

The recommendation is addressed to	Directorate in charge of implementation	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	DRH/DAJ	2018	JIU/REPORT/2018/4 Review of Whistle-Blower Policies and Practices in United Nations System Organizations	Recommendation 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.	<p><b>Follow-up of January 2023</b> DAJ, DRH are revising AI 26, 34, 35.</p> <p><b>Follow-up of July 2023</b> Bearing in mind existing resource constraints, the DAJ and the DRH are still in the process of revising (and potentially streamlining) Administrative Instructions 26, 34 and 35.</p> <p><b>Follow-up of February 2024</b> The consolidation of Administrative Instructions 26, 34 and 35 is still pending, with an estimated date of implementation for S1 2024 (subject to the relevant coordination with the DACAB and the DRH).</p> <p><b>Follow-up of July 2024</b> The relevant work is being currently carried out as part of a coordinated effort from DACAB, DAJ and DRH and is expected to be concluded on S1 2025.</p> <p><b>Follow-up of October 2025</b> DAJ Comment: Consolidation work (as jointly undertaken by the DRH, DAJ and DACAB) on AIs 26, 34 and 35 - the latter concerning whistleblowing policies - still ongoing.</p>	31-Dec-2020	In progress
DG/DDG	DPRM/DRH	2019	JIU/REPORT/2019/2 Review of the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women	Recommendation 1  The executive heads of the United Nations system organizations should critically assess on a regular basis the quality assurance mechanisms in place in their organization to ensure that ratings by indicator under the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women are accurate according to the technical notes issued by the United Nations Entity for Gender Equality and the Empowerment of Women and that such ratings are appropriately supported by evidence.	<p><b>Follow-up of January 2023</b> A strategic decision of the administrative council was made in early 2022. A gender network was formed in 2022. A gender survey to staff is undertaken in 1st quarter of 2023. A strategic plan is to be done for Director General's approval</p> <p><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> The preparation of the strategic plan is in progress</p> <p><b>Follow-up of July 2024</b> The preparation of the strategic plan is in progress</p> <p><b>Follow-up of May 2025</b> This issue will be taken care of by DPRM (new Australian JPO for Gender matters joined the UPU on 8 May 2025), in collaboration with technical and support Directorates.</p> <p><b>Follow-up of October 2025</b> The Organizational performance on gender is part of the DPRM' strategic action. so, this function needs to be transferred to and completed by DPRM's gender focal point (an Australian JPO).</p>	31-Dec-2022	In progress
DG/DDG	DRH	2019	JIU/REPORT/2019/8 Review of Staff Exchange and Similar Inter-Agency Mobility Measures in United Nations System Organizations	Recommendation 2  Executive heads should, by the end of 2021, review all administrative issuances to clarify how inter-agency mobility is treated in each of those contexts.	<p>For implementation by end 2021 the inter-agency mobility within the UN System, the afore-mentioned recommendations requires Director General's authorization in order for Director, DRH to take necessary actions</p> <p>To facilitate the inter-agency mobility, the UPU is required to (a) enter into an Agreement of Mutual Recognition for the purpose of promoting staff mobility within the UN system Agencies, (b) establish roster selection process, (c) establish generic post descriptions (of common interests) based on the UN CCOG codes such as: communication, HR, Finance, statisticians, IT, social development, legal/political affairs, e-commerce etc.</p> <p><b>Follow-up of January 2023</b> DRH has started initial steps such as using UN joint roster and UN learning platform (Inspira). DRH will also proceed with going into an Agreement of Mutual Recognition and a creation of generic post descriptions.</p> <p><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> The UPU is compiling the generic post descriptions for publication in intranet and will use CCOG codes for its post descriptions.</p> <p><b>Follow-up of July 2024</b> The process of compiling the generic post descriptions for publication in intranet using CCOG codes for the post descriptions, is still in progress.</p> <p><b>Follow-up of October 2025</b> Work in progress</p>	31-Dec-2021	In progress

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DG/DDG	DRH	2019	JIU/REPORT/2019/8 Review of Staff Exchange and Similar Inter-Agency Mobility Measures in United Nations System Organizations	Recommendation 3 Executive heads of organizations party to the 2012 Agreement should not apply the practice of asking incoming staff to resign instead of agreeing to transfers in view of its corrosive effect on the integrity of the inter-agency mobility regime and the immaterial impact of these transfers on the management of long-term employment-related liabilities, and decide by the end of 2021 to accept benefits and entitlements on the basis stipulated in the Agreement.	For implementation by end 2021 the inter-agency mobility within the UN System, the afore-mentioned recommendations requires Director General's authorization in order for Director, DRH to take necessary actions  To facilitate the inter-agency mobility, the UPU is required to (a) enter into an Agreement of Mutual Recognition for the purpose of promoting staff mobility within the UN system Agencies, (b) establish roster selection process, (c) establish generic post descriptions (of common interests) based on the UN CCOG codes such as: communication, HR, Finance, statisticians, IT, social development, legal/political affairs, e-commerce etc.  <b>Follow-up of January 2023</b> DRH has started initial steps such as using UN joint roster and UN learning platform (Inspira). DRH will also proceed with going into an Agreement of Mutual Recognition and a creation of generic post descriptions.  <b>Follow-up of July 2023</b> Same status as previous follow-up.  <b>Follow-up of February 2024</b> With the introduction of the Inspira/e-recruitment, the DRH is updating its recruitment and classification processes, in which the post descriptions of staff should show CCOG code and competencies. Generic post descriptions allowing staff mobility within the UN Agencies are being compiled. Inspira/e-recruitment is being developed, so the generic PD and classification process using CCOG code will follow.  <b>Follow-up of July 2024</b> Same comment as what was given for the 'Recommendation 2' of the same report.  <b>Follow-up of May 2025</b> Entering into signing an Agreement on Mutual recognition will be done by first semester 2026, after the arrival of new P4 DRH/Policy (hiring process will be completed by end of 2025).  <b>Follow-up of October 2025</b> Work in progress	12.31.2021  (WITH A TARGET DATE OF DEC. 2023)	In progress
DG/DDG	DAJ	2020	JIU/REPORT/2020/1 Review of The State of the Investigation Function: Progress Made in the United Nations System Organizations in Strengthening the Investigation Function	Recommendation 2 The executive heads of United Nations system organizations who have not yet done so should ensure that the heads of internal oversight offices periodically review and, where necessary, update their investigation policies and guidance on the basis of new developments, the jurisdiction of the administrative tribunals, lessons learned and good practices. In doing so, due attention should be paid to ensure coherence with applicable provisions of other existing relevant rules, regulations and policies.	The reform of justice is under review.  <b>Follow-up of January 2023</b> The DRH, DACAB and DAJ are currently in the process of reviewing, updating and consolidating internal rules pertaining to investigations, disciplinary matters, internal and UNAT appeals and associated matters.  <b>Follow-up of July 2023</b> The DRH, the DACAB and the DAJ are currently in the process of reviewing, updating and consolidating internal rules pertaining to investigations, including any related policies pertaining to disciplinary matters and internal/UNAT appeals. In any case, it may be further noted that the relevant rules concerning implementation of a revamped internal appeals process (i.e. UPU Appeals Committee and related procedures for the UPU Provident Scheme) are already adopted and in force. For the ongoing review of Administrative Instructions 26, 34 and 35, bearing in mind existing resource constraints, the DAJ and the DRH are still in the process of revising (and potentially streamlining) them.  <b>Follow-up of February 2024</b> DAJ comment: Revamped internal appeals process duly implemented since February 2022; only the consolidation of Administrative Instructions 26, 34 and 35 (as already indicated in JIU/REPORT/2018/4 - 641 - DAJ) is currently pending, with an estimated date of implementation for S1 2024 (subject to the relevant coordination with the DACAB and the DRH).  <b>Follow-up of July 2024</b> The relevant work concerning the review of Als 26, 34 and 35 is being currently carried out as part of a coordinated effort from DACAB, DAJ and DRH and is expected to be concluded on S1 2025.  <b>Follow-up of October 2025</b> Consolidation work on Als 26, 34 and 35 (as jointly undertaken by the DRH, DAJ and DACAB) still ongoing.  Associated structures for resolution of administrative disputes (i.e., Appeals Committee and UNAT) already in place.	end of 2022	In progress

The recommendation is addressed to	Directorate in charge of implementation	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	TBA	2021	JIU/REPORT/2021/6 Business Continuity Management in United Nations System Organizations	<p><b>Recommendation 1</b></p> <p>The executive heads of the United Nations system organizations should, by the end of 2023, review their business continuity management framework and ensure that the core elements identified in the present report are established and owned by relevant stakeholders to enable effective coordination of business continuity processes and practices, build coherence in their implementation and promote accountability at all levels.</p>	<p><b>Follow-up of January 2023</b> This will be considered depending on the availability of resources.</p> <p><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> Same status as previous follow-up.</p> <p><b>Follow-up of July 2024</b> The UPU is implementing a Business Continuity Management System (BCMS) in compliance with ISO22301. The implementation of the BCMS should be finalized in 2026.</p> <p><b>Follow-up of May 2025</b> Implementation details provided by DCTP: A Business Continuity Steering Committee and a Business Continuity manager have been designated by DG in March 2025. They will be in charge of implementing, operating, monitoring and improving the BCMS. A communication will be sent to all IB staff. Clear roles and responsibilities will be established and communicated to all interested parties. A Business Continuity policy is under construction.</p> <p><b>Follow-up of October 2025</b> Implementation details provided by DCTP An Internal memorandum was communicated to all UPU employees about creation of the Business Continuity Steering Committee and the designation of the Business Continuity Manager. A first meeting of the BCST took place and the BCST will meet 4 times a year for management reviews. Roles and responsibilities of key resources have been approved. Workshops with Focal Points are ongoing.</p>	End of 2023	In progress
DG/DDG	TBA	2021	JIU/REPORT/2021/6 Business Continuity Management in United Nations System Organizations	<p><b>Recommendation 2</b></p> <p>The executive heads of the United Nations system organizations should, by the end of 2023, ensure that the maintenance, exercise and review components of their business continuity plans are applied through a consistent and disciplined approach to confirm that the plans remain relevant and effective.</p>	<p><b>Follow-up of January 2023</b> This will be considered depending on the availability of resources.</p> <p><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> Same status as previous follow-up.</p> <p><b>Follow-up of July 2024</b> Business Continuity plans and exercises are part of the Business Continuity Management System that UPU is implementing. They should be established and tested 2026.</p> <p><b>Follow-up of May 2025</b> Implementation details provided by DCTP: Business Continuity plans and exercises are part of the Business Continuity Management System that UPU is implementing. The UPU is working on a first BCP related to power supply break down on the on-premise data center and a test of the diesel generator will be performed in 2025.</p> <p><b>Follow-up of October 2025</b> Implementation details provided by DCTP Plans and exercises will be established once the BIA will be established and approved. Meeting about requirements on power supply break down took place. No plan has been established yet. Still ongoing.</p>	End of 2023	In progress
DG/DDG	TBA	2021	JIU/REPORT/2021/6 Business Continuity Management in United Nations System Organizations	<p><b>Recommendation 3</b></p> <p>The executive heads of the United Nations system organizations should, by the end of 2023, strengthen their learning mechanisms to contribute to organizational resilience by requiring after-action reviews following disruptive incidents and periodic internal management reviews of their business continuity management frameworks.</p>	<p><b>Follow-up of January 2023</b> This will be considered depending on the availability of resources.</p> <p><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> Same status as previous follow-up.</p> <p><b>Follow-up of July 2024</b> Regular management reviews will be performed by the Business Continuity Steering Committee from 2025 and post-incident reviews will be part of the incident management activities.</p> <p><b>Follow-up of May 2025</b> Implementation details provided by DCTP: Once per quarter, the Business Continuity Steering Committee will meet to follow Business continuity activities. Post-incident reviews will be part of the incident management and crisis management activities and KPIs will be shared to the Business Continuity Steering Committee for monitoring.</p> <p><b>Follow-up of October 2025</b> Implementation details provided by DCTP This action is part of the BCMS which is still in its implementation phase. No BCPs have been exercised yet as they need to be established.</p>	End of 2023	In progress

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DG/DDG	TBA	2021	JIU/REPORT/2021/6 Business Continuity Management in United Nations System Organizations	Recommendation 4  The executive heads of the United Nations system organizations should, by the end of 2024, report to their legislative organs and governing bodies on progress towards the implementation of the policy on the organizational resilience management system and its revised performance indicators, and highlight good practices and lessons learned, especially in the area of business continuity management.	<p><b>Follow-up of January 2023</b> This will be considered depending on the availability of resources.</p> <p><b>Follow-up of July 2023</b> Same status as previous follow-up.</p> <p><b>Follow-up of February 2024</b> Same status as previous follow-up.</p> <p><b>Follow-up of July 2024</b> The progress in implementing the Business Continuity Management System will be presented during the S6 session at CA C1 meeting.</p> <p><b>Follow-up of May 2025</b> Implementation details provided by DCTP: A follow up of Business Continuity activities has been presented during the S6 session at CA C1 meeting in 2024. Progress in implementing and improving Business Continuity Management System will be presented during CA C1 autumn meetings each year.</p> <p><b>Follow-up of October 2025</b> Implementation details provided by DCTP A report has been shared with CA during its session in October 2024.</p>	End of 2024	In progress
DG/DDG	DRH	2022	JIU/NOTE/2022/1 Review of measures and mechanisms for addressing racism and racial discrimination in UN system organizations	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.	<p>This will be implemented through INSPIRA.</p> <p><b>Follow-up of February 2024</b> The DRH/Training will be working on racism.</p> <p><b>Follow-up of July 2024</b> UPU has adopted the use of INSPIRA training system since 2023. By this action, UPU staff has ease access to all UN available training courses on the mentioned areas.</p> <p><b>Follow-up of May 2025</b> Inspira e-learning Platform was launched at end 2024.</p> <p>This specific topic will be addressed through the UN courses available in Inspira.</p> <p><b>Follow-up of October 2025</b> Work in progress (integrating systems such as train post, on-line language courses etc) into the Inspira/e-learning.</p>	Not specified by the JIU	In progress
DG/DDG	DRH	2022	JIU/NOTE/2022/1 Review of measures and mechanisms for addressing racism and racial discrimination in UN system organizations	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.	<p>Accepted: This will be implemented upon availability of resources.</p> <p><b>Follow-up of February 2024</b> The DRH reiterates the previous comment</p> <p><b>Follow-up of July 2024</b> It will be implemented upon availability of resources.</p> <p><b>Follow-up of October 2025</b> In 2025, there were two surveys held, respectively by DRH/Staff Association and Ethics Office for the purpose of monitoring and addressing racism and racial discrimination, among others and the findings will be stated in DRH Report of 2025 activities.</p> <p>All Staff were informed in the Town Hall Meeting on 9 October 2025.</p>	Not specified by the JIU	In progress

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DG/DDG	DRH	2022	JIU/NOTE/2022/1 Review of measures and mechanisms for addressing racism and racial discrimination in UN system organizations	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.	This will be implemented. An action plan is going to be established for this purpose. Progress made in achieving predefined results will be periodically reported to CA through the HR annual report. <b>Follow-up of February 2024</b> An accountability framework setting out the expected results, outcomes and key performance indicators for addressing racism and racial discrimination will be handled upon availability of resources and will be reported periodically to the CA through the HR Report. <b>Follow-up of July 2024</b> Ethics Officer and Staff counsellor has been engaged to support DRH in implementing and raising staff's awareness through trainings on preventing harassment and discrimination as required by the UN Code of Conduct and the UPU's Staff Regulations and supporting guidelines. <b>Follow-up of May 2025</b> A series of activities organized by DRH have been taking place and ongoing. DRH will present the outcomes. <b>Follow-up of October 2025</b> work in progress	By 2024	In progress
CA	TBA	2023	JIU/REPORT/2023/3 Review of accountability frameworks in the UN 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.	The UPU has key components of an accountability framework. We are going to consider if drafting an accountability framework could be envisaged within the UPU context. <b>Follow-up of February 2024</b> The Oversight Advisory Committee (OAC) has reviewed this recommendation and pro-posed the status of acceptance as "under consideration". The UPU has key components of an account-ability framework, but they are not in a stand-alone public document as required by the JIU. Therefore, the question of whether bringing together all the key components of the accountability framework in a standalone document could be envisaged within the UPU context is still under consideration. <b>Follow-up of July 2024</b> Same status as previous follow-up. <b>Follow-up of October 2025</b> No new updates	By end of 2024	Under consideration
DG/DDG	DACAB	2023	JIU/REPORT/2023/3 Review of accountability frameworks in the UN 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.	Pending on implementation of recommendation 1. <b>Follow-up of February 2024</b> The implementation will be coordinated with the internal audit provider. <b>Follow-up of July 2024</b> The DACAB reiterates the previous comment <b>Follow-up of October 2025</b> No new updates	Beginning in 2025	Under consideration
CA	TBA	2023	JIU/REPORT/2023/3 Review of accountability frameworks in the UN 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.	Pending on implementation of recommendation 1. <b>Follow-up of February 2024</b> The OAC has reviewed this recommendation and proposed the status of acceptance as "under consideration" as it is linked to the recommendation 1 mentioned above. <b>Follow-up of July 2024</b> Same status as previous follow-up. <b>Follow-up of October 2025</b> No new updates	Starting from 2025	Under consideration
DG/DDG	TBA	2023	JIU/REPORT/2023/3 Review of accountability frameworks in the UN 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.	Pending implementation of recommendation 4. <b>Follow-up of February 2024</b> Same status as previous follow-up. <b>Follow-up of July 2024</b> Same status as previous follow-up. <b>Follow-up of October 2025</b> No new updates	By end of 2025	Under consideration

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DG/DDG	DRH	2023	JIU/REPORT/2023/4 Review of mental health and well-being policies and practices in UN 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.	The recommendation is to be implemented within the UPU context, tailored to the UPU size and resources. It will be implemented after the HR strategy and the HR annual report are presented to the next CA sessions.  <b>Follow-up of February 2024</b> An evidence-based and data-driven organizational approach to the mental health and well-being of their personnel will be designed, by the end of 2025, in connection with the occupational health and safety framework.  <b>Follow-up of July 2024</b> The UN Wide Health Survey taken place in end 2023 informed the IB from the organizational perspective about the IB staff's mental health. Based on this situation, the DRH's staff counsellor and the well-being focal point have prepared and implemented in 2024 an action plan on mental health of staff. This effort will continue to 2025.  <b>Follow-up of October 2025</b> In the preparation for CA (Spring Session 2026), DRH will submit the relevant action plan and 2025 report.	By end of 2025	In progress
CA	DRH	2023	JIU/REPORT/2023/4 Review of mental health and well-being policies and practices in UN 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.	The recommendation is to be implemented within the UPU context, tailored to the UPU size and resources. It will be implemented after the HR strategy and the HR annual report are presented to the next CA sessions.  <b>Follow-up of February 2024</b> By end 2026, an update on the development and implementation of the mental health and well-being workplace action plan will be developed according to their evidence-based and data-driven organizational.  UN Health Survey was implemented at the IB end 2023.  <b>Follow-up of July 2024</b> The UN-Wide Health Survey, conducted in late 2023, provided the IB with information, from an organizational perspective, on staff's mental health. On the basis of that information, in 2024, the Human Resources Directorate's staff counsellor and the well-being focal point prepared and implemented an action plan regarding staff mental health. This initiative will continue in 2025.  <b>Follow-up of October 2025</b> The progress of implementation will be reported to the CA in Spring Session of 2026 where DRH will present its 2025 HR activities.	By end of 2026	In progress
DG/DDG	DAJ	2023	JIU/REPORT/2023/2 Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations	Recommendation 1  The executive heads of United Nations system organizations who have not yet done so should, by the end of 2025, harmonize the time limits for their administrations' response to requests for management evaluation or administrative review to a minimum of 45 calendar days and a maximum of 60 calendar days, irrespective of whether the request originates from a staff member at headquarters or in a field location; or propose this harmonization for decision by their legislative organs or governing bodies.	As per Staff Rule 111.12.1, the maximum delay for response to requests for administrative review/management evaluation is currently 30 calendar days (a deadline which is more stringent to the Executive Management than the minimum 45 days proposed by the JIU). Therefore, the DAJ would not be opposed to increasing such a limit to 45 calendar days, even though this may further increase the total time elapsed in assessing a staff complaint.  The Staff Rule will be amended, the number of days will be increased to remain within the limits suggested by the JIU.  <b>Follow-up of July 2024</b> The DAJ may propose in due course an amendment to the Staff Rules, even though the current time limit is more stringent than the one recommended by the JIU.  <b>Follow-up of October 2025</b> As already noted, the existing time limits are already more stringent than those proposed by the JIU - for the DRH and the General Management to consider any adjustments to it in the Staff Rules.	end of 2025	In progress
DG/DDG	DRH	2023	JIU/REPORT/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.	This recommendation will be implemented.  <b>Follow-up of July 2024</b> The IB has reviewed its policies on teleworking and flexible working arrangements and will submit them to the Joint Consultative Committee for recommendations to the DG.  <b>Follow-up of October 2025</b> It's planned to measure the impacts of teleworking	end of 2026	In progress

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DG/DDG	DRH	2023	JIU/REPORT/2023/6 Flexible working arrangements in United Nations system organizations	Recommendation 6  The executive heads of the United Nations system organizations who have not yet done so should review, by 2025, the management systems and tools related to data collection and analysis of flexible working arrangements and ensure that they are upgraded as necessary and fit for purpose, in order to support data-driven and effective management of flexible working arrangements.	This recommendation will be implemented  <b>Follow-up of July 2024</b> The IB has reviewed its policies on teleworking and flexible-working arrangements for submission to the Joint Consultative Committee.  <b>Follow-up of May 2025</b> The tool required will be obtained in 2026 through ERP/HRMS for DRH.  The ERP Hubdrive/Dynamics 65 have been selected and contract is for signature.  <b>Follow-up of October 2025</b> work in progress (ERP will start end 2025 and be completed by end 2026)	31-Dec-2025	In progress
DG/DDG	DRH	2023	JIU/REPORT/2023/8 Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations	Recommendation 3  The executive heads of the United Nations system organizations should conduct periodic reviews of their non-staff contractual modalities with a view to identifying critical positions of a continuous nature for the possible establishment of staff positions, funds permitting.	The Human Resources Directorate will discuss with Directorates.  <b>Follow-up of May 2025</b> Review of contractual modalities from non-staff to staff (L category) are ongoing.  <b>Follow-up of October 2025</b> Review of contractual modalities from non-staff to staff (L category) are ongoing.	Not specified by the JIU	In progress
DG/DDG	DRH	2023	JIU/REPORT/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.	This recommendation is accepted only in so far as certain categories of non-staff are concerned (excluding individual consultants/service providers, since the latter do NOT fall under the purview of Human Resources, but rather stem from procurement-related decisions and contractual frameworks). The UPU will align with any recommendations issued by the HLCM.  <b>Follow-up of October 2025</b> Work in progress.	End of 2028	In progress
DG/DDG	DFI	2024	JIU/REPORT/2024/3 Budgeting in organizations of the United Nations system	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.	The UPU is willing to collaborate with the other organizations for updating the glossary of financial and budgeting terms.  <b>Follow-up of October 2025</b> The UN Finance and Budget Network recommends to use the IPSAS glossary of defined terms instead and provide a common response to JIU in this regard. the DFI will coordinate for a response and further steps.	31-Dec-2027	In progress
CA	DFI	2024	JIU/REPORT/2024/3 Budgeting in organizations of the United Nations system	Recommendation 2  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.	This recommendation is already implemented. The Finance Directorate draws up the budget and the financial reports according to the nature of expenditure. The Standard classification of objects of expenditure is defined and published in the financial statements.	31-Dec-2027	Completed (subject to CA approval)
CA	DFI	2024	JIU/REPORT/2024/3 Budgeting in organizations of the United Nations system	Recommendation 3  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.	This recommendation is already implemented. The Finance directorate is committed to continue to provide the current level of details or as required by the Council of Administration.	Not specified by the JIU	Completed (subject to CA approval)

The recommendation is addressed to	Directorate in charge of implementation	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	DACAB	2024	JIU/REPORT/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.	UPU has already signed mutual recognition for topics related to Human Resources (mutual agreement for transfer, loan and secondment of UN staff, mutual recognition of roster, OneHR etc...). However, the Mutual Recognition Statement mentioned in this review includes broader subjects including procurement and logistics, etc. The Legal Affairs directorate will review the Statement in order to provide a legal opinion before the decision to sign the Statement is made by the Executive Management.	31-Dec-2026	Under consideration
DG/DDG	DACAB	2024	JIU/REPORT/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.	Pending implementation of the recommendations 1.	31-Dec-2025	Under consideration
DG/DDG	DACAB	2024	JIU/REPORT/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.	Pending implementation of the recommendations 1.	31-Dec-2029	Under consideration
DG/DDG	DRH	2025	JIU/REPORT/2025/2 Review of policies and practices to prevent and respond to sexual exploitation and abuse in the United Nations system organizations	Recommendation 1 Executive heads of United Nations system organizations should, by the end of 2027, review their respective policies, staff regulations and rules, and standards of conduct to ensure that they all include PSEA, are aligned and support disciplinary processes and procedures.	Recommendation accepted and to be implemented	End of 2027	In progress
DG/DDG	DRH	2025	JIU/REPORT/2025/2 Review of policies and practices to prevent and respond to sexual exploitation and abuse in the United Nations system organizations	Recommendation 2 Executive heads of United Nations system organizations should, by the end of 2027, review sexual exploitation, abuse and harassment policies to more broadly cover sexual misconduct by focusing on the prohibited conduct of personnel, affirming victims' rights, defining "zero tolerance" and incorporating good practices, such as those related to protection against retaliation and the improper use of technology.	Recommendation accepted and to be implemented	End of 2027	In progress
CA	DRH	2025	JIU/REPORT/2025/2 Review of policies and practices to prevent and respond to sexual exploitation and abuse in the United Nations system organizations	Recommendation 3 At the beginning of 2028, legislative organs and/or governing bodies of United Nations system organizations should request an update from the executive heads of their respective organization with regard to progress made in reviewing sexual exploitation, abuse and harassment policies as well as any change management procedures associated with the revisions.	Recommendation accepted and to be implemented	Beginning of 2028	In progress

The recommendation is addressed to	Directorate in charge of implementation	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	DRH	2025	JIU/REPORT/2025/2 Review of policies and practices to prevent and respond to sexual exploitation and abuse in the United Nations system organizations	Recommendation 4  By the end of 2026, executive heads of United Nations system organizations should take individual and/or collective action, in consultation with the executive heads of other CEB organizations, preferably within the framework of existing inter-agency mechanisms, to comprehensively address and coordinate with regard to the prevention of and response to sexual exploitation, abuse and harassment (sexual misconduct) and create a new strategy that builds on the approach set out in the Secretary-General's 2017 report (A/71/818 and A/71/818/Corr.1), focusing on prevention, response and integrating a victim-centred approach.	Recommendation accepted and to be implemented in coordination with CEB-HRN	End of 2026	In progress
DG/DDG	DRH	2025	JIU/REPORT/2025/2 Review of policies and practices to prevent and respond to sexual exploitation and abuse in the United Nations system organizations	Recommendation 5  By the end of 2026, executive heads of United Nations system organizations should take individual and/or collective action, in consultation with the executive heads of other CEB member organizations, preferably within the framework of existing inter-agency coordination mechanisms, to establish a working group to address the coherence and harmonization of SEA data, including what data are reported and in what context, when allegations should be entered and updated as well as the addition of data fields and functions to improve the analysis, transparency and integrity of SEA data.	Recommendation accepted and to be implemented in coordination with CEB-HRN	End of 2026	In progress
DG/DDG	DRH	2025	JIU/REPORT/2025/2 Review of policies and practices to prevent and respond to sexual exploitation and abuse in the United Nations system organizations	Recommendation 8  At the beginning of 2026, executive heads of United Nations system organizations should take individual and/or collective action, in consultation with the executive heads of other CEB organizations, preferably within the framework of inter-agency mechanisms, to agree on system-wide coherence and harmonization of ClearCheck procedures, including with respect to entering subjects, name removal procedures, screening of candidates for affiliate personnel categories as well as the potential expansion of its use to include other types of misconduct.	Recommendation accepted and to be implemented in coordination with CEB-HRN	Not specified by the JIU	In progress
DG/DDG	DRH	2025	JIU/REPORT/2025/2 Review of policies and practices to prevent and respond to sexual exploitation and abuse in the United Nations system organizations	Recommendation 9  Executive heads of United Nations system organizations should, by the end of 2026, conduct an assessment of the mechanisms used for screening and vetting of personnel for substantiated sexual misconduct allegations, including identifying types of personnel to be screened and determining gaps as well as risks in not implementing the most comprehensive vetting and screening procedures.	Recommendation accepted and to be implemented	End of 2026	In progress
DG/DDG	DAJ	2025	JIU/REPORT/2025/2 Review of policies and practices to prevent and respond to sexual exploitation and abuse in the United Nations system organizations	Recommendation 10  By the end of 2026, executive heads of United Nations system organizations who have not yet done so should incorporate SEA into their enterprise risk management processes to identify and mitigate risks of SEA at different operational levels, including risks associated with implementing partners and vendors, to inform their PSEA action plans.	Recommendation accepted and to be implemented	End of 2026	In progress

The recommendation is addressed to	Directorate in charge of implementation	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
DG/DDG	DRH	2025	JIU/REPORT/2025/2 Review of policies and practices to prevent and respond to sexual exploitation and abuse in the United Nations system organizations	Recommendation 11 By the end of 2026, executive heads of United Nations system organizations should assess: (a) the use of administrative leave without pay; (b) the criteria for imposing disciplinary measures in sexual misconduct cases; (c) the timeline from completion of an investigation to the imposition of disciplinary measures; and (d) the procedures in place for informing victims of measures taken.	Recommendation accepted and to be implemented	End of 2026	In progress
DG/DDG	DRH	2025	JIU/REPORT/2025/2 Review of policies and practices to prevent and respond to sexual exploitation and abuse in the United Nations system organizations	Recommendation 12 By the end of 2028, executive heads of United Nations system organizations should take collective action, in consultation with the executive heads of other members of the CEB, preferably within the framework of inter-agency mechanisms, to explore the establishment of an inter-agency pooled funding mechanism to assist victims of SEA.	Recommendation accepted and to be implemented in coordination with CEB-HRN	End of 2028	In progress
CA	DRH	2025	JIU/REPORT/2025/2 Review of policies and practices to prevent and respond to sexual exploitation and abuse in the United Nations system organizations	Recommendation 13 By the end of 2026, legislative organs and/or governing bodies should request that executive heads of United Nations system organizations produce an annual report on all disciplinary measures taken against their respective personnel for sexual misconduct, including the nature of the misconduct, whether subjects were added to the ClearCheck database of sexual misconduct records, any assistance provided to victims and the number of all relevant criminal referrals made to the competent national authorities.	The recommendation is accepted and considered as already implemented. The Council of Administration (CA) is informed of misconduct and disciplinary actions taken.	End of 2026	Completed (subject to CA approval)
<b>Total</b>				<b>40</b>			