

STATUS OF JIU RECOMMENDATIONS - July 2022

Report No.	Rec. No.	Short title	Recommendation	Status	Implementation	Last comments received (July 2022)
JIU/REP/2019/9	1	Outsourcing of services to commercial service providers by UN system organizations	The executive heads of United Nations system organizations should task the relevant offices with developing, through consultations with relevant internal stakeholders, by the end of 2021, a common organization-wide definition of outsourcing and further concretize it by developing approaches and procedural guidelines on the subject matter.	Accepted	Started	The elaboration of the UNESCO definition will be tackled within the review of the Administrative Manual, planned for 2021. Harmonization will be needed throughout the Organization, to align tools, workflow, and related document and also on communication on this issue. Update on relative Administrative Manual Procedures started early 2022.
JIU/REP/2019/9	2	Outsourcing of services to commercial service providers by UN system organizations	The legislative bodies of the United Nations system organizations should request their executive heads to ensure that, by the end of 2022, annual reports on procurement include a subsection on expenditures on services sourced from commercial service providers.	Accepted	In progress	Standard reporting is already done to UNESCO Governing Bodies. We will examine how this can be adapted to be part of the reporting towards legislative bodies. A correct level of detail needs to be determined.
JIU/REP/2019/9	3	Outsourcing of services to commercial service providers by UN system organizations	The executive heads of United Nations system organizations should instruct all requisitioning offices to actively work towards assessing their use of sources of supply from vendors in developing countries and economies in transition, and increase it, as applicable, based on such assessment, with the provision that such activities shall not contravene policies established by organizations to ensure effective competition.	Under consideration	Not started	Will be examined closely, if applicable will need to be specified or modified in UNESCO Administrative Manual, as the manual at this stage is mainly oriented towards "value for money".
JIU/REP/2019/8	2	Inter-agency mobility	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.	Accepted	Not started	As stated in the SG's note on the report, the implementation of this recommendation will require a harmonized approach and collaboration of all members of the Human Resources Network of the High level Committee on Management. No consideration has been made at the UN level for the moment in this regard.
JIU/REP/2019/8	4	Inter-agency mobility	Executive heads should, by the end of 2021, revise the 2012 Agreement to specify procedures for the handling of allegations of misconduct by staff who have moved to another organization under the terms of the Agreement.	Accepted	In progress	Such inter-agency revision should best be initiated and led by the CEB HR Network. In addition, the Legal adviser should also be involved. When the revision of the 2012 agreement is kicked off, UNESCO will definitively participate and contribute. No consideration has been made at the UN level for the moment in this regard.
JIU/REP/2019/8	6	Inter-agency mobility	The Secretary-General, in coordination with other executive heads in the framework of the High-Level Committee on Management, as he considers appropriate, should, by the end of June 2022, articulate the business case for inter-agency mobility by setting out what it should accomplish for the organizations as well as how it contributes to human resources management objectives and to the delivery of programmatic results. Such a business case could usefully examine success stories, such as the impact on career trajectories.	Accepted	Not started	Recommendation addressed to the UNSG. UNESCO acknowledges that inter agency mobility is essential and can be seen as a great opportunity for career development.
JIU/REP/2019/8	7	Inter-agency mobility	The Secretary-General, working with other executive heads, should assess the impact of the United Nations system leadership framework on the development of a common management culture supportive of a One United Nations mindset and report to the Economic and Social Council at its 2022 session in the context of his report on the work of CEB. They should also consider the possibility of using this framework to strengthen a common management culture in United Nations organizations through the inter-agency mobility of a pool of managers, as had been envisaged through a Senior Management Service that CEB had planned to implement in 2004.	Accepted	Not started	In his note on this report, the SG stated that Organizations will consider tasking the Human Resources Network of the High level Committee on Management with assessing the impact and make recommendations on the United Nations system leadership framework. When such exercise is initiated, UNESCO will play its part. No consideration has been made at the UN level for the moment in this regard.

Report No.	Rec. No.	Short title	Recommendation	Status	Implementation	Last comments received (July 2022)
JIU/REP/2019/8	8	Inter-agency mobility	Executive heads should enable all United Nations system staff members to compete for vacant posts on a basis equal to that established for their own staff, while considering downsizing contexts, the abolition of posts and positions, and the administration of rotational placements.	Accepted	In progress	All UNESCO posts are advertised externally and opened to all qualified candidates. The consideration of UN staff on the same footing as UNESCO staff members would require approval of the General Conference as the recruitment rules provide for priority consideration to UNESCO staff members. This will be considered when drafting the document for the forthcoming General Conference.
JIU/REP/2019/8	9	Inter-agency mobility	The Secretary-General and other executive heads who are members of CEB should, by the end of 2021, define how the mutual recognition of rules and procedures will be applied to overcome regulatory and procedural barriers to inter-agency mobility, and report on measures taken to the Economic and Social Council at its 2022 session in the context of the annual report of the Secretary-General on the work of CEB.	Under consideration	Not started	The implementation of this recommendation would require consultations among all relevant stakeholders and consideration of the legal framework specific to each UN entity. No consideration has been made at the UN level for the moment in this regard.
JIU/REP/2018/7	2	Strengthening policy research uptake	The Executive Heads of the United Nations system organizations should establish, in the set-up of their programme budgets and finance (cost accounting) systems, a means to report on the cost of research activities by the end of 2020.	Accepted	Not started	UNESCO supports partially this recommendation. The foreseen institutional configuration for policy research among organizations in the United Nations system should be flexible and take into account the particularity of each organization's mandate, scope of research, strategic objectives, dedicated financial and human resources. Lessons learned show that costing of research activities could be only indicative. Full implementation of such a recommendation would require adjustments in programming processes and related IT systems and policies, hence, it would imply additional resources.
JIU/REP/2018/7	4	Strengthening policy research uptake	The Executive Heads of United Nations system organizations should carry out periodic assessments of specific research needs and potential suppliers of research products and associated costs, with the long-term objective of strengthening internal capacities for research, as appropriate, and making systematic use of research produced by academia.	Accepted	In progress	The implementation of this recommendation is expected to enhance the effectiveness and efficiency of policy research outputs within organizations.
JIU/REP/2018/7	6	Strengthening policy research uptake	The Secretary-General of the United Nations, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, should consider calling on the Executive Heads of United Nations system organizations who have not yet done so to establish a system-wide policy on open data access, supporting software and research-sharing among the United Nations system organizations.	Accepted	In progress	Several UN agencies have already established Open Access policies for their organization. UNESCO was the first agency within UN system to establish an Open Access and Open Data policy. UNESCO is currently working to establish an Open Data policy to support Artificial Intelligence and Machine learning. FAO, WHO, UNICEF, ITU, DESA, IFAD already have open access policy. In order to deal with COVID-19 pandemic, on 27 October 2020 Chief Executives of UNESCO WHO and OHCHR issued a joint statement on the importance of Opening Scientific Data and issued a joint statement inviting countries to support Open Science recommendation spearheaded by UNESCO's member states. A UN system-wide initiative on Open Access is still just a vision.
JIU/REP/2018/7	7	Strengthening policy research uptake	The Secretary-General of the United Nations and the Executive Heads of other United Nations system organizations should review the level of involvement of researchers from the South and adopt policies and frameworks that will stimulate capacity-building for all dimensions of the policy research functions, including research uptake at the national level, and report thereon to the General Assembly and to the governing bodies, respectively, by the end of 2020.	Accepted	Not started	

Report No.	Rec. No.	Short title	Recommendation	Status	Implementation	Last comments received (July 2022)
JIU/REP/2018/7	8	Strengthening policy research uptake	The Executive Heads of the United Nations system organizations involved in the United Nations Network on Migration should instruct the relevant units to assess the options of inter-agency collaboration, on the basis of converging interests and specific competences, with regard to decision-making on migration-related research projects by the end of 2019	Accepted	Not started	
JIU/REP/2018/7	9	Strengthening policy research uptake	The governing bodies of the United Nations system organizations should take measures to ensure that commitments to inter-agency collaboration, including through the establishment of a global data knowledge platform and the facilitation of academic exchanges, as stipulated in the Global Compact for Safe, Orderly and Regular Migration, are implemented by the end of 2020.	Accepted	Not started	
JIU/REP/2018/7	11	Strengthening policy research uptake	The Secretary-General of the United Nations and the Director General of UNESCO should consider the creation, on an experimental and voluntary basis, of a United Nations – Academic Joint Publication Board with the task of identifying research needs at the system-wide level and the most efficient ways to produce, disseminate and uptake policy research in a collaborative and participatory manner, by the end of 2020 at the latest.	Accepted	In progress	UNESCO launched a careful review of its publication process to streamline and strengthen its publication strategy, including at the governance level with its Publications Board. This is based on an in-depth IOS study, which includes also the coordination of publication efforts with the UN System as a whole. Specific inter-agency consultations are on-going. Several key joint publications within the UN System have already paved the way for stronger coordination in this regard, while more reflection is needed regarding the most suitable interagency group to host this initiative. UNESCO is still playing a lead role in the UN-wide initiative on Open Access publishing and has concluded a number of successful partnerships with academic publishers in this domain (Springer Nature, Routledge and Cambridge University Press), as well as providing guidelines and operational support to other UN agencies. UNESCO is also developing a Monitoring and Evaluation Framework for its publications and adding new tools to measure interest.
JIU/REP/2018/6	1	Enhancing accessibility for persons with disabilities to conferences and meetings	The executive heads of United Nations system organizations should task the relevant offices with developing, by the end of 2020, a draft policy on the accessibility of conferences and meetings for persons with disabilities, as well as guidelines for policy implementation, and present them to their respective legislative bodies, should the endorsement of those bodies be required for the policy to take effect.	Accepted	In progress	A working group was created under ADG/ADM with all internal stakeholders. Benchmark exercise ongoing with other UN agencies to see status of policy development. Basic requirements regarding accessibility of conferences and events are met for UNESCO Headquarters. Very little information is available when organizing events or conferences outside UNESCO HQ, although local rules and conditions will apply in some cases. This remains work in progress, the established internal working group under the Administration Sector will henceforth work in collaboration with the newly created UNESCO Intersectoral task Team on the UNDIS (United Nations Disability Inclusion Strategy) that integrates issues related to accessible conferences and meetings.
JIU/REP/2018/6	2	Enhancing accessibility for persons with disabilities to conferences and meetings	For all major conferences that are hosted off the premises of United Nations system organizations, the executive heads of these organizations should ensure that accessibility requirements are clearly stipulated in individual agreements concluded with the hosting entity for specific conferences and meetings.	Accepted	In progress	Accessibility issues are already part of the agreements. Host country agreement will be modified in 2020, it will be further examined if this needs to be strengthened. This remains work in progress, the established internal working group under the Administration Sector will henceforth work in collaboration with the newly created UNESCO Intersectoral task Team on the UNDIS (United Nations Disability Inclusion Strategy) that integrates issues related to accessible conferences and meetings.

Report No.	Rec. No.	Short title	Recommendation	Status	Implementation	Last comments received (July 2022)
JIU/REP/2018/6	4	Enhancing accessibility for persons with disabilities to conferences and meetings	The executive heads of United Nations system organizations should instruct relevant offices that address accessibility-related matters to develop, by December 2021, standard operating procedures with regard to their operational responsibilities to improve the accessibility of conferences and meetings for persons with disabilities.	Accepted	In progress	<p>This will be part of the policy that will be developed.</p> <p>Basic requirements regarding accessibility of conferences and events are met for UNESCO Headquarters. Very little information is available when organizing events or conferences outside UNESCO HQ, although local rules and conditions will apply in some cases. This remains work in progress, the established internal working group under the Administration Sector will henceforth work in collaboration with the newly created UNESCO Intersectoral task Team on the UNDIS (United Nations Disability Inclusion Strategy) that integrates issues related to accessible conferences and meetings.</p>
JIU/REP/2018/6	5	Enhancing accessibility for persons with disabilities to conferences and meetings	<p>The executive heads of United Nations system organizations should make it mandatory for organizers of meetings and conferences to ensure, by December 2021, that:</p> <p>(a) The participation of persons with disabilities is fully supported by registration processes that are accessible for persons with diverse disabilities;</p> <p>(b) Clauses are included in accessible registration forms to ask specifically about accessibility requirements;</p> <p>(c) Information on accessible facilities and services is disseminated to all potential participants through accessible websites and information notes;</p> <p>(d) Accessible post-conference and post-meeting satisfaction surveys consistently include questions to assess satisfaction with the accessibility of facilities and services.</p>	Accepted	In progress	<p>ADM/CLD supported by the working group will ensure that accessibility related matters and measures are integrated in the registration processes , in the communication related to meeting and conferences and in post-event satisfaction surveys.</p> <p>Basic requirements regarding accessibility of conferences and events are met for UNESCO Headquarters. Very little information is available when organizing events or conferences outside UNESCO HQ, although local rules and conditions will apply in some cases. This remains work in progress, the established internal working group under the Administration Sector (ADM) will henceforth work in collaboration with the newly created UNESCO Intersectoral task Team on the UNDIS (United Nations Disability Inclusion Strategy) that integrates issues related to accessible conferences and meetings, facilities, ADM is planning to use a new tool for online registration, that is widely used in other UN agencies, it is to be expected that this tool will take on board at least minimum accessibility features.</p>
JIU/REP/2018/6	7	Enhancing accessibility for persons with disabilities to conferences and meetings	The executive heads of United Nations system organizations should issue instructions to information and communications technology and facilities management offices to undertake periodic accessibility assessments of organizational facilities and services for conferences and meetings, and to ensure that organizations of persons with disabilities are adequately consulted at all stages of the process.	Accepted	In progress	<p>Following the development of the policy, UNESCO will issue instructions to assess periodically the facilities and services for conferences and meetings and the consultation process of persons with disabilities.</p> <p>Basic requirements regarding accessibility of conferences and events are met for UNESCO Headquarters. Very little information is available when organizing events or conferences outside UNESCO HQ, although local rules and conditions will apply in some cases. This remains work in progress, the established internal working group under the Administration Sector will henceforth work in collaboration with the newly created UNESCO Intersectoral task Team on the UNDIS (United Nations Disability Inclusion Strategy) that integrates issues related to accessible conferences and meetings.</p>
JIU/REP/2018/6	8	Enhancing accessibility for persons with disabilities to conferences and meetings	The executive heads of United Nations system organizations should task procurement offices with drafting, by December 2021, provisions for incorporating accessibility checks and/or requirements into procurement policies and guidelines for consideration and adoption by the relevant decision-making authority	Accepted	In progress	UNESCO is integrating progressively the principle of "Sustainable Procurement", that integrates the issues mentioned in the recommendation. This will be further examined by the working group.

Report No.	Rec. No.	Short title	Recommendation	Status	Implementation	Last comments received (July 2022)
JIU/REP/2018/6	9	Enhancing accessibility for persons with disabilities to conferences and meetings	The executive heads of United Nations system organizations should develop and implement through relevant inter-agency mechanisms, by December 2021, a common system-wide mandatory specialized training module on disability inclusion and accessibility for personnel involved directly or indirectly in the servicing of conferences and meetings, including, but not limited to, staff in conference management, facilities and services management, human resources management, and procurement, legal, ICT, medical, public information and safety and security services.	Accepted	In progress	An internal working group on accessibility has been created and is working closing with the newly created inter-sectoral Task Team led by SHS in the context of the UN Disability Inclusion Strategy. As yet, no consideration has been made at inter-agency level on the development of a common-system wide mandatory training module. Following the development of the policy, UNESCO will consider the development of the training through the relevant inter-agency mechanisms.
JIU/REP/2018/6	10	Enhancing accessibility for persons with disabilities to conferences and meetings	The legislative bodies of United Nations system organizations should include in their agendas the review of periodic reports submitted to them on the state of accessibility of conference and meeting facilities and services for persons with disabilities, including the state of progress of actions to address accessibility deficits.	Accepted	In progress	At UNESCO, the Secretariat reports regularly to the Headquarters Committee, a subsidiary governing body of the General Conference, on the management of the headquarters. The report could, as recommended, include information on the state of accessibility of conference and meeting facilities and services for persons with disabilities, including the state of progress of actions to address accessibility deficits. This remains work in progress, the established internal working group under the Administration Sector will henceforth work in collaboration with the newly created UNESCO Intersectoral task Team on the UNDIS (United Nations Disability Inclusion Strategy) that integrates issues related to accessible facilities.
JIU/REP/2018/4	1	Whistle-blower	Legislative bodies should adopt measures by 2020 to ensure that all policies related to misconduct/wrongdoing and retaliation specify appropriate channels and modalities, such as independent oversight committees, for reporting and investigating allegations against the executive head of the organization, as well as against any other functions that may entail a potential conflict of interest in the handling of such issues.	Accepted	In progress	New draft Whistleblower Protection Policy has been circulated amongst UNESCO's internal stakeholders in May 2020, which also includes proposals for addressing this JIU Recommendation. In light of the Executive Board's decision taken during its 212th session inviting the Internal Oversight Service (IOS) to propose to it for adoption at its 215th session appropriate formal procedures for the investigation in the event of complaints of misconduct by a Director-General (JIU/REP/2020/1, recommendation 7) [...], the Ethics Office considers that the recommendation made in the JIU Review of the Whistleblower policies (JIU/REP/2018/4) requires UNESCO to first address the issue highlighted in the other JIU report mentioned above (JIU/REP/2020/1) and covered by a request by the Executive Board. In order to ensure consistency, this recommendation can thus only be addressed once formal procedures for the investigation in the events of complaints of misconduct by a Director-General are in place. Based on the above, this recommendation remains "in progress".
JIU/REP/2018/1	2	Internship programmes	Executive heads of the United Nations system organizations, under the leadership of the Secretary-General as the chair of the United Nations System Chief Executives Board for Coordination, should work together towards the establishment of more coherent internship programmes for the United Nations system, taking into account the benchmarking framework for good practices in internship programmes.	Accepted	In progress	Following the SG task force on Youth 2030, a first meeting of HR focal points from each agency on interns took place on 20 May 2021, with the objective to harmonise, benchmark, share and exchange best practices and policies as well as strengthening internships in the UN. This is being discussed at the HLCM level and is also under discussion in the context of UNESCO's Strategic Transformation.

Report No.	Rec. No.	Short title	Recommendation	Status	Implementation	Last comments received (July 2022)
JIU/REP/2018/1	3	Internship programmes	The executive heads of JIU participating organizations should consider updating their internship policies, taking into account the proposed JIU benchmarking framework for good practices in internship programmes and identifying those benchmarks to be streamlined in the policies of their respective organizations.	Accepted	In progress	The Internship policy will be revised in the framework of the benchmarking which will come out from the newly established UN task team. Some recommendations have already been implemented such as providing access to the training platform previously only granted to staff members. Also, the selection of interns is being transferred a new IT platform (success factor).
JIU/REP/2018/1	6	Internship programmes	Legislative and/or governing bodies of the organizations of the United Nations system should consider approving the establishment of ad hoc multi-donor trust funds to pledge voluntary contributions to support internship schemes and request executive heads to present for their consideration proposals for other suitable innovative mechanisms to receive voluntary contributions, with no strings attached regarding selection criteria.	Accepted	In progress	During the 211th session of the Executive Board, a discussion on internships took place envisaging the possibility of providing an allowance stipend to interns. A financial proposal in this respect is being developed, taking into consideration the sustainability of the programme. Besides the multi-donor trust fund, the possibility of creating a specific budget line is being considered.
JIU/REP/2017/9	1	Conflict of interest in the UN system	Executive heads of the United Nations system organizations should direct their officials entrusted with the ethics function to map the most common occurrences and register the risks of situations exposing their respective organizations to organizational conflicts of interest, no later than December 2019.	Accepted	In progress	Discussions at ENMO revealed that Organisations are not well advanced on the issue of organisational COI, which may require further guidance and clarification from the JIU in this regard.
JIU/REP/2017/9	2	Conflict of interest in the UN system	Executive heads of the United Nations system organizations, who have not yet done so, should direct their human resources services to introduce a mandatory conflict of interest disclosure form that should be signed by staff members, along with their declaration of office, by all staff members and other types of personnel joining an organization, whether in a short- or long-term capacity. The form should be developed with the assistance of the ethics function of the respective organization and with other functions, as appropriate, and in consultation with any future inter-agency forum.	Accepted	In progress	The Ethics Office has been discussing with HRM and exchanging with ENMO members who (very few) already have a pre-employment COI disclosure form; HRM will conduct a proper benchmarking into it, in close cooperation with ETH in the framework of the review of the policy on outside activities. It is important to highlight that UNESCO's current declaration of interest and financial disclosure programme already sets forth in Manual Item 18.4 highlights staff members responsibility to disclose any interest and the nature thereof to the Director-General (Staff Rule 101.5). To date, any individual who is offered an appointment of at least 12 months to a post which falls within the scope of HR Manual Item 18.4 shall complete an initial questionnaire within the first three months from the date of their appointment, in respect of the immediately preceding 12-month period. In order to further comply with the recommendation, a conflict of disclosure form for senior staff and staff in selected functions could be established. Consideration will be made in this regard in 2022 within the framework of the elaboration of the new policy on conflict of interest .
JIU/REP/2017/9	4	Conflict of interest in the UN system	Executive heads of the United Nations system organizations, who have not yet done so, in consultation with the Legal Network of the United Nations system organizations, should take the necessary steps to introduce, by December 2019, adequate legal clauses in contractual agreements with their staff and non-staff, as appropriate, binding them to the period of restriction set for their function that prohibits them from engaging in clearly defined post-employment activities for the duration of that period of time.	Accepted	In progress	As per the standard of conduct of the International Civil Service, "after leaving service with organizations of the United Nations system, international civil servants should not take improper advantage of their former official functions and positions, including through unauthorized use or distribution of privileged or confidential information; nor should international civil servants, including those working in procurement services and as requisitioning officers, attempt to unduly influence the decisions of the organization in the interest or at the request of third parties with a view to see". All our staff are already required to follow those standards. However, the Ethics Office has been discussing with HRM about both pre and post employment rules, and contractual clauses (or COI declarations), and has exchanged with colleagues from ENMO on their best practices. HRM will launch a benchmark across other UN Agencies, with a view to define target groups to which such post employment restrictions could apply and be effectively implemented.

Report No.	Rec. No.	Short title	Recommendation	Status	Implementation	Last comments received (July 2022)
JIU/REP/2014/8	1	Non-staff personnel and related contractual modalities	The executive heads of the United Nations system organizations should revise their non-staff policies, including the definition of non-staff and the criteria for the use of non-staff personnel, by using the employment relationship principle in accordance with relevant labour recommendations of the International Labour Organization	Accepted	In progress	Building on the results of a review of the Service Contract contractual modality and extensive consultations with Field Offices, Institutes and Headquarters entities, the Service Contract policy has been revised to provide for enhanced conditions of service for the holders of such contracts. The policy is aligned with the best practices in the UN common system and equips UNESCO with a more effective and flexible contractual modality which responds to programme, operational and administrative needs while better catering for the well-being of the Service Contract employees. The revised conditions of service include, but are not limited to, enhanced leave entitlements (e.g., sick paid leave, carry forward of leave upon contract extension, exceptional special leave without pay), breastfeeding arrangements, salary advance, eligibility for telecommuting, staggered working hours, part-time work and separation payments. The new conditions of service of Service Contracts will be applicable as of 1 January 2023.
JIU/REP/2011/5	1	Accountability frameworks	Executive heads of United Nations system organizations that have not yet developed stand-alone accountability frameworks should do so as a matter of priority inspired by the benchmarks contained in this report.	Accepted	In progress	UNESCO's accountability framework (AF) has been reviewed against the 17 benchmarks included in the JIU report on Accountability Frameworks in the United Nations system (JIU REP/2011/5). Based on this review and a preliminary diagnostic of accountability gaps, an overarching Accountability Framework document informed by the JIU benchmarks is drafted and share for review by different stakeholders. The revised Accountability Framework will be integrated in UNESCO's administrative guidance and disseminated progressively to all staff with appropriate briefing/trainings.