Joint Inspection Unit - list of recommendations reported as open in October 2026

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.	Follow-up of January 2023 DAJ, DRH are revising Administrative Instructions 26, 34, 35. Follow-up of July 2023 Bearing in mind existing resource constraints, the DAJ and the DRH are still in the process of revising (and potentially streamlining) Administrative Intructions 26, 34 and 35. Follow-up of February 2024 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 DIRCAB and the DRH). Follow-up of July 2024 The relevant work is being currently carried out as part of a coordinated effort from DIRCAB, DAJ and DRH and is exepcted to be concluded on S1 2025. Follow-up of October 2025 DAJ Comment: Consolidation work (as jointly undertaken by the DRH, DAJ and DIRCAB) on Administrative Instructions 26, 34 and 35 - the latter concerning whistleblowing policies - still ongoing. Follow-up of April 2026 Still ongoing Follow-up of September 2026 DAJ Comment: Due to recurring resource constraints, the previously mentioned consolidation work (as jointly undertaken by the DRH, DAJ and DIRCAB) on Administrative Instructions 26, 34 and 35 is still ongoing.	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.	**Follow-up of February 2024** The preparation of the strategic plan is in progress **Follow-up of July 2024** The preparation of the strategic plan is in progress **Follow-up of May 2025** 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. **Follow-up of October 2025** 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). **Follow-up of April 2026** DPRM Comment: While gender is no longer an overarching priority for a segment of member countries, others continue to support this work and the IB, as part of the UN system, upholds its committments to UN SWAP. Annual UN SWAP reports are prepared, as per latest guidance from UN Woman, and submitted on time. DRH Comment: On track. the UN Women issued in 2026 five Certificates of Appreciation to the UPU's focal points for UNSWAP-gender for contributing to advancing result for gender equality and rights (period 2018-2025). This issue is part of the SDG and therefore, still ongoing until 2030 and monitored yearly and continuously. **Follow-up of September 2026** DPRM Comment: Update provided in narrative. This is a rolling deadline (annual submissions) and the work behind it being done. DRH Comment: On track	end of 2022	In progress

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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	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.	**Follow-up of January 2023** 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. **Follow-up of July 2023** Same status as previous follow-up. **Follow-up of February 2024** The UPU is compiling the generic post descriptions for publication in intranet and will use CCOG codes for its post descriptions. **Follow-up of July 2024** The process of compiling the generic post descriptions for publication in intranet using CCOG codes for the post descriptions, is still in progress. **Follow-up of October 2025** Work in progress **Follow-up of April 2026** On track **Follow-up of September 2026** To be closed and no implementation. Because UPU alone will be unable to progress on this initiative (mobility within UN system). An official mechanism (such as generic JD, selection and roster processes, HR rules on this, common interest/competencies/commitment/earmarked posts, etc) agreed upon by all UN agencies is required.	12.31.2021	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 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.	**Follow-up of January 2023** 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. **Follow-up of July 2023** Same status as previous follow-up. **Follow-up of February 2024** 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. **Follow-up of July 2024** Same comment as what was given for the 'Recommendation 2' of the same report. **Follow-up of May 2025** 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). **Follow-up of October 2025** Work in progress **Follow-up of April 2026** On track	12.31.2021	In progress

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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	DAJ/DRH	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.	**Follow-up of July 2023** The DRH, the DIRCAB 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 Intructions 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. **Follow-up of February 2024** 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 DIRCAB and the DRH). **Follow-up of July 2024** The relevant work concerning the review of AIs 26, 34 and 35 is being currently carried out as part of a coordinated effort from DIRCAB, DAJ and DRH and is expected to be concluded on S1 2025. **Follow-up of October 2025** Consolidation work on AIs 26, 34 and 35 (as jointly undertaken by the DRH, DAJ and DIRCAB) still ongoing. Associated structures for resolution of administrative disputes (i.e., Appeals Committee and UNAT) already in place. **Follow-up of April 2026** Still ongoing **Follow-up of September 2026** Due to recurring resource constraints, the previously mentioned consolidation work (as jointly undertaken by the DRH, DAJ and DIRCAB) on AIs 26, 34 and 35 is still ongoing.	end of 2022	In progress
DG/DDG	DCTP	2021	JIU/REPORT/2021/6 Business Continuity Management in United Nations System Organizations	Recommendation 1 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.	**Follow-up of February 2024** Same status as preivious follow-up. **Follow-up of July 2024** The UPU is implementing a Business Continuity Management System (BCMS) in compliance with ISO22301. The implementation of the BCMS should be finalized in 2026. **Follow-up of May 2025** Implementation details provided by DCTP: A Business Continuity Steering Committee and a Businerss 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. **Follow-up of October 2025** 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. **Follow-up of April 2026** Implementation details provided by DCTP [BC Manager] Two Business Continuity Steering Committee meetings have been done in 2025. A limited scope have been decided. Meetings with focal points took place to identify requirements and processes. A risk methodology is in progress. Needs to adapted to strategic and Internal control risk management within the IB. **Follow-up of September 2026** Business continuity activity delayed due to the absense of the IB InfoSec focal point.	End of 2023	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	DCTP	2021	JIU/REPORT/2021/6 Business Continuity Management in United Nations System Organizations	Recommendation 2 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.	**Follow-up of February 2024** Same status as preivious follow-up. **Follow-up of July 2024** Business Continuity plans and exercises are part of the Business Continuity Management System that UPU is implementing. They should be established and tested 2026. **Follow-up of May 2025** 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. **Follow-up of October 2025** Implementation details provided by DCTP Plans and exercices 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. **Follow-up of April 2026** Implementation details provided by DCTP [BC Manager] The Business Impact Analysis (BIA) is still pending waiting for a risk management policy and methodology clearly defined. Investigations are ongoping to see which methodology is already in place within the IB. Work in progress **Follow-up of September 2026** Business continuity activity delayed due to the absense of the IB InfoSec focal point.	End of 2023	In progress
DG/DDG	DCTP	2021	JIU/REPORT/2021/6 Business Continuity Management in United Nations System Organizations	Recommendation 3 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.	**Follow-up of February 2024** Same status as preivious follow-up. **Follow-up of July 2024** 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. **Follow-up of May 2025** 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. **Follow-up of October 2025** Implementation details provided by DCTP This action is part of the BCMS which is still in its impmentation phase. No BCPs have been exercised yet as they need to be established. **Follow-up of April 2026** Implementation details provided by DCTP [BC Manager] Too early to perform such activities. IB is in contact with UPU Internal auditor to decide whether the auditor could take the BCMS intermal audit activities under the UPU Internal audit plan. **Follow-up of September 2026** Business continuity activity delayed due to the absense of the IB InfoSec focal point.	End of 2023	In progress

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DG/DDG	DCTP	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.	**Follow-up of February 2024** Same status as preivious follow-up. **Follow-up of July 2024** The progress in implementing the Business Continuity Management System will be presented during the S6 session at CA C1 meeting. **Follow-up of May 2025** 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. **Follow-up of October 2025** Implementation details provided by DCTP A report has been shared with CA during its session in October 2024. **Follow-up of February 2026** Implementation details provided by DCTP [BC Manager] Due to Congress, no reporting was done in 2025. A report will be shared during CA C1 2026.1 session in May 2026. This report is dedicated to Business Continuity and Information security only. It doesn't report on the full ORMS policy implentation within IB. **Follow-up of September 2026** Update on Business continuity activities presented to CA C1 s1 session (document CA C 1 2026.1–Pres 7).	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.	**Follow-up of February 2024** The DRH/Training will be working on racism. **Follow-up of July 2024** UPU has adopted the use of INSPIRA training system since 2023. By this action, UPU staff has ease access to all UN avalable training courses on the mentioned areas. **Follow-up of May 2025** Inspira e-learning Platform was launched at end 2024. This specific topic will be addressed through the UN courses available in Inspira. **Follow-up of October 2025** Work in progress (integrating systems such as train post, on-line language courses etc) into the Inspira/e-learning. **Follow-up of April 2026** On track **Follow-up of September 2026** On track	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.	**Follow-up of February 2024** The DRH reiterates the previous comment **Follow-up of July 2024** It will be implemented upon availability of resources. **Follow-up of October 2025** 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. All Staff were informed in the Town Hall Meeting on 9 October 2025. **Follow-up of April 2026** On track **Follow-up of September 2026** On track	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.	**Follow-up of February 2024** 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. **Follow-up of July 2024** Ethics Officer and Staff counsellor has been engaged to support DRH in implementing and raising staff's awareness through trainings on preventing harassment and discrimintation as required by the UN Code of Conduct and the UPU's Staff Regulations and supporting guidelines. **Follow-up of May 2025** A series of activities organized by DRH have been taking place and ongoing. DRH will present the outcomes. **Follow-up of October 2025** work in progress **Follow-up of April 2026** On track **Follow-up of September 2026** On track	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.	**Follow-up of February 2024** 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. **Follow-up of July 2024** Same status as preivious follow-up. **Follow-up of September 2026** Same status as preivious follow-up.	By end of 2024	Under consideration
DG/DDG	DIRCAB	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.	Under consideration: pending on implementation of recommendation 1. **Follow-up of February 2024** The implementation will be coordinated with the internal audit provider. **Follow-up of July 2024** The DIRCAB reiterates the previous comment **Follow-up of September 2026** The DIRCAB reiterates the previous comment	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.	Under consideration: pending on implementation of recommendation 1. Follow-up of February 2024 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. Follow-up of July 2024 Same status as preivious follow-up. **Follow-up of September 2026** Same status as preivious follow-up.	Starting from 2025	Under consideration

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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.	Under consideration: Pending implementation of recommendation 4. **Follow-up of February 2024** Same status as preivious follow-up. **Follow-up of July 2024** Same status as preivious follow-up. **<u>Follow-up of September 2026</u>** Same status as preivious follow-up.	By end of 2025	Under consideration
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.	Accepted: 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. **Follow-up of February 2024** 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. **Follow-up of July 2024** 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. **Follow-up of October 2025** In preparation for CA (Spring Session 2026), DRH will submit the relevant action plan and 2025 report. **Follow-up of April 2026** On track **<u>Follow-up of September 2026</u>** On track	By end of 2025	In progress
DG/DDG	DAJ/DRH	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.	Accepted and to implement 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. **Follow-up of July 2024** 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. **Follow-up of October 2025** 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. **Follow-up of April 2026** Still ongoing **<u>Follow-up of September 2026</u>** DAJ comment: No updates to report; the previous observation remains valid - for the DRH to consider, in coordination with the DAJ and the DIRCAB, potential amendments to such a rule. DIRCAB to inform the DRH accordingly.	end of 2025	In progress

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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	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.	**Follow-up of July 2024** The IB has reviewed its policies on teleworking and flexible-working arrangements for submission to the Joint Consultative Committee. **Follow-up of May 2025** 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. **Follow-up of October 2025** work in progress (ERP will start end 2025 and be completed by end 2026) **Follow-up of April 2026** On track **Follow-up of September 2026** On track	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.	**Follow-up of May 2025** Review of contractual modalities from non-staff to staff (L category) are ongoing. **Follow-up of October 2025** Review of contractual modalities from non-staff to staff (L category) are ongoing. **Follow-up of April 2026** In progress **Follow-up of September 2026** In progress	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. **Follow-up of October 2025** Work in progress. **Follow-up of April 2026** In progress **Follow-up of September 2026** 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.	Accepted and to be implemented. The UPU is willing to collaborate with the other organizations for updating the glossary of financial and budgeting terms. **Follow-up of October 2025** 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. **Follow-up of April 2026** in light of response to this recommendation by FBN, its implementation is not considered necessary and we are not aware of any collaboration work at UN level in this respect. **Follow-up of September 2026** Still pending	31-Dec-2027	In progress

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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.	Accepted and 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. **Follow-up of April 2026** This recommendation is already implemented. The Oversight Advisory Committee (OAC) has reviewed this recommendation and proposes that the CA accept the recommendation. 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. The UPU is awaiting the CEB to initiate a course of action to implement the recommendation. Indeed, the CA has instructed not to consider the recommendation as implemented yet until the CEB sets the tone to proceed with its implementation. **Follow-up of September 2026** Still pending	31-Dec-2027	In progress
DG/DDG	DIRCAB	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 Excutive Management. **Follow-up of September 2026** Still pending	31-Dec-2026	Under consideration
DG/DDG	DIRCAB	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	Pending implementation of the recommendations 1. **Follow-up of September 2026** Still pending	31-Dec-2025	Under consideration
DG/DDG	DIRCAB	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. **Follow-up of September 2026** Still pending	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 **Follow-up of April 2026** In progress	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 **Follow-up of April 2026** In progress	End of 2027	In progress

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The recommendation is addressed to	Directorate in charge of implementation	Year of issuance	Report title	Recommendation	Deliverables and implementation details	Deadline	Final status
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 **Follow-up of April 2026** The Oversight Advisory Committee has reviewed this recommendation and proposes that the Council of Administration accept and implement it. In progress.	Beginning of 2028	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 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 **Follow-up of April 2026** In progress	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 **Follow-up of April 2026** In progress	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 **Follow-up of April 2026** In progress **Follow-up of September 2026** In progress	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 **Follow-up of April 2026** In progress	End of 2026	In progress

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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 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 **Follow-up of April 2026** In progress	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 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 **Follow-up of April 2026** In progress	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 **Follow-up of April 2026** In progress	End of 2028	In progress
DG/DDG	DCDEV/DPRM	2025	JIU/REPORT/2025/3 Review of donor-led assessments of United Nations system organizations and other oversight-related requests from donors in the context of funding agreements and the United Nations single audit principle	Recommendation 2 The executive heads of United Nations system organizations should ensure that, by the end of 2027, all new funding agreements include either a description of the level and types of assurance provided to donors, through the organization's internal oversight, risk management, compliance, programme monitoring and other relevant functions, or a reference to publicly available explanations of such assurance mechanisms.	The Oversight Advisory Committee (OAC) keeps this recommendation under consideration. Procurement rules, financial rules, etc. could be considered as types of assurance. We could create a framework/mechanism around those rules and create a link to put at the disposal of stakeholders to have access to the framework/mechanism. Moreover, for further assurance, Directorates could be requested to include in their risk matrices relevant risks and associating control measures reassuring that projects are executed according to the rules. DAJ could also provide a language that could be added to any donor agreement to reassure donors that the funds they are providing the organization with are subject to scrutiny. The matter will be further discussed internally to come up with an effective way to implement the recommendation. **Follow-up of September 2026** DPRM Comment: In progress and this is an ongoing task. Best to flag this to DAJ to include in the standard agreement template. DCDEV Comment: This recommendation concerns the International Bureau as a whole, and DCDEV understands that Finance, DAJ, and other relevant directorates will be primarily responsible for its implementation. As the function responsible for day-to-day operational implementation of procurement and financial rules, DCDEV stands ready to contribute its practical knowledge and experience should IB-wide discussions require input from an operational perspective. DCDEV will continue to monitor the IB-wide response to this recommendation.	End of 2027	Under consideration

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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	DCDEV/DPRM	2025	JIU/REPORT/2025/3 Review of donor-led assessments of United Nations system organizations and other oversight-related requests from donors in the context of funding agreements and the United Nations single audit principle	Recommendation 3 The executive heads of the United Nations system organizations should start, by the end of 2027, reporting regularly to their respective governing body or legislative organ on the main reporting, monitoring and accountability conditions attached to voluntary non-core contributions, as well as on the contractual arrangements for cost coverage of reporting, monitoring and related activities agreed with donors.	The Oversight Advisory Committee (OAC) keeps this recommendation under consideration. A solution could be to have a donor reporting template including all the requirements outlined in the recommendation and every directorate would have to use the template as a standard document. The matter will be further discussed internally to come up with an effective way to implement the recommendation. **Follow-up of September 2026** DPRM Comment: CA C1 already does this. DCDEV Comment: DCDEV notes that donor reporting obligations are ultimately determined by each donor's own accountability requirements to their national governing/budgetary bodies, which vary considerably by donor. A standardized IB-wide template should therefore be designed with sufficient flexibility to accommodate this variability, so as not to create friction with donors at a time when UPU is focused on donor acquisition. That said, should the organization proceed with developing such a template, DCDEV stands ready to contribute its operational experience in managing donor reporting requirements.	End of 2027	Under consideration
CA	DAJ	2025	JIU/REPORT/2025/3 Review of donor-led assessments of United Nations system organizations and other oversight-related requests from donors in the context of funding agreements and the United Nations single audit principle	Recommendation 7 The governing bodies and legislative organs of participating organizations are encouraged to reaffirm that negotiations with donors shall be guided by the interests of the organizations, within the boundaries of the applicable legal framework and the overarching principles of effectiveness, efficiency, transparency and accountability in the use of donor-provided funds. They are further invited to call upon all donors to: (a) fully respect the autonomy and independence of international organizations and their privileges and immunities; (b) refrain from exerting undue influence through the imposition of oversight or reporting conditions that are incompatible with the principles of organizational autonomy and independence or that may compromise the integrity, efficiency, objectivity and independence of internal oversight mechanisms; (c) give due consideration to the standard assurance mechanisms approved by governing bodies or legislative organs; and (d) carefully evaluate the necessity and cost implications of introducing additional and bespoke reporting and oversight requirements.	The Oversight Advisory Committee (OAC) considers this recommendation accepted and partially implemented. Some of the elements referred to in the recommendation are already reflected in the cooperation agreements signed with the donors; and most of the principles mentioned in the same recommendation are already enshrined in Annex 2 to its Financial Regulations; any other remaining principles may also be incorporated in such agreements. **Follow-up of September 2026** Recommendation deemed as implemented (as per the information previously provided); related policy elements such as project support costs dealt with under separate recommendations.	Not specified by the JIU	Completed (subject to CA approval)
CA	DIRCAB	2025	JIU/REPORT/2025/4 Review of the policies and practices for determining the rates of programme support costs in organizations of the United Nations system (comparative analysis)	Recommendation 1 The legislative organs and governing bodies of the JIU participating organizations that have not yet done so should, by the end of 2028, consider the adoption of a stand-alone policy document regulating programme support costs and/or cost recovery and request the executive heads to submit proposals for this purpose.	The OAC considers this recommendation accepted and implemented. A Project Support Costs Policy is presented to the CA Committee 1 (as agenda item 14) during the Spring session of 2026. The recommendation will be considered implemented after CA approval of this policy. Follow-up of April 2026 (Following CA session of May) The Oversight Advisory Committee (OAC) has reviewed this recommendation and proposes that the CA accept and implement it. A project support costs policy is presented to CA committee 1 as agenda item 14 of the Spring session of 2026. The recommendation would have been considered implemented once the CA approved this policy. However, the CA has not yet approved the policy. So, the recommendation remains pending. **Follow-up of September 2026** The policy on Programme support costs has been revised and will be resubmitted to the CA at S2 for approval (annex to the report of the contribution system and financial sustainability of the union standing Group).	End of 2028	Completed (subject to CA approval)

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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	DIRCAB	2025	JIU/REPORT/2025/4 Review of the policies and practices for determining the rates of programme support costs in organizations of the United Nations system (comparative analysis)	Recommendation 2 The executive heads of the JIU participating organizations that have not yet done so should, by the end of 2027, make policy documents relating to programme support costs (and/or cost recovery in general) publicly accessible on their websites.	The OAC considers this recommendation accepted and implemented. A Project Support Costs Policy is presented to the CA Committee 1 (as agenda item 14) during the Spring session of 2026. The recommendation will be considered implemented after CA approval of this policy. Follow-up of April 2026 (Following CA session of May) The Oversight Advisory Committee (OAC) has reviewed this recommendation and consider it accepted. A project support costs policy is presented to CA committee 1 as agenda item 14 of the Spring session of 2026. The recommendation would have been considered implemented once the CA approved this policy. However, the CA has not yet approved the policy. So, the recommendation remains pending. **Follow-up of September 2026** The policy on Programme support costs has been revised and will be resubmitted to the CA at S2 for approval (annex to the report of the contribution system and financial sustainability of the union standing Group).	End of 2027	Completed (subject to CA approval)
CA	DIRCAB	2025	JIU/REPORT/2025/4 Review of the policies and practices for determining the rates of programme support costs in organizations of the United Nations system (comparative analysis)	Recommendation 3 The legislative organs and governing bodies of the JIU participating organizations that have not yet done so should request the executive heads to submit proposals by the end of 2028 to incorporate into their programme support cost and/or cost-recovery policies a clear definition of direct and indirect costs (including a detailed description of the components comprising each category); explicit reference to the provisions outlined in the financial regulations and rules; and, where applicable, the inclusion of any established preferential, reduced or discounted rates.	The OAC considers this recommendation accepted and implemented. The elements referred to in this recommendation are covered by the Project Costs Policy to be presented to the CA Committee 1 (under agenda item 14) during the Spring session of 2026. The recommendation will be considered implemented after CA approval of this Policy. Follow-up of April 2026 (Following CA session of May) The OAC has reviewed this recommendation and proposes that the CA accept and implement it. The elements referred to therein are covered by the project cost policy to be presented to CA committee 1 as agenda item 14 of the Spring session of 2026. The recommendation would have been considered implemented once the CA approved this policy. However, the CA has not yet approved the policy. So, the recommendation remains pending. **Follow-up of September 2026** The policy on Programme support costs has been revised and will be resubmitted to the CA at S2 for approval (annex to the report of the contribution system and financial sustainability of the union standing Group).	End of 2028	Completed (subject to CA approval)
DG/DDG	DRH	2025	JIU/REPORT/2025/6 Review of the Health Services in the United Nations system	Recommendation 8 By the end of 2027, executive heads of United Nations system organizations who have not yet done so should incorporate health and occupational risks into their enterprise risk management processes to identify and mitigate such risks at various operational levels.	The OAC considers this recommendation accepted and it will be implemented. **Follow-up of September 2026** In progress	End of 2027	In progress
Total				**43**			