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| **Agenda item: ADM 2** | **Document C23/57-E** |
| **12 June 2023** |
| **Original: English** |
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| Report by the Secretary-General | |
| JIU REPORTS AND NOTES ON UNITED NATIONS SYSTEM-WIDE ISSUES FOR 2021-2022 AND RECOMMENDATIONS TO EXECUTIVE HEADS AND LEGISLATIVE BODIES | |
| **Purpose**  This document includes links to the JIU reports from the 2021 programme of work and note from the 2022 programme of work available to date. It also details the set of recommendations addressed to the Executive Heads and Governing bodies as well as comments from the ITU secretariat and Chief Executive Board (where available).  **Action required by the Council**  The Council is invited **to** **note** the overall status of acceptance and implementation of recommendations of JIU system-wide reports/note addressed to the ITU Executive Head and **approve** the acceptance of the two recommendations addressed to the Legislative Bodies (**Recommendation 6** of JIU/REP/2021/6 Business continuity management in United Nations system organizations, and **Recommendation 2** of JIU/REP/2021/5 Review of the ethics function in the United Nations system), as presented in the table below.  **Relevant link(s) with the Strategic Plan**  Excellence in human resources and organizational innovation.  **Financial implications:**  No additional human resources or financial implications with respect to recommendations related to JIU reports on reviews of the Ethics Function or Business Continuity.  There would be some human resources and financial implications recommendations emanating from the JIU Review on measures and mechanisms for addressing racism and racial discrimination in United Nations system organization. These implications would be related mostly to changes in SAP, staff time, acquiring learning modules and implementation of the action plan.  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **References** | |

**2021-2022 JIU UN SYSTEM-WIDE REPORTS**

**ACCEPTANCE OF RECOMMENDATIONS AND IMPLEMENTATION STATUS**

**(Available as of 23 March 2023)**

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| **JIU/NOTE/2022/1** **[Review of measures and mechanisms for addressing racism and racial discrimination in United Nations system organizations: managing for achieving organizational effectiveness](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_note_2022_1_rev.1.pdf)** **- ITU Focal Point: Ulrika Martinius**   * [**Review Highlights**](https://www.unjiu.org/sites/www.unjiu.org/files/jiu-note-2022-1_review_highlights_and_complementary.pdf) | | | | | | | | | |
| **Recommendation** | | **Acceptance recommendation** | | | | **Implementation Status** | | | **Comments** |
| **To Executive Heads** | **To Legislative/Governing bodies** | Accept | Not Accept | Not Relevant | Requires further consideration | Not Started | In progress | Implemented | **Chief Executive Board (CEB) comments – Not available**  **\_\_\_**  **ITU comments on pertinence, financial and human resource implications**  **(see below)** |
| **Recommendation 1:** The executive heads of United Nations system organizations should collaborate, in the framework of the CEB, to establish a common set of categories for voluntary self-identification by personnel by June 2024, for the purposes of monitoring, analysing, evaluating and reporting on progress and success in achieving the goals of equality, equity, diversity and inclusion in addressing racism and racial discrimination. | | **X** |  |  |  | **X** |  |  | ITU will collaborate, in the framework of the CEB, in order to address the issue. Financial implications in terms of changes in SAP, and staff time. |
| **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. | | **X** |  |  |  | **X** |  |  | ITU has implemented learning aimed at Diversity and Inclusion and the impact of discrimination on innovation, performance etc. However, ITU has not undertaken a specific curriculum relating to racism and racial discrimination. ITU will investigate initiatives successfully implemented at other UN entities and review their potential for success at ITU. Financial implications in terms of acquiring learning modules and staff time. |
| **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. | | **X** |  |  |  | **X** |  |  | Financial and HR implications to be evaluated once the plan is designed. |
| **Recommendation 4:** The executive heads of United Nations system organizations, as members of the CEB, should jointly develop and provide resources to a high-level, inter-agency standing mechanism intended to unite organizations, leverage their existing capacities and comparative added value to collaborate and work together to respond to both immediate and longer-term needs for addressing racism and racial discrimination across the United Nations system, and address the transformative changes needed to enhance the continued relevance and value of the various efforts at both the organizational and the system-wide levels. | | **X** |  |  |  | **X** |  |  | As this will be provided by the UN High-Level Committee on Management (HLCM), no financial implication apart from staff costs. |
| **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. | | **X** |  |  |  | **X** |  |  | It is the responsibility of the HLCM, and based on the accountability framework, ITU will evaluate the costs. |
| **Recommendation 6:** The executive heads of United Nations system organizations should strengthen the equal distribution of opportunities in human resources management for all personnel. | | **X** |  |  |  |  | **X** |  | HR and Financial implications to be evaluated. Policies at ITU ensure equal opportunity already. |
| **JIU/REP/2021/6** [**Business continuity management in United Nations system organizations**](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_rep_2021_6_english_2.pdf) **- ITU Focal Point: Mathieu Baunin**   * [**Review Highlights**](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_rep_2021_6_review_highlights_0.pdf) | | | | | | | | | |
| **Recommendation** | | **Acceptance recommendation** | | | | **Implementation Status** | | | **Comments** |
| **To Executive Heads** | **To Legislative/Governing bodies** | Accept | Not Accept | Not Relevant | Requires further consideration | Not Started | In progress | Implemented | **Chief Executive Board (CEB) comments – available here:** [**CEB Comments**](https://www.unjiu.org/sites/www.unjiu.org/files/a_77_256_add1_e.pdf)  **\_\_\_**  **ITU comments on pertinence, financial and human resource implications**  **(see below)** |
| **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. | | **X** |  |  |  |  | **X** |  | Pursuant to Council-17 approval of the ITU ORMS (Organization Resilience Management System) project, the core elements of the BCM (Business Continuity Management) framework were put in place and documented. Regarding implementation activities, ITU is currently completing all BCPs (Business Continuity Plans) at HQ, Regional, Area, and Liaison Offices, which should be finalized by the end of September 2023. Both the framework elements and the BCPs are accessible to senior management for review.  No additional HR or Financial implications. |
| **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. | | **X** |  |  |  |  |  | **X** | The ITU’s ME&R (Maintenance, Exercise & Review) approach is based on:   * A calendar for the annual BCP tests and reviews; * Systematic tabletop exercises before major events (large gatherings); * Annual tabletop exercise with CMT (Crisis Management Team) members; * Global headcount and emergency communication drill strategy.   No additional HR or Financial implications. |
| **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. | | **X** |  |  |  |  | **X** |  | After action reviews are conducted after major incidents. In addition, an online dashboard planning to implement an automated online the overall resilience management of the Union is in the planning, with a particular focus on the ME&R status and outcomes.  There could be financial implications related to the cloud migration or application development for the online dashboard. |
| **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. | | **X** |  |  |  |  | **X** |  | Report should be finalized for Council 24.  No additional HR or Financial implications. |
| **Recommendation 5:** In 2023, the executive heads of the United Nations system organizations should conduct an internal management assessment of the continuity of business operations during the COVID-19 pandemic to identify gaps, enablers, good practices and lessons learned and adjust policies, processes and procedures, in particular in areas such as human resources, information and communications technology management and occupational safety and health, and indicate necessary measures to better prepare for and respond to future disruptive incidents. | | **X** |  |  |  |  | **X** |  | ITU Governing bodies have been keep abreast of the impact of COVID-19 as acknowledged by Resolution 217 (Bucharest, 2022), under “recalling further” item (b*):*  *“the report by the Secretary-General to the virtual consultation of councillors (VCC) during the 2021 session of the Council, on the impact of the coronavirus disease (COVID-19) pandemic on the functioning and activities of ITU, which highlighted the range of early and extensive measures adopted to ensure the business continuity of ITU's services during the pandemic, including teleworking, the use of virtual platforms for many key meetings and measures to ensure the safety and security of staff;”*  No additional HR or Financial implications. |
| **Recommendation 6:** The legislative organs and governing bodies of the United Nations system organizations should consider, at the earliest opportunity, the conclusions of the internal management assessment of the continuity of operations during the COVID-19 pandemic prepared by the executive heads of their respective organizations and, on that basis, take appropriate decisions to address the identified gaps and risks and to ensure continuity of business operations. | | **X** |  |  |  |  | **X** |  | The ITU proactively entered the COVID-19 crisis using the ORMS mechanism, and particularly the outputs of the Maintenance, Exercise and Review performed in 2019 (preparedness).  The report of the Secretary General (C21/74-E) during the June 2021 Virtual Consultation of Councillors “summarizes a preliminary analysis of the impact of the coronavirus (COVID-19) pandemic on some areas of activity and functioning of ITU, presenting available facts, underlining the lessons learned, and highlighting some aspects that may be considered for the future.”  No additional HR or Financial implications. |
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| **JIU/REP/2021/5** **[Review of the ethics function in the United](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_rep_2021_5_english.pdf) Nations system** **- ITU Focal Point: Cecile Divino**   * [**Review Highlights**](https://www.unjiu.org/sites/www.unjiu.org/files/jiu_rep_2021_5_review_highlights_0.pdf) | | | | | | | | | |
| **Recommendation** | | **Acceptance recommendation** | | | | **Implementation Status** | | | **Comments** |
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| **Recommendation 1:** The executive heads of United Nations system organizations who have not yet done so should with immediate effect ensure that the contracts of newly appointed heads of Ethics Offices are issued for a full term. | |  |  | **X** |  |  |  |  | Not relevant as the Ethics Officer was appointed in 2019 for 2 years (renewable) and is not newly appointed.  No additional HR or Financial implications. |
| **Recommendation 2:** The legislative organs and governing bodies of the United Nations system organizations that have not yet done so should request that organizations update the terms of reference of their respective audit and oversight committees by the end of 2023 to include, where necessary, provisions for ethics, and ethics as a desirable area of expertise for new committee members. | | **X** |  |  |  |  |  | **X** | Implemented at PP-22 by the approval of Resolution 162 and its revised Annex (the Terms of Reference of the IMAC).  No additional HR or Financial implications. |
| **Recommendation 3:** The executive heads of the United Nations system organizations who have not yet done so should ensure that periodic refresher courses in ethics are introduced as mandatory for all staff and non-staff of their respective organization, irrespective of seniority, category and level, every three years, from 2023 onwards. | | **X** |  |  |  |  | **X** |  | A mandatory ethics training is being developed, with plans to introduce it in 2023. A mandatory periodic refresher is being considered, although may not be introduced until after the initial ethics training is introduced. Other mandatory ethics trainings are to be developed as new ethics policies are introduced.  There are no additional HR or Financial implications regarding the training currently being developed. |
| **Recommendation 4:** The executive heads of the United Nations system organizations who have not yet done so, supported by the ethics functions of their respective organizations, should, at the latest by 2025, evaluate the effectiveness and efficiency, including “value for money”, of their financial disclosure and declaration of interest programmes and, on the basis of the findings, propose changes to the relevant policies where appropriate. | | **X** |  |  |  |  |  | **X** | The recommendation is not clear regarding the scope or metrics of any evaluation. Nevertheless, the Declaration of Interests Policy was revised most recently in January 2022, following the introduction of a new policy in 2020. An assessment of the effectiveness and efficiency was undertaken as part of the policy review.  There are no additional HR or Financial implications. |
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