the Legislative Bodies of United Nations system organizations that have been marked for action by WIPO; of these nine recommendations three are new.
3. Annex II contains 20 recommendations (out of which nine are new) addressed to the Executive Head of WIPO that have been marked for action by the WIPO Secretariat.
4. The status of acceptance and implementation of the aforementioned recommendations in Annexes I and II reflects the Secretariat's proposals and assessments for consideration by Member States.
5. Annex III contains six recommendations addressed to the Executive Head of WIPO issued from a Note that are all "under consideration". In accordance with the requirements of the JIU Statute related to issuing of Notes for review, the Secretariat provides an update to the Member States.

6. Annex IV lists the JIU reports relevant to WIPO as at February 28, 2025, for which recommendations are still under consideration or in the process of being implemented. Links to the relevant JIU reports are also included in Annexes I to III.

II. Implementation Progress

7. Since the last report submitted to Member States (WO/PBC/37/6 Rev.), four new Reviews relevant to WIPO have been issued. These are detailed in Annex I, Section A and in Annex II, Sections A and B.

8. The Secretariat continues its work to facilitate and coordinate responses to the JIU's questionnaires, surveys and interviews in relation to ongoing and new Reviews in a timely manner. As at February 28, 2025, subject to the endorsement of Member States in respect of recommendations contained in the present report, there are three recommendations addressed to WIPO's Legislative Bodies and five recommendations addressed to the Executive Head, which remain outstanding. All other recommendations have been closed (implemented, considered not relevant to WIPO, or not accepted) (see JIU Summary Dashboard below).



9. The recommendations contained in the reports listed in Table 1 below have not been included in the annexes because the reviews are either ongoing, or the reports were published after February 28, 2025.

Table 1: JIU Reviews relevant to WIPO in 2025

Reference	Report Title	Program of Work Year
A474	Review of the single-audit principle and the impact of additional oversight requirements by donors	2024
A476	Review of policies and practices to prevent and respond to sexual exploitation and abuse in United Nations system organizations	2024
A479	Review of the policies and practices for determining the rates of programme support costs in organizations of the United Nations system	2025
A480	Review of the strategic planning function in United Nations system organizations	2025
A481	Review of recruitment policies and practices in United Nations system organizations	2025
A483	Review of travel arrangements in United Nations system organizations	2025
A484	Review of data governance frameworks in United Nations system organizations	2025
A485	Review of the decentralized evaluation function in United Nations system organizations	2025

III. Decision

10. The following decision paragraph is proposed.

11. The Program and Budget Committee (PBC):

(i) took note of the present report (document WO/PBC/38/2 Rev.);

(ii) welcomed and endorsed the Secretariat's assessment of the status of the implementation of recommendations under:

- *JIU/REP/2024/3 (Recommendations 1, 2 and 3);*
- *JIU/REP/2024/2 (Recommendations 2, 3, 5 and 6);*
- *JIU/REP/2023/9 (Recommendations 2 and 5);*
- *JIU/REP/2023/8 (Recommendations (2 and 7);*
- *JIU/REP/2023/6 (Recommendations 2 and 4);*
- *JIU/REP/2023/4 (Recommendations 2, 3, 9 and 10);*
- *JIU/REP/2023/3 (Recommendations 3, 4 and 5);*
- *JIU/REP/2020/7 (Recommendation 6); as set out in the present report; and*





(iii) called on the Secretariat to propose assessments for the remaining open recommendations made by the Joint Inspection Unit (JIU) for Member States' consideration.





[Annexes follow]

JIU RECOMMENDATIONS ADDRESSED TO THE LEGISLATIVE BODIES OF JIU PARTICIPATING ORGANIZATIONS – STATUS AS AT FEBRUARY 28, 2025

A. RECOMMENDATIONS FROM JIU REVIEWS CONDUCTED IN 2024



This report was issued by the JIU on January 6, 2025. All recommendations are therefore new within the context of this report.

JIU/REP/2024/3	
	
Budgeting in organizations of the United Nations system	Part I  Part II 
Recommendation # 2:	
<p>The legislative organs and governing bodies of the JIU participating organizations should request the executive heads of the respective organizations, in their capacity as members of CEB, to update, by the end of 2027, the Standard classification of objects of expenditure and make it publicly available, inter alia, for use as a reference document in budgeting.</p>	
<p>Acceptance: Accepted Implementation: Implemented  Responsible Officer: Assistant Controller (AC) & Director (D)/Planning, Budget and Risk Management (PBRM) Management / Focal Point Assessment:</p>	
<p>The definition of the cost categories used at WIPO are referenced in Appendix B of the Organization's PoW&B.</p>	

JIU/REP/2024/3	
	
Budgeting in organizations of the United Nations system	Part I  Part II 
Recommendation # 3:	
<p>The legislative organs and governing bodies of the JIU participating organizations should request the executive heads of the respective organizations to refrain from reducing the level of detail currently provided in the context of their budget consideration, starting with the next budget cycle, so as to ensure a meaningful decision-making process.</p>	
<p>Acceptance: Accepted Implementation: Implemented  Responsible Officer: AC & D/PBRM Management / Focal Point Assessment:</p>	
<p>WIPO has maintained the same level of detail in its PoW&B presentation over several biennia. The same level of detail will be maintained in the proposed PoW&B for the biennium 2026/27.</p>	

This report was issued by the JIU on November 18, 2024. All recommendations are therefore new within the context of this report.


JIU/REP/2024/2



Review of consideration of and action taken on the reports and recommendations of the Joint Inspection Unit by United Nations system organizations

Recommendation # 2:


The legislative organs and governing bodies of United Nations system organizations should, by the end of 2025, re-examine their processes for the consideration of JIU reports and recommendations, including their decision-making thereon and the monitoring of the implementation of JIU recommendations from previous years, by taking into account the good practice examples identified in the present report, as appropriate.

Acceptance: Accepted
Implementation: Implemented 
Responsible Officer: AC & D/PBRM
Management / Focal Point Assessment:

This is already in place.

B. RECOMENDATIONS FROM JIU REVIEWS CONDUCTED IN 2023


JIU/REP/2023/6



Flexible working arrangements in United Nations system organizations

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.

Acceptance: Accepted
Implementation: Implemented 
Responsible Officer: Director (D)/Human Resources Management Department (HRMD)
Management / Focal Point Assessment:

Previously "under consideration"

The Annual Report on Human Resources provides WIPO's legislative and governing bodies with information on HR matters at the strategic level, including on flexible working arrangements and teleworking policies.

JIU/REP/2023/4



Review of mental health and well-being policies and practices in United Nations system organizations

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.

Acceptance: Accepted

Implementation: Implemented

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

Previously "under consideration"

The WIPO Secretariat presents a strategic overview of human resources to the Legislative and Governing Bodies through its Annual Human Resources Report. The report takes a comprehensive approach, providing strategic information for Member States' consideration. Information that is deemed relevant and requested by Member States will be included under the Occupational Safety and Health framework.

JIU/REP/2023/3



Review of accountability frameworks in the United Nations system organizations

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.

Acceptance: Accepted

Implementation: In progress

Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

No change from previous status

An assessment of WIPO's Accountability Framework, against the updated JIU reference accountability framework, is planned for 2025. The WIPO Accountability Framework will be updated based on the findings of the review.

JIU/REP/2023/3



Review of accountability frameworks in the United Nations system organizations

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.

No change from previous status
Assessment has been updated

Acceptance: Under consideration 

Implementation:

Responsible Officer: Director (D)/Internal Oversight Division (IOD)

Management / Focal Point Assessment:

From January 1, 2024, IOD performs testing of the design, implementation and operating effectiveness of the key controls of the Organization, which are derived from the key provisions of the Financial Regulations and Rules and the Staff Regulations and Rules. With effect from the year ending December 31, 2025, IOD will issue a formal independent opinion on the Statement on Internal Control. In addition to the above, IOD will continue with its risk based annual oversight plan and its execution, while closely collaborating, as appropriate, with other assurance providers like the Organization's External Auditors, in their respective coverage of the accountability framework.

JIU/REP/2023/2




Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations

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.

Acceptance: Accepted

Implementation: In progress 

Responsible Officer: Legal Counsel

Management / Focal Point Assessment:

Previously "not started"

Indicated as "In progress" as the "Annual Report of the Director General on the Administration of Justice" and the "Annual Report of the WIPO Appeal Board" for the year 2024 are forthcoming. Underlying dataset is now complete allowing for the preparation of the aforementioned reports.

C. RECOMMENDATIONS FROM JIU REVIEWS CONDUCTED IN 2020

JIU/REP/2020/7

Blockchain applications in the United Nations system: towards a state of readiness

Recommendation # 6:

The governing bodies of the United Nations system organizations should encourage Member States to engage with the United Nations Commission on International Trade Law in its exploratory and preparatory work on legal issues that relate to blockchain in the broader context of the digital economy and digital trade, including on dispute resolution, which is aimed at reducing legal insecurity in that field.

Previously "in progress"

Acceptance: Accepted

Implementation: Implemented

Responsible Officer: Chief Information Officer (CIO)

Management / Focal Point Assessment:

Relevant items were discussed in the Committee for WIPO Standards (CWS/12, 16-19 September 2024) based on document CWS/12/27 titled "Recommendations on Blockchain Applications in the United Nations System by the Joint Inspection Unit" (see https://www.wipo.int/edocs/mdocs/cws/en/cws_12/cws_12_27.pdf). During the session, "the CWS encouraged IPOs to implement Recommendation 6 of the Joint Inspection Unit's Recommendations on Blockchain Application in the United Nations system" therefore, this recommendation is considered as implemented (see more information on CWS Summary by Chair https://www.wipo.int/edocs/mdocs/cws/en/cws_12/cws_12_28.pdf).



[Annex II follows]

JIU RECOMMENDATIONS ADDRESSED TO THE EXECUTIVE HEADS OF JIU PARTICIPATING ORGANIZATIONS – STATUS AS AT FEBRUARY 28, 2025

A. RECOMMENDATIONS FROM JIU REVIEWS CONDUCTED IN 2024

This report was issued by the JIU on February 7, 2025. All recommendations are therefore new within the context of this report.


JIU/REP/2024/4



Review of the implementation of the principle of mutual recognition within the United Nations system

Recommendation # 1:

The executive heads of United Nations system organizations who have not yet signed the Mutual Recognition Statement should do so by the end of 2026 in order to enhance operational efficiency and foster collaboration within the United Nations system.



Acceptance: Under consideration 

Implementation:

Responsible Officer: Assistant Director General (ADG)/Administration, Finance and Management Sector (AFMS)

Management / Focal Point Assessment:


JIU/REP/2024/4



Review of the implementation of the principle of mutual recognition within the United Nations system

Recommendation # 2:

The executive heads of United Nations system organizations, through the United Nations System Chief Executives Board for Coordination, should, by the end of 2025, task the Community of Practice on Mutual Recognition and the network of mutual recognition champions with coordinating system-wide efforts to operationalize mutual recognition and developing comprehensive operational guidelines to guide the signatory organizations in the operationalization of the principle. The guidelines should be aimed at increasing the operationalization of mutual recognition in relation to the organizations' current baseline activities.

Acceptance: Under consideration 

Implementation:

Responsible Officer: ADG/AFMS

Management / Focal Point Assessment:

JIU/REP/2024/4



Review of the implementation of the principle of mutual recognition within the United Nations system

Recommendation # 3:

The executive heads of United Nations system organizations should, by the end of 2029, take every opportunity to revise existing policies and regulations and explicitly embed the principle of mutual recognition into their regulatory frameworks in order to reinforce its importance for aligning inter-agency gaps and facilitate its wider implementation across the United Nations system.

Acceptance: Under consideration

Implementation:

Responsible Officer: ADG/AFMS

Management / Focal Point Assessment:

This report was issued by the JIU on January 6, 2025. All recommendations are therefore new within the context of this report.

JIU/REP/2024/3



Budgeting in organizations of the -United Nations system

Part I



Part II



Recommendation # 1:

The executive heads of the JIU participating organizations, in their capacity as members of CEB, should, by the end of 2027, update the Glossary of financial and budgetary terms and make it publicly available, inter alia, for use as a reference document in budgeting.

Acceptance: Not relevant (not within the sole remit of WIPO)

Implementation:



Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

This recommendation will be addressed through the CEB interagency coordination mechanisms.

This report was issued by the JIU on November 18, 2024. All recommendations are therefore new within the context of this report.


JIU/REP/2024/2



Review of consideration of and action taken on the reports and recommendations of the Joint Inspection Unit by United Nations system organizations

Recommendation # 3:

The executive heads of United Nations system organizations should take individual or collective action, in consultation with the executive heads of other CEB member organizations, preferably within the framework of the CEB inter-agency coordination mechanisms, to revise the current CEB terminology relating to JIU recommendations by the end of 2025, with the aim of making it compatible with the criteria used by JIU so that factually correct information on the acceptance of JIU recommendations, based on the comments of CEB entities, is provided in the Secretary-General's notes on JIU reports.

Acceptance: Not relevant  (not within the sole remit of WIPO)



Implementation:

Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

This recommendation will be addressed through the CEB interagency coordination mechanisms.

JIU/REP/2024/2




Review of consideration of and action taken on the reports and recommendations of the Joint Inspection Unit by United Nations system organizations

Recommendation # 5:

The executive heads of United Nations system organizations who have not yet done so should, with immediate effect and on a continuing basis, provide detailed comments and appropriate information, as well as supporting evidence on the implementation of accepted recommendations in the JIU web-based tracking system so as to allow the monitoring of their full implementation.

Acceptance: Accepted

Implementation: Implemented 

Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

This is already in place.

JIU/REP/2024/2



Review of consideration of and action taken on the reports and recommendations of the Joint Inspection Unit by United Nations system organizations

Recommendation # 6:

The executive heads of United Nations system organizations should, with immediate effect and on a continuing basis, ensure that detailed information and justification are provided in the JIU web-based tracking system for all JIU recommendations that are marked as “not accepted” or “not relevant”, and include this information in their periodic reporting to their legislative organs and governing bodies.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

This is already in place.

B. RECOMMENDATIONS FROM JIU REVIEWS CONDUCTED IN 2023

This report was issued by the JIU on July 17, 2024. All recommendations are therefore new within the context of this report.

JIU/REP/2023/9



Review of the quality, effectiveness, efficiency and sustainability of health insurance schemes in the United Nations system organizations

Recommendation # 2:

The executive heads of United Nations system organizations who have not yet done so should, by the end of 2026, explore discontinuing the practice of subsidizing premiums for secondary dependent family members, non-dependent family members and unrelated household members, and the practice of mutualizing their risks with those of primary members.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

WIPO has conducted a thorough analysis of how this recommendation affects its workforce, the structure and sustainability of its medical insurance plan, and practices in other UN System Organizations. Based on the analysis and with respect to secondary dependents, WIPO has made the necessary revisions whereby staff members would bear the entire cost of the premium for secondary dependents enrolled in the medical insurance plan as from 1 March 2025.

JIU/REP/2023/9



Review of the quality, effectiveness, efficiency and sustainability of health insurance schemes in the United Nations system organizations

Recommendation # 5:

By the end of 2026, the executive heads of United Nations system organizations who have not yet done so should ensure that the highest level of protection is given to all beneficiaries' health insurance-related data, including medical reports, prescriptions, tests and reimbursed amounts, and that the disclosure, transmission, processing and storage of health insurance-related personal data be subject to the written consent of the person concerned and any possible exception be unequivocally spelled out in relevant policies.

Acceptance: Accepted

Implementation: Implemented

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

WIPO supports this recommendation. As per the contract with our Insurance Provider, WIPO, for instance, does not have any access to such information.

JIU/REP/2023/8



Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations

Recommendation # 1:

The executive heads of the United Nations system organizations who have not already done so should adopt, by the end of 2025, the term "affiliate personnel" as the common system-wide nomenclature for referring to all categories of contract holders who are not considered staff, and include the term in their relevant policy documents by the end of 2027.

Acceptance: Under consideration

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

*No change from previous status
Assessment has been updated*

WIPO considers the objective of a single denomination across the UN system as too prescriptive, as it covers different contractual modalities with different risks, different constraints, and different types of contractual relationships, whether direct or indirect. The manner of use of non-staff across the UN differs, sometimes quite significantly from one organization to another, and a single term would lead to a blurring of a vast array of contractual modalities used by the various organizations.


JIU/REP/2023/8



Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations

Recommendation # 2:

The executive heads of the United Nations system organizations should, by the end of 2025, adopt the following as a common system-wide definition of all categories of contract holders who are not considered staff: "Any individual engaged by a United Nations system organization to perform work or services for a limited period of time or for a period of time tied to a specific project, and whose contractual relationship is not governed by a letter of appointment subject to the staff regulations and rules of the respective organization."

Acceptance: Not relevant  (not within the sole remit of WIPO)

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

Previously "under consideration"

WIPO considers the objective of a single denomination across the UN system as too prescriptive, as it covers different contractual modalities with different risks, different constraints, and different types of contractual relationships, whether direct or indirect. The manner of use of non-staff across the UN differs, sometimes quite significantly from one organization to another, and a single term would lead to a blurring of a vast array of contractual modalities used by the various organizations.

JIU/REP/2023/8



Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations

Recommendation # 7:

Taking into consideration the various organizational mandates and the diversity of non-staff contracts, as well as the diverse operational environments, the executive heads of the United Nations system organizations, in their capacity as members of the United Nations System Chief Executives Board for Coordination (CEB), should request the Human Resources Network of the High-level Committee on Management to review and set minimum standards and principles for non-staff contractual modalities commonly used by the United Nations system organizations, with a view to enhancing system-wide coherence and harmonization by the end of 2028.

Acceptance: Not relevant  (not within the sole remit of WIPO)

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

Previously "under consideration"

At the next session of the Human Resources Network of the High-Level Committee on Management, WIPO will request this topic to be added to the agenda of a future session of the HR Network. This recommendation will be addressed through interagency mechanisms.

JIU/REP/2023/6



Flexible working arrangements in United Nations system organizations

Recommendation # 2:

The executive heads of the United Nations system organizations should develop, by the end of 2026, methods to measure the impact of the assumed benefits and the unintended consequences of flexible working arrangements, including the effects of prolonged teleworking modalities, to ensure that the arrangements in place are in the best interests of the personnel and the organization.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

Previously "under consideration"

WIPO tracks how the Flexible Work Arrangements (FWA) framework is being used across the organization to ensure it meets its intended purpose. Based on the lessons learned from its impact on business needs and the workforce, WIPO revised the FWA rules in 2024. Further revisions will be made as needed, based on changing circumstances and insights from data.

JIU/REP/2023/4



Review of mental health and well-being policies and practices in United Nations system organizations

Recommendation # 2:

Executive heads of United Nations system organizations, who have not already done so, should define an evidence-based and data-driven organizational approach to the mental health and well-being of their personnel and design, by the end of 2025, a workplace action plan and reflect its principles in their enterprise risk management process, their occupational health and safety framework and their human resources strategies.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

Previously "under consideration"

WIPO is already monitoring sick leave trends, the number of disability cases for mental health reasons, and overall staff well-being through staff engagement surveys. In a meeting between the JIU and WIPO on October 28, 2024, the JIU confirmed that this approach satisfies the JIU's definition of being an evidence-based and data-driven organizational approach.

Regarding the workplace action plan, WIPO has integrated its Mental Health and Well-Being (MHWB) pillar under the Occupational Health and Safety (OHS) framework which is being implemented. The broader OHS risks identified by the WIPO OHS Advisory Board and Implementation Committee will serve as a basis for WIPO to identify and prioritize relevant risks and mitigation plans, which may include those that are related to MHWB. Finally, the WIPO HR Strategy identifies organizational culture as one of the key priorities and sets a core mandate for WIPO's Human Resources Management Department (HRMD) to champion human-centric work-life policies and staff well-being. Accordingly, we consider that this recommendation is implemented at WIPO.

JIU/REP/2023/4

Review of mental health and well-being policies and practices in United Nations system organizations



Recommendation # 9:

Executive heads of United Nations system organizations should ensure that their workplace action plans on the mental health and well-being of their personnel, to be designed by the end of 2025, identify barriers to accessing psychosocial support services, including prioritizing stigma reduction through mental health literacy initiatives, outreach and health-promotion measures.

Acceptance: Not accepted 

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

Previously "under consideration"

Please refer to assessment under Recommendation 2 above.

WIPO considers that its approach already addresses the principles of this recommendation in a broader and more comprehensive sense, therefore, does not accept the prescriptive definition that calls for singling out MHWB from a broader OHS context.

JIU/REP/2023/4


Review of mental health and well-being policies and practices in United Nations system organizations



Recommendation # 10:

To maximize return on investment, executive heads of United Nations system organizations should, by 2026, ensure that well-being programmes and activities are embedded in and complement the evidence-based and data-driven approach of the organization to mental health and well-being and are routinely monitored and assessed.

Acceptance: Accepted

Implementation: Implemented 

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

Previously "under consideration"

Please see assessment under Recommendation 2 above.

WIPO is already routinely monitoring and assessing various data metrics related to health, as well as staff well-being through staff engagement surveys.

In the broader context of OHS, the Return on Investment (ROI) of well-being programs and activities, where applicable, will be assessed through the management of relevant OHS risks and priorities as defined by the WIPO OHS Advisory Board and Implementation Committee.

JIU/REP/2023/3



Review of accountability frameworks in the United Nations system organizations

Recommendation # 3:

The executive heads of the United Nations system organizations should, starting from 2025, present to their legislative organs and/or governing bodies a regular report on the implementation of the accountability framework and on the costs of its key components.

Acceptance: Not accepted

Previously "under consideration"

Implementation:

Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

With the current ERP system, the costing of the key components of WIPO's accountability framework would be a manual and effort intensive exercise, and the estimated costs would therefore, at best, be guestimates. The estimates would therefore not easily be comparable to those of other organizations.

JIU/REP/2023/3



Review of accountability frameworks in the United Nations system organizations

Recommendation # 4:

The executive heads of the United Nations system organizations should prepare, by the end of 2024, through consultations held in the appropriate inter-agency mechanisms, a common United Nations system reference accountability framework maturity model, taking into consideration the updated JIU reference accountability framework.

Acceptance: Not relevant (not within the sole remit of WIPO)

Previously "under consideration"

Implementation:

Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

This recommendation will be addressed through interagency mechanisms.

JIU/REP/2023/3




Review of accountability frameworks in the United Nations system organizations

Recommendation # 5:

The executive heads of the United Nations system organizations should prepare, by the end of 2025, an assessment of the maturity of their own accountability frameworks against the common United Nations system reference accountability framework maturity model and share the results with their respective legislative organs and/or governing bodies for information.

Previously "under consideration"

Acceptance: Not relevant  (not within the sole remit of WIPO)

Implementation:

Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

Please refer to Recommendation 4 above.

This recommendation will be addressed through interagency mechanisms.

C. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2019

JIU/REP/2019/5




Managing cloud computing services in the United Nations system

Recommendation # 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.

Acceptance: Accepted

Implementation: In progress 

Responsible Officer: CIO

Management / Focal Point Assessment:

*No change from previous status
Assessment has been updated"*

The Digital and Technology Network (DTN) Cloud Community of Practice is working on the Exit Strategy While the discussion is advancing, an actionable set of recommendations is still in its infancy and therefore could not be presented to the DTN. WIPO confirms it will conduct feasibility tests in Q1 2025.

[Annex III follows]

**JIU RECOMMENDATIONS ADDRESSED TO THE EXECUTIVE HEADS OF JIU
PARTICIPATING ORGANIZATIONS – STATUS AS AT FEBRUARY 28, 2025 (issued as a
Note)**

D. RECOMMENDATIONS FROM JIU REVIEWS CONDUCTED IN 2022

This note was issued by the JIU on March 24, 2023. As requested by the Members States, the Secretariat is now providing an update.

JIU/NOTE/2022/1 Rev. 1

Review of measures and mechanisms for addressing racism and racial discrimination in United Nations system organizations: managing for achieving organizational effectiveness



Recommendation # 1:

The executive heads of United Nations system organizations should collaborate, in the framework of the CEB, to establish a common set of categories for voluntary self-identification by personnel by June 2024, for the purposes of monitoring, analysing, evaluating and reporting on progress and success in achieving the goals of equality, equity, diversity and inclusion in addressing racism and racial discrimination.

Acceptance: Not relevant  (not under the sole remit of WIPO)

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

This recommendation will be addressed through the CEB interagency coordination mechanisms.

JIU/NOTE/2022/1 Rev. 1

Review of measures and mechanisms for addressing racism and racial discrimination in United Nations system organizations: managing for achieving organizational effectiveness



Recommendation # 2:

The executive heads of United Nations system organizations should direct their respective training and learning units to develop and implement a high-impact and integrated curriculum to improve awareness, learning and performance that responds to the needs of personnel of various functions, categories and levels in order to address all forms and configurations of racism and racial discrimination in the workplace.

Acceptance: Not relevant 

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

WIPO already implements different measures dealing with training related racism in the workplace. This recommendation should therefore be implemented at the UN-system wide level, which WIPO would then be happy to participate.

JIU/NOTE/2022/1 Rev. 1




Review of measures and mechanisms for addressing racism and racial discrimination in United Nations system organizations: managing for achieving organizational effectiveness

Recommendation # 3:

The executive heads of United Nations system organizations who have not done so should provide sufficient resources to support the achievement of defined results for the implementation of action plans for addressing racism and racial discrimination.

Acceptance: Accepted

Implementation: Implemented 

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

This is being addressed as part of broader training programs and other initiatives.


JIU/NOTE/2022/1 Rev. 1



Review of measures and mechanisms for addressing racism and racial discrimination in United Nations system organizations: managing for achieving organizational effectiveness

Recommendation # 4:

The executive heads of United Nations system organizations, as members of the CEB, should jointly develop and provide resources to a high-level, inter-agency standing mechanism intended to unite organizations, leverage their existing capacities and comparative added value to collaborate and work together to respond to both immediate and longer-term needs for addressing racism and racial discrimination across the United Nations system, and address the transformative changes needed to enhance the continued relevance and value of the various efforts at both the organizational and the system-wide levels.

Acceptance: Not relevant  (not under the sole remit of WIPO)

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

This recommendation will be addressed through the CEB interagency coordination mechanisms.

JIU/NOTE/2022/1 Rev. 1



Review of measures and mechanisms for addressing racism and racial discrimination in United Nations system organizations: managing for achieving organizational effectiveness

Recommendation # 5:

The executive heads of United Nations system organizations should establish, by 2024, an accountability framework that sets out the expected results, outcomes and key performance indicators for addressing racism and racial discrimination, and report periodically to their legislative organs and/or governing bodies on progress made in achieving the predefined results.

Acceptance: Not relevant 

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

Please refer to assessment under Recommendation 2 above.

JIU/NOTE/2022/1 Rev. 1



Review of measures and mechanisms for addressing racism and racial discrimination in United Nations system organizations: managing for achieving organizational effectiveness

Recommendation # 6:

The executive heads of United Nations system organizations should strengthen the equal distribution of opportunities in human resources management for all personnel.

Acceptance: Accepted

Implementation: Implemented 

Responsible Officer: D/HRMD

Management / Focal Point Assessment:


At WIPO, merit is the most important determinant of a candidate's recruitment performance. The recruitment system has been designed to mitigate the unconscious bias of recruiters, through unconscious bias primers and a diverse, balanced representation among members of selection boards. Moreover, HR recruitment data is systematically and periodically disaggregated and analyzed, in particular by region and by nationality. In addition, WIPO's biennial planning document (WIPO Program of Work and Budget) includes an indicator on geographical diversity and the strategic workforce planning exercise started in 2024 which provides valuable insights to integrate diversity considerations into recruitment planning and outreach, to build talent pipelines that support business priorities and emerging skill needs. Lastly, WIPO developed a Geographical Diversity Action Plan in 2023 to promote outreach to diverse candidates across regions and improve mainstreaming in HR processes. The Plan is being implemented and its results are presented annually to Member States.

[Annex IV follows]

LIST OF ACTIVE JIU REPORTS RELEVANT TO WIPO AS AT FEBRUARY 28, 2025¹

This annex provides links to active JIU reports relevant to WIPO. All JIU reports, notes and management letters are available through the JIU's website.



REFERENCE	TITLE AND LINK TO JIU REPORT	OUTSTANDING RECOMMENDATIONS (LB and EH) ²	CEB COMMENTS	OTHER DOCUMENTS
 JIU/REP/2024/4	Review of the implementation of the principle of mutual recognition within the United Nations system	3 EH		
JIU/REP/2023/8	Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations	1 EH	A/79/694/Add. 1	Review Highlights and Appendix
JIU/REP/2023/3	Review of accountability frameworks in the United Nations system organizations	2 LB	A/78/595/Add.1	Review Highlights
JIU/REP/2023/2	Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations	1 LB	A/79/301/Add. 1	Review Highlights
JIU/REP/2019/5	Managing cloud computing services in the United Nations system	1 EH	A/74/691/Add. 1	Review Highlights

[End of Annex IV and of document]

¹ JIU reports containing outstanding recommendations, including all those included in the present report.

² Subject to the endorsement of Member States in respect of recommendations addressed to WIPO's Legislative Bodies (LB) and to the Executive Head (EH).