

Program and Budget Committee

Thirty-Fourth Session
Geneva, June 27 to July 1, 2022

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

prepared by the Secretariat

1. This document provides an overview of the status of implementation of outstanding recommendations addressed to the World Intellectual Property Organization's (WIPO) Legislative Bodies and to the Executive Head of WIPO, resulting from the reviews of the Joint Inspection Unit (JIU) during the period January 1, 2016, to March 31, 2022.
2. Annex I to the present document contains recommendations addressed to the Legislative Bodies of United Nations system organizations, where these recommendations are marked for action by WIPO. The current status of acceptance/implementation of recommendations reflects the Secretariat's proposals and assessments for consideration by Member States.
3. Annex II to the present document contains recommendations addressed to the Executive Head of WIPO, where these recommendations are marked for action by WIPO. The current status of acceptance/implementation of recommendations reflects the Secretariat's proposals and assessments for consideration by Member States. The addition of this annex has been requested by the Member States at the 33rd session of the Program and Budget Committee (PBC), as per the following decision: "[...] (v) *requested the Secretariat to include detailed information on the implementation of JIU Recommendations addressed to the Executive Head in future progress reports*".
4. In line with the Recommendations 2 and 4 of the JIU report "Enterprise risk management: approaches and uses in United Nations system organizations" (JIU/REP/2020/5), a report on the outcomes of a review of WIPO's implementation of enterprise risk management against JIU benchmarks 1 to 9, was provided as an annex to the progress report (WO/PBC/33/7) of the PBC's 33rd session. In that annex, which was also provided in advance to the WIPO Independent Advisory Oversight Committee (IAOC), WIPO concluded that owing to the

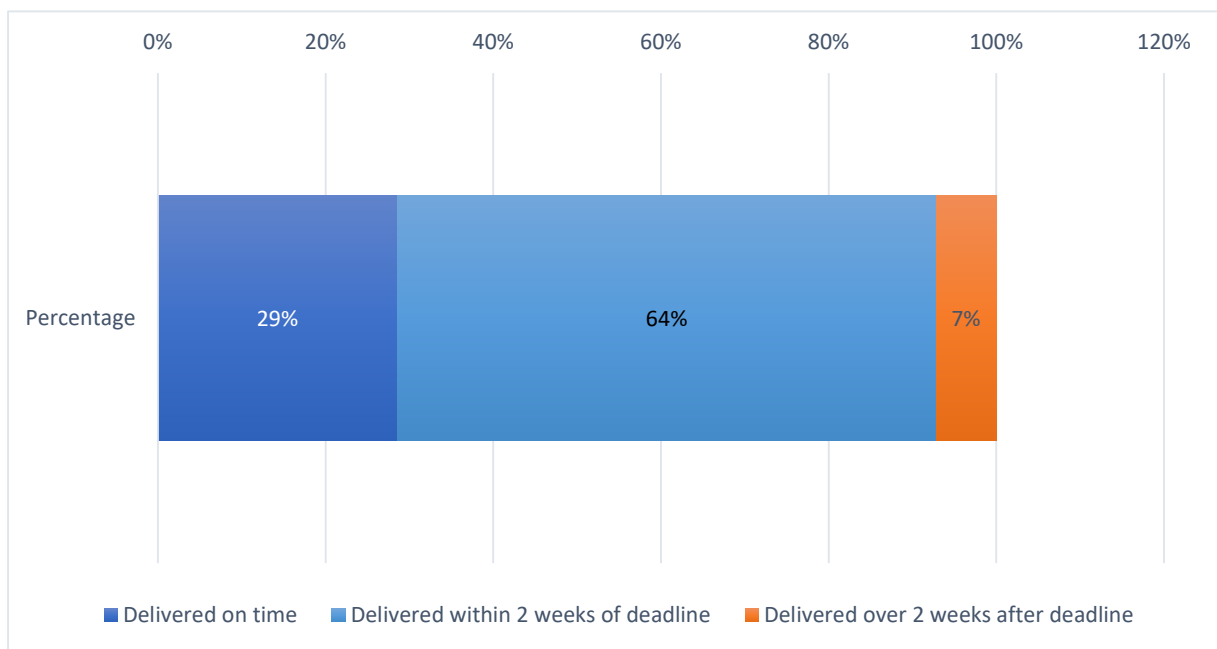
development of its risk management framework since 2011 it already met each of JIU benchmarks 1 to 9.

5. Annex III to the present document contains the list of active JIU reports relevant to WIPO as at March 31, 2022; this annex serves to provide links to active JIU reports relevant to WIPO.

6. Since the last report submitted to Member States (WO/PBC/33/7) on the same subject, the JIU issued seven Reviews, of which five were relevant to WIPO. New Reviews containing recommendations addressed to Legislative Bodies and to the Executive Head have been signaled as such, and the status updates from Reviews issued in prior years highlight the change from the previous reporting period.

7. It is highlighted that in addition to the follow up of outstanding JIU recommendations, the Secretariat continues its work to facilitate and coordinate responses to the JIU's questionnaires, surveys and interviews in relation to ongoing and new Reviews in a timely manner (see both Summary Dashboard – Response Timeliness table below). In line with the JIU's Program of Work (PoW), five Reviews relevant to WIPO are scheduled for launch in 2022, with three to be completed from those launched in 2021.

Table 1. Summary Dashboard – Response Timeliness



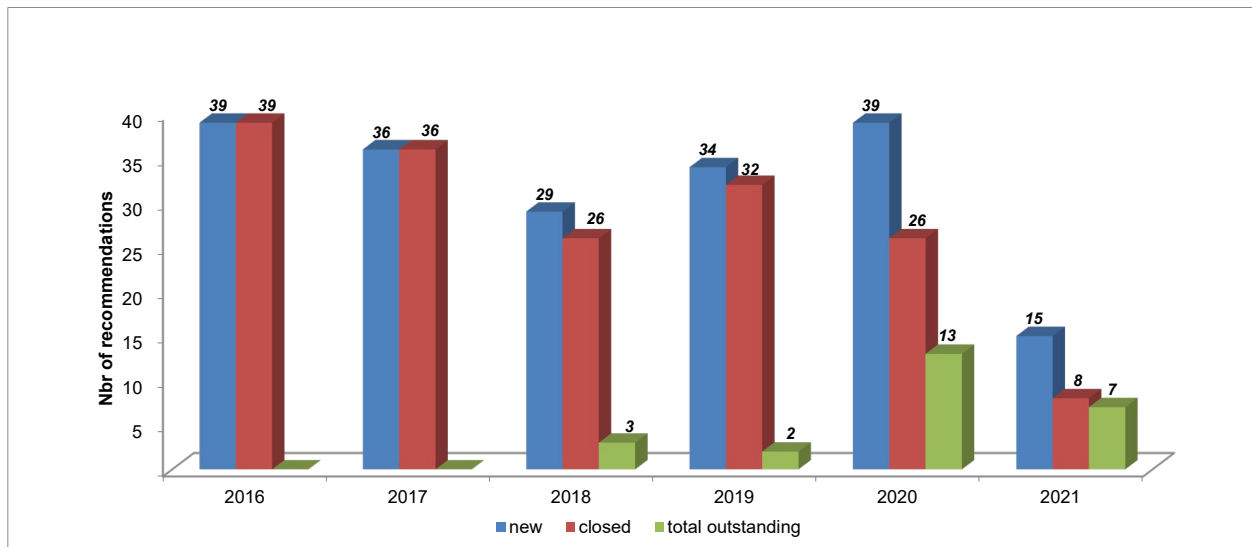
8. The following Reviews are ongoing at the time of finalizing the present document:

Table 2. JIU Reviews relevant to WIPO planned in 2022

A457 - Review of policies, measures, mechanisms and practices to prevent and address racism and racial discrimination in the United Nations system	2021 PoW
A460 - Review of the internal pre-tribunal stage appeal mechanisms available to staff members in the United Nations system organizations	2021 PoW
A460 - Review of accountability frameworks in the United Nations system organizations	2021 PoW
A463 - Flexible working arrangements in United Nations system organizations	2022 PoW
A464 - Review of mental health and well-being policies and practices in United Nations system organizations	2022 PoW
A466 - Review of the acceptance and implementation of JIU recommendations by the United Nations system organizations, the process of handling the JIU reports by the JIU participating organizations and their consideration by their legislative/governing bodies	2022 PoW
A467 - Review of quality, effectiveness, efficiency, and sustainability of health insurance schemes in the United Nations system organizations	2022 PoW
A468 - Review of the use of non-staff personnel and related contractual modalities in the United Nations system	2022 PoW

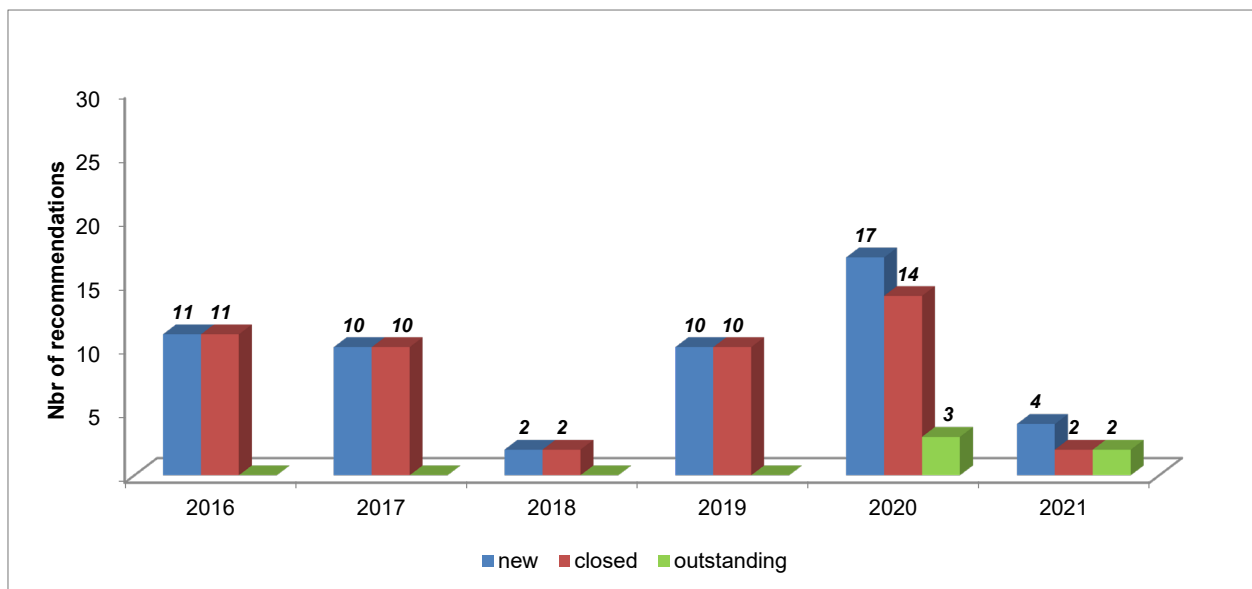
9. The JIU issued a total of 15 new recommendations relevant for WIPO from three Reviews, with four recommendations addressed to the Legislative Bodies and the remaining eleven to the Executive Head. Recommendations currently outstanding and under implementation by WIPO are from Reviews issued in 2018 to 2021. Three recommendations addressed to the Executive Head concerning safety and security, from Reviews issued in 2016, are now considered implemented.

**Chart 1. All JIU Recommendations relevant to WIPO 2016-2021
Status as at March 31, 2022¹**



10. As at March 31, 2022, subject to the endorsement of Member States in respect of recommendations contained in the present report, there will be five recommendations addressed to WIPO’s Legislative Bodies and 18 addressed to the Executive Head, which will remain outstanding, all other recommendations having been closed (implemented, considered not relevant to WIPO, or not accepted).

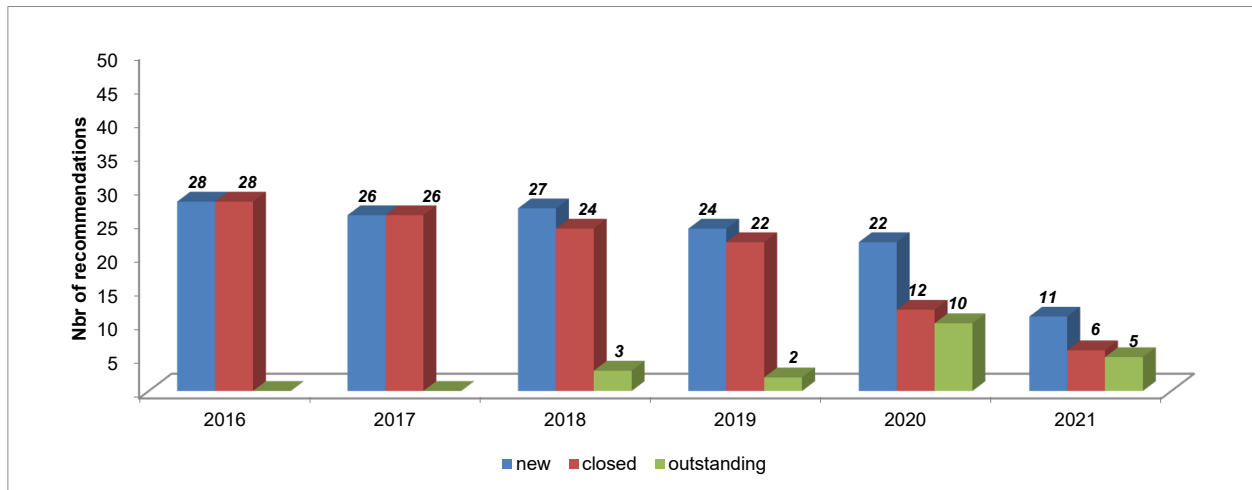
**Chart 2. JIU Recommendations addressed to Legislative Bodies 2016-2021
Status as at March 31, 2022²**



¹ New and closed recommendations are shown in the year in which the relevant Report of the JIU was issued.

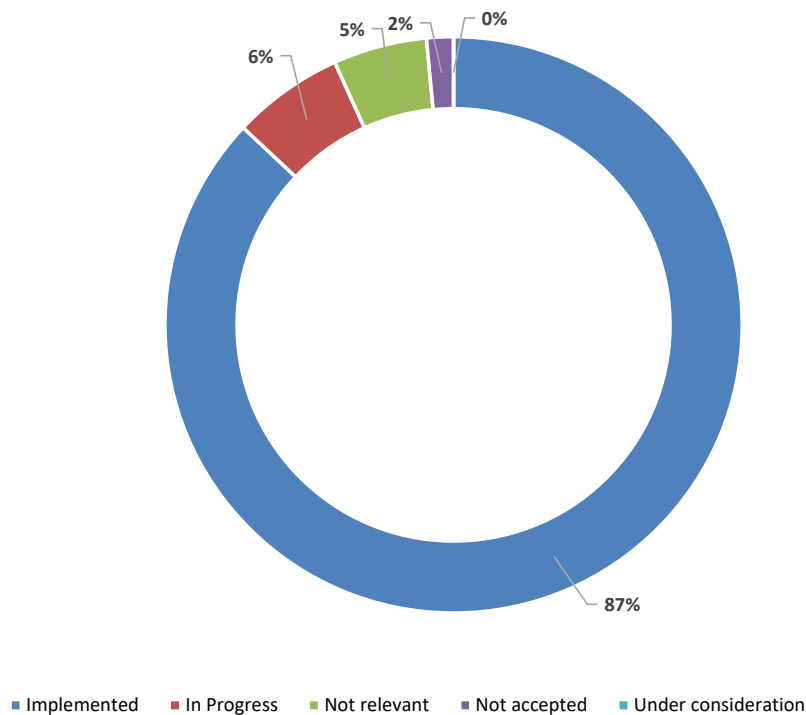
² Subject to the endorsement of Member States in respect of recommendations addressed to WIPO’s Legislative Bodies (LB).

**Chart 3. JIU Recommendations addressed to the Executive Head 2016-2021
Status as at March 31, 2022³**



11. As a result, overall 87 per cent of the 408 JIU recommendations relevant to WIPO made since 2010, have been implemented, with a further seven per cent closed (not relevant or not accepted), and six per cent accepted and in the process of being implemented.

**Chart 4. All JIU Recommendations relevant to WIPO from Reports 2016-2021
Status as at March 31, 2022**



12. The following decision paragraph is proposed.

³ Subject to the endorsement of Member States in respect of recommendations addressed to WIPO's Executive Head (EH).

13. *The Program and Budget Committee (PBC):*

(i) *took note of the present report (document WO/PBC/34/6);*

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

- *JIU/REP/2021/6 (Recommendations 1, 2, 3, 5 and 6);*
- *JIU/REP/2021/5 (Recommendations 1 and 2);*
- *JIU/REP/2021/2 (Recommendation 3);*
- *JIU/REP/2020/8 (Recommendations 4 and 7);*
- *JIU/REP/2020/6 (Recommendations 1, 2, 3, 5 and 6);*
- *JIU/REP/2020/5 (Recommendations 1, 2 and 3);*
- *JIU/REP/2020/1 (Recommendation 3);*
- *JIU/REP/2019/9 (Recommendation 1);*
- *JIU/REP/2018/6 (Recommendations 5 and 8);*
- *JIU/REP/2017/3 (Recommendation 2);*
- *JIU/REP/2016/9 (Recommendations 2, 3 and 5) as set out in the present report; and*

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

[Annexes follow]


JIU RECOMMENDATIONS ADDRESSED TO THE LEGISLATIVE BODIES OF JIU PARTICIPATING ORGANIZATIONS – STATUS AS AT MARCH 31, 2022

I. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2021

JIU/REP/2021/6 “Business continuity management in United Nations system organizations”


[LINK](#)

This report was issued by the JIU on March 17, 2022. All recommendations are therefore new within the context of this report to Member States.

 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.
Management/Focal Point Assessment	This was completed during the course of 2021, when the results of the comprehensive review of WIPO’s COVID-19 crisis management conducted by WIPO’s Internal Oversight Division were presented to the Member States during WIPO’s Assemblies and to WIPO’s Independent Advisory Oversight Committee’s at their 61 st session.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	Business Continuity Coordinator (BCC)


JIU/REP/2021/5 “Review of the ethics function in the United Nations system” [LINK](#)

This report was issued by the JIU on March 31, 2022. All recommendations are therefore new within the context of this report to Member States.

 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.
Management/Focal Point Assessment	This is already included in the Financial Regulations and Rules (FRRs) of WIPO (Annex III): “3. The responsibilities of the Independent Advisory Oversight Committee (IAOC) are: [...] (e) With regard to Ethics: (i) To review, at its last session of the previous year, and advise on the proposed workplan of the Ethics Office; (ii) To review the implementation of the work plan of the Ethics Office and advise on the quality, effectiveness and efficiency of the ethics function; (iii) To advise the Chief Ethics Officer in cases of significant impairment to his or her independence and objectivity, including conflicts of interest; (iv) To review and advise on proposed ethics policies; (v) To advise the Director General on the appointment and dismissal, if any, of the Chief Ethics Officer, including by reviewing the proposed vacancy announcement and the list of pre-screened candidates; (vi) To provide input to the Director General into the performance appraisal of the Chief Ethics Officer.”
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	Assistant Director General (ADG)/Administration and Management Sector (AFMS) and Director, Program Planning and Finance (Controller)


JIU/REP/2021/3 “Cybersecurity in the United Nations system organizations” [LINK](#)

This report was issued by the JIU on November 3, 2021. All recommendations are therefore new within the context of this report to Member States.

 <p>Recommendation 2</p>	<p>The legislative and governing bodies of the United Nations system organizations should consider the reports on the elements contributing to improved cyberresilience prepared by the executive heads and provide strategic guidance on further improvements to be implemented in their respective organizations, as necessary.</p>
<p>Management/Focal Point Assessment</p>	<p>As indicated in the response to Rec 1, WIPO will provide enhanced and additional information on cybersecurity in the WPR 2020/21 for consideration by the PBC and the Assemblies in 2022.. WIPO’s member States are very keenly engaged in guiding WIPO’s work in respect of Cybersecurity in view of the strategic importance of this to WIPO’s mission and mandate.</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>Not started</p>
<p>Responsible Officer</p>	<p>Chief Security Officer (CSO)</p>

JIU/REP/2021/2 “Review of United Nations system support for landlocked developing countries to implement the Vienna Programme of Action” [LINK](#)

This report was issued by the JIU on July 22, 2021. All recommendations are therefore new within the context of this report to Member States.

 <p>Recommendation 7</p>	<p>The legislative organs and governing bodies of United Nations system organizations should issue directives, if they have not already done so, by the end of 2022, for their organizations to mainstream the priorities of the programme of action for landlocked developing countries that are pertinent to their mandated work and request that their organizations report periodically on its implementation.</p>
<p>Management/Focal Point Assessment</p>	<p>This recommendation is addressed to the legislative organs and the governing bodies of the United System organizations. However, in this context it would be important to mention that WIPO deliverables incorporated in the UN Roadmap for Accelerated Implementation of the Vienna Programme of Action (VPoA) for Landlocked Developing Countries (LLDCs) are in line with the relevant priorities of the Vienna Programme of Action for LLDCs. As a member of Inter-Agency Consultative Group, WIPO provides regular updates to the UN-OHRLLS on the implementation of WIPO deliverables for LLDCs planned to be undertaken under the above-mentioned UN Roadmap.</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>In progress</p>
<p>Responsible Officer</p>	<p>Director/Division for Least-Developed Countries (LDCs)</p>

II. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2020

JIU/REP/2020/7 “Blockchain applications in the United Nations system: towards a state of readiness” [LINK](#)

Recommendation 1	The governing bodies of the United Nations system organizations should ensure that, when applicable, the use of blockchain applications will be integrated, together with other digital technologies, into the innovation strategies and policies adopted by their respective organizations.	
Management/Focal Point Assessment	WIPO organized a webinar toward the launch of blockchain whitepaper in September 2021 where speakers and participants from public and private sectors attended and shared their activities and blockchain-enabled applications, which seem formed part of their innovation strategies and policies. WIPO also distributed the final draft of the white paper to WIPO member states for information checking as a working document of the 9th session of CWS, which was held in November 2021. It is planned to publish the white paper on WIPO website in early 2022.	
Acceptance	Accepted	<i>No change from previous status Assessment has been updated</i>
Implementation	In progress	
Responsible Officer	Chief Information Officer (CIO)	

Recommendation 6	The governing bodies of the United Nations system organizations should encourage Member States to engage with the United Nations Commission on International Trade Law in its exploratory and preparatory work on legal issues that relate to blockchain in the broader context of the digital economy and digital trade, including on dispute resolution, which is aimed at reducing legal insecurity in that field.	
Management/Focal Point Assessment	The Secretariat of CWS will suggest that the Blockchain Task Force consider the explanatory note to the UNCITRAL Model Law on Electronic Transferable Records (2017) for its discussions on the governance and regulatory framework of blockchain in the IP space. The WIPO Arbitration and Mediation Center (AMC) will continually monitor UNCITRAL’s activities regarding blockchain-related ADR.	
Acceptance	Accepted	<i>No change from previous status Assessment has been updated</i>
Implementation	Not started	
Responsible Officer	CIO	

JIU/REP/2020/6 “Multilingualism in the United Nations system” [LINK](#)

Recommendation 1	The legislative or governing bodies of the United Nations system organizations should request the executive heads of their respective organizations that have not yet done so, to prepare a strategic policy framework for multilingualism, accompanied by administrative and operational guidelines for its implementation, and submit this for adoption by the end of 2022.	
Management/Focal Point Assessment	The Revised Language Policy, which sets a strategic policy framework for multilingualism at WIPO, was adopted by Member States at the WIPO Assemblies in 2021. The Language Task Force, co-chaired by the Assistants Director General of Administration, Finance and Management Sector and Infrastructure and Platforms Sector, is focusing on the implementation of the Revised Language Policy, piloting new technologies to further promote multilingualism, and updating the administrative and operational guidelines for the translation of WIPO official documentation as for such implementation.	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	Director/Language Division (LD)	

Recommendation 2	The legislative or governing bodies of the United Nations system organizations should request the executive heads of their respective organizations that have not yet done so, to appoint, by the end of 2022, a senior official as a coordinator or focal point for multilingualism, with clearly defined responsibilities and delegated authority, tasked with the coordination of the implementation of the strategic policy framework for multilingualism across their respective organizations.	
Management/Focal Point Assessment	The Director of the Language Division has been appointed as the focal point for multilingualism, and tasked to coordinate, under the guidance of the Co-Chairs of the Language Task Force, the work of implementing the strategic policy framework for multilingualism across WIPO.	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	CIO	

Recommendation 4	The legislative or governing bodies of the United Nations system organizations should request the executive heads of their respective organizations that have not yet done so, to introduce, by the end of 2022, learning policies that encourage continuous learning and improvement of the language skills of their staff members in the official languages of the respective organizations as well as in other languages, as appropriate, securing sufficient funding for this.	
Management/Focal Point Assessment	A Training and Development Task Force has been formed and will be determining the new training framework, under which language learning will be addressed.	
Acceptance	Accepted	<i>No change from previous status Assessment has been updated</i>
Implementation	In progress	
Responsible Officer	Director/Human Resources Management Department (HRMD)	

JIU/REP/2020/5 “Enterprise risk management: approaches and uses in United Nations system organizations” [LINK](#)

This report was issued by the JIU on October 20, 2020. All recommendations are therefore new within the context of this report to Member States.

Recommendation 1	In order to fulfil their oversight roles and responsibilities, legislative/governing bodies should incorporate ERM into their meetings at least annually, with substantive coverage determined by the organization’s mandate, field network and risk exposure.	
Management/Focal Point Assessment	WIPO now incorporates ERM into its meetings annually. It does this through three vehicles: i) The Statement on Internal Control includes key risks facing the organization, and is reviewed by governing bodies annually. ii) Risks are included in the Program of Work and Budget when considered by Member States during budget years. iii) Risks are reviewed in the biennial WIPO Performance Reports and considered by Member States. Additionally, from 2023, WIPO has committed to include risk evolution in mid-biennium WPRs.	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	Director/Program Planning and Finance (Controller)	

JIU/REP/2020/2 “Policies and platforms in support of learning: towards more coherence, coordination and convergence” [LINK](#)

Recommendation 8	The governing bodies of United Nations system organizations should, by the end of 2023, approve a common United Nations Organizational Learning Framework, agreed through relevant inter-agency mechanisms, which should contain a set of principles and a plan of action for gradual implementation.	
Management/Focal Point Assessment	This was not discussed during the Learning Managers Forum (LMF) hosted by the United Nations System Staff College (UNSSC) in June 2021 and has been rescheduled for the 2022 LMF. Meanwhile WIPO’s member states approved a new HR strategy in October 2021 that requires the development of a Learning and Development Framework for WIPO. As a follow up to the work of the L&D taskforce, the DG recently approved a L&D strategy that includes a Learning framework that is aligned with WIPO’s business needs.	
Acceptance	Accepted	<i>Previously “not started”</i>
Implementation	Implemented	
Responsible Officer	D/HRMD	

JIU/REP/2020/1 “Review of the state of the investigation function: progress made in the United Nations system organizations in strengthening the investigation function” [LINK](#)

Recommendation 3	The legislative bodies of United Nations system organizations should request that organizations that have not yet done so consolidate by the end of 2022 all investigations and related activities (namely intake, preliminary assessment and the decision to open an investigation), irrespective of the type of misconduct, in the internal oversight office of each organization.	
Management/Focal Point Assessment	In WIPO, after a review of the internal justice system, the relevant rules have been changed to enable all investigation activities to be carried out by the Internal Oversight Division, with the exception of the intake and preliminary assessment of allegations of retaliation, which would remain within the Ethics Office’s mandate.	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	D/IOD	

III. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2017

JIU/REP/2017/3 “Review of air travel policies in the United Nations system: achieving efficiency gains and cost savings and enhancing harmonization” [LINK](#)

Recommendation 2	The legislative bodies of all United Nations system organizations, if they have not already done so, should abolish first class travel for all categories of staff and non-staff by January 2019 and permit its use only when business class is not available.	
Management/Focal Point Assessment	Since 2021, the abolition of first class has now been extended to all categories of staff, including the Director General.	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	Director/Procurement and Travel Division (PTD)	

[Annex II follows]


JOINT INSPECTION UNIT (JIU) RECOMMENDATIONS ADDRESSED TO EXECUTIVE HEADS OF JIU PARTICIPATING ORGANIZATIONS – STATUS AS AT END-MARCH 2022


I. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2021

JIU/REP/2021/6 “Business continuity management in United Nations system organizations”


[LINK](#)


This report was issued by the JIU on March 17, 2022. All recommendations are therefore new within the context of this report to Member States.


 <p>Recommendation 1</p>	<p>The executive heads of the United Nations system organizations should, by the end of 2023, review their business continuity management framework and ensure that the core elements identified in the present report are established and owned by relevant stakeholders to enable effective coordination of business continuity processes and practices, build coherence in their implementation and promote accountability at all levels.</p>
<p>Management/Focal Point Assessment</p>	<p>As noted in the report (Annex III), WIPO’s framework already reflects the core elements present in the report. However, as the framework will be reviewed for fit-for-purpose following the upcoming comprehensive update of business continuity plans, WIPO will be able to ensure that the core elements continue to be reflected.</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>Implemented</p>
<p>Responsible Officer</p>	<p>Business Continuity Coordinator (BCC)</p>

 <p>Recommendation 2</p>	<p>The executive heads of the United Nations system organizations should, by the end of 2023, ensure that the maintenance, exercise and review components of their business continuity plans are applied through a consistent and disciplined approach to confirm that the plans remain relevant and effective.</p>
<p>Management/Focal Point Assessment</p>	<p>As noted in the report (Annex IV), WIPO’s maintenance, exercise and review components of its business continuity plans are applied in a consistent and disciplined manner. As plans undergo the next comprehensive update the relevancy and effectiveness of the maintenance, exercise and review components will be reassessed and validated.</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>Implemented</p>
<p>Responsible Officer</p>	<p>BCC</p>

JIU/REP/2021/6 “Business continuity management in United Nations system organizations”
(continued)


 <p>Recommendation 3</p>	<p>The executive heads of the United Nations system organizations should, by the end of 2023, strengthen their learning mechanisms to contribute to organizational resilience by requiring after-action reviews following disruptive incidents and periodic internal management reviews of their business continuity management frameworks.</p>
<p>Management/Focal Point Assessment</p>	<p>As noted in the report (Annex IV), WIPO’s business continuity related learning mechanisms already include after-action and periodic management reviews. As plans undergo the next comprehensive review opportunities to further strengthen these mechanisms will be sought and implemented.</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>Implemented</p>
<p>Responsible Officer</p>	<p>BCC</p>


 <p>Recommendation 4</p>	<p>The executive heads of the United Nations system organizations should, by the end of 2024, report to their legislative organs and governing bodies on progress towards the implementation of the policy on the organizational resilience management system and its revised performance indicators, and highlight good practices and lessons learned, especially in the area of business continuity management.</p>
<p>Management/Focal Point Assessment</p>	<p>Progress towards the implementation of the ORMS policy and its revised performance indicators, along with good practices and lessons learned in the area of business continuity management will be added as an annex to the JIU Report, which is distributed to our legislative organs and governing bodies.</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>In progress</p>
<p>Responsible Officer</p>	<p>BCC</p>


 <p>Recommendation 5</p>	<p>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.</p>
<p>Management/Focal Point Assessment</p>	<p>This was completed during the course of 2021 through a comprehensive review of WIPO’s COVID-19 Pandemic crisis management response conducted by WIPO’s Internal Oversight Division, and involving all functional areas referred to in the recommendation. Lessons learned and recommendations were identified for implementation from 2022.</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>Implemented</p>
<p>Responsible Officer</p>	<p>BCC</p>

JIU/REP/2021/5 “Review of the ethics function in the United Nations system” [LINK](#)

This report was issued by the JIU on March 31, 2022. All recommendations are therefore new within the context of this report to Member States.


 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.
Management/Focal Point Assessment	This recommendation is implemented, as the current Chief Ethics Officer has been granted a contract for a full first term.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	Director/Human Resources Management Department (HRMD)

 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.
Management/Focal Point Assessment	This is included in the 2022/23 biennial plan of the WIPO Ethics Office.
Acceptance	Accepted
Implementation	In progress
Responsible Officer	Chief Ethics Officer

 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.
Management/Focal Point Assessment	This is included in the 2022/23 biennial plan of the WIPO Ethics Office. WIPO will be re-tendering for an External Service Provider in 2023. During the re-tendering process of the services on the Financial Disclosure and Declaration of Interest (FDDI) program, WIPO will evaluate the effectiveness and efficiency of the program and implement any improvements noted from a value for money perspective.
Acceptance	Accepted
Implementation	In progress
Responsible Officer	Chief Ethics Officer


JIU/REP/2021/3 “Cybersecurity in the United Nations system organizations” [LINK](#)

This report was issued by the JIU on November 3, 2021. All recommendations are therefore new within the context of this report to Member States.


 <p>Recommendation 1</p>	<p>The executive heads of the United Nations system organizations should prepare, as a matter of priority and no later than 2022, a comprehensive report on their cybersecurity framework and present it to their respective legislative and governing bodies at the earliest opportunity, covering the elements contributing to improved cyberresilience examined in the present report.</p>
<p>Management/Focal Point Assessment</p>	<p>WIPO supports this recommendation and will provide to its governing bodies additional information on cybersecurity at its 2022 PBC and assembly meetings, in the context of the WIPO Performance Report for the 2020/21 Biennium, supported by independent audits (internal and external) of cybersecurity management at WIPO. The WPR 2020/21 will also include reporting on KPIs approved within the Program and Budget for the 2020/21 Biennium.</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>In progress</p>
<p>Responsible Officer</p>	<p>Chief Security Officer (CSO)</p>

JIU/REP/2021/2 “Review of United Nations system support for landlocked developing countries to implement the Vienna Programme of Action” [LINK](#)

This report was issued by the JIU on July 22, 2021. All recommendations are therefore new within the context of this report to Member States.

 <p>Recommendation 1</p>	<p>The executive heads of United Nations system organizations should designate, if they have not already done so, by the end of 2022, an organizational focal point on landlocked developing countries with clear terms of reference, developed with guidance from UN-OHRLLS, that define the focal point’s role and responsibilities in supporting implementation of the programme of action for landlocked developing countries.</p>
<p>Management/Focal Point Assessment</p>	<p>In practice, the Division for Least Developed Countries has been acting as the focal point of WIPO for the issues related to the Vienna Programme of Action for Landlocked Developing Countries (LLDCs). However, the focal point role of the Division for LDCs has not yet been institutionalized with well-defined terms of reference.</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>In progress</p>
<p>Responsible Officer</p>	<p>Director/Division for Least-Developed Countries (LDCs)</p>

JIU/REP/2021/2 “Review of United Nations system support for landlocked developing countries to implement the Vienna Programme of Action” (continued)

 Recommendation 3	The executive heads of United Nations system organizations should develop, by the end of 2022, a clear results framework for support for landlocked developing countries, including linkages among the outcomes to be achieved, the main outputs strategy and core activities.
Management/Focal Point Assessment	As a member of the UN Inter-Agency Consultative Group, in response to the call for input to the UN Roadmap for Accelerated Implementation of the Vienna Programme of Action (VPoA) for Landlocked Developing Countries (LLDCs) for 2014-2024, WIPO has provided a substantive input, which is a set of concrete deliverables that the Organization plans to undertake to support the implementation of the VPoA for the period 2020-2024. These WIPO deliverables have been fully incorporated into the above Roadmap, which provides a clear results framework and a detailed mapping of activities to be carried out by UN system organizations.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	D/LDCs

II. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2020

JIU/REP/2020/8 “Review of mainstreaming environmental sustainability across organizations of the United Nations system” [LINK](#)

Recommendation 1	The executive heads of United Nations system organizations that have not yet done so should, by the end of 2022, develop an organization-wide policy for environmental sustainability in the areas of internal management functions.
Management/Focal Point Assessment	Management is preparing a high-level environmental responsibility policy for WIPO, covering all areas of work at WIPO, at a very high level, under which there would be various chapters to cover the various areas. The policy will be released after internal consultations with the Sectors within WIPO for their input.
Acceptance	Accepted <i>No change from previous status Assessment has been updated</i>
Implementation	In progress
Responsible Officer	Director/Premises Infrastructure Division (PID)

Recommendation 4	The executive heads of the United Nations system organizations that have not yet done so should, by the end of 2022, task procurement offices with incorporating specific provisions for integrating environmental sustainability considerations into procurement policies, procedures, manuals and guidelines, including through the relevant inter-agency mechanisms, as necessary.
Management/Focal Point Assessment	A review will be completed in 2022 to determine how sustainability considerations may be incorporated into WIPO’s procurement policies, procedures, manuals and guidelines.
Acceptance	Accepted <i>Previously “in progress”</i>
Implementation	Implemented
Responsible Officer	Director/Procurement and Travel Division (PTD)

JIU/REP/2020/8 “Review of mainstreaming environmental sustainability across organizations of the United Nations system” (continued)

Recommendation 5	The executive heads of the United Nations system organizations should, by the end of 2022, ensure that all recruitment and selection processes, as well as performance appraisal systems, incorporate and give adequate weight to environmental sustainability understanding and behaviors, and report on the implementation to their legislative organs and governing bodies from 2023.	
Management/Focal Point Assessment	Environmental sustainability remains a priority for WIPO, and over the last few years, we have evolved WIPO’s talent management systems so that they are now completely paperless. We do not feel that is realistic to incorporate testing on sustainability understanding and behaviors as part of our selection process but would rather focus our efforts on encouraging these behaviors in the WIPO workforce, in line with our core value on “Acting Responsibly”. WIPO echoes CEB’s recommendation that a UN system-wide framework/ guideline is needed for evaluating environmental sustainability understanding and behaviors and ensuring a consistent approach.	
Acceptance	Accepted	No change from previous status Assessment has been updated
Implementation	In progress	
Responsible Officer	Director/Human Resources Management Division (HRMD)	

Recommendation 7	The executive heads of the United Nations system organizations should, by the end of 2022, make all conferences, events and meetings organized by their respective organizations “paper smart”, while providing printed material only upon official request and with adequate cost recovery measures following a differential pricing system in respect of different customer groups – such as official delegates, research institutions, other conference participants and students – and report on the implementation to their legislative organs and governing bodies from 2023.	
Management/Focal Point Assessment	WIPO is operating a paper-smart, on-demand policy for printed copies of meeting documents.	
Acceptance	Accepted	Previously “in progress”
Implementation	Implemented	
Responsible Officer	Director/Diplomatic Engagement and Assemblies Affairs Division (DEAAD)	

JIU/REP/2020/8 “Review of mainstreaming environmental sustainability across organizations of the United Nations system” (continued)

Recommendation 8	The executive heads of the United Nations system organizations that have not yet done so should, by the end of 2022, task the relevant offices responsible for organizing conferences, meetings and events with developing a policy for incorporating provisions relating to environmental sustainability considerations into policies, procedures, manuals and guidelines, including through the relevant inter-agency mechanisms, as necessary.	
Management/Focal Point Assessment	<p>In 2020, we printed a total of 49,865 pages (19,965 pages in color and 29,900 copies in black and white, i.e. <i>82% less than 2019</i> due to the pandemic (comprising working documents, the Director General’s Report, the Daily Journal, the delegates’ questionnaire, as well as 37 sets of all the working documents in all official languages, which were provided to the interpreters).</p> <p>In 2021, we printed a total of 100,609 pages in black and white, i.e. <i>102% more than 2020</i> (comprising working documents, the Daily Journal, the delegates’ questionnaire, as well as 44 sets of all the working documents in all official languages, which were provided to the interpreters).</p>	
Acceptance	Accepted	<i>No change from previous status Assessment has been updated</i>
Implementation	In progress	
Responsible Officer	D/DEAAD	

Recommendation 9	The executive heads of organizations of the United Nations system should ensure that, by the end of 2022, information and communications technology services’ actions and projects comply with environmental sustainability considerations, including ensuring that greenhouse gas emissions are at a level compatible with the United Nations Framework Convention on Climate Change Paris agreement.	
Management/Focal Point Assessment	<p>During the course of 2021 several actions were taken to address recommendation 9:</p> <ul style="list-style-type: none"> - Under the WIPO-wide high level policy, development of Green IT guidelines. The text is currently being reviewed internally. - Development of a Green IT action plan: The action plan is currently being assessed internally. Selected actions will implemented in order to further reduce WIPO’s carbon IT footprint. - On-going discussion is taking place with our major IT vendors to see how they can help WIPO to reduce its IT carbon footprint. 	
Acceptance	Accepted	<i>No change from previous status Assessment has been updated</i>
Implementation	In progress	
Responsible Officer	Director/IT Technical Division	

JIU/REP/2020/7 “Blockchain applications in the United Nations system: towards a state of readiness” [LINK](#)

Recommendation 2	The executive heads of the United Nations system organizations should make sure that the examination of possible blockchain use cases will be based on assessments of project risks, including with respect to relevant organizational policies and regulations on privileges and immunities, data protection, confidentiality, cybersecurity, system integrity, and reputation.
Management/Focal Point Assessment	This is normal practice within WIPO for all use cases, especially ones that use frontier technologies. WIPO does have internal governance processes to assess business case, project risks, including P&I, information security, architecture, etc.
Acceptance	Accepted
Implementation	In progress
Responsible Officer	Chief Information Officer (CIO)

No change from previous status

Recommendation 3	The executive heads of the United Nations system organizations, if they have not already done so, should endorse the Principles for Digital Development by the end of 2022, as a first step to ensuring a general common understanding of digital transformation at the organizational level, including the possible use of blockchains.
Management/Focal Point Assessment	These principles are appropriate and can be adopted by WIPO. However, they will need to be discussed and agreed at the ICTIA Board with a proposal to ensure application of (and compliance to) these principles in our projects.
Acceptance	Accepted
Implementation	In progress
Responsible Officer	CIO

No change from previous status

JIU/REP/2020/7 “Blockchain applications in the United Nations system: towards a state of readiness” (continued)

Recommendation 4	The executive heads of the United Nations system organizations should ensure that any decision on using blockchain should be based on an appropriate determination of the business case and of the most suitable solution, using as guidance a decision-making matrix (as described in the present report, as well as any enhancements and/or adaptations).
Management/Focal Point Assessment	The recommendation follows what WIPO has in place for project governance. As noted above, the criteria for decision making for blockchain should be reviewed at the ICTIA Board.
Acceptance	Accepted
Implementation	In progress
Responsible Officer	CIO

No change from previous status

JIU/REP/2020/6 “Multilingualism in the United Nations system” [LINK](#)

Recommendation 3	The executive heads of the United Nations system organizations that have not yet done so, should, where appropriate, introduce or enhance, by the end of 2022, their policies for attracting new translators and interpreters and retaining talented and skilled language professionals, including the preparation of succession plans with specifications for required languages and language combinations, as well as the expansion of outreach programmes.
Management/Focal Point Assessment	Under the guidance of the Task Force on Language, work is being carried out to tap into the existing arrangements and programs such as those for Associate Translators and terminologist fellowships, as means to attract new translators and interpreters, and retain talented and skilled language professionals.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	Director/Language Division (LD)

Previously “in progress”

Recommendation 5	The executive heads of the United Nations system organizations should request the High-level Committee on Management of the United Nations System Chief Executives Board for Coordination (CEB) to establish a working group on the preparation for adoption, by the end of 2022, of a United Nations system language framework for language teaching, learning, assessment, and certification in the six official languages of the United Nations, which could be based, inter alia, on the results of the work already undertaken by the United Nations Secretariat in this area.
Management/Focal Point Assessment	This is outside the sole remit of WIPO, and should be addressed by the HLCM and the CEB to provide the response.
Acceptance	Not relevant
Implementation	
Responsible Officer	Director/Program Planning and Finance (Controller) and D/LD

Previously “not started”

JIU/REP/2020/6 “Multilingualism in the United Nations system” (continued)

Recommendation 6	The executive heads of the United Nations system organizations, in their capacity as members of the United Nations System Chief Executives Board for Coordination, should direct the High-level Committee on Management to develop a system-wide, comprehensive and coordinated approach to multilingualism as a core value of the United Nations system organizations.	
Management/Focal Point Assessment	This is outside the sole remit of WIPO, and should be addressed by the HLCM and the CEB to provide the response.	
Acceptance	Not relevant	<i>Previously “not started”</i>
Implementation		
Responsible Officer	D/DPPF (Controller) and D/LD	

JIU/REP/2020/5 “Enterprise risk management: approaches and uses in United Nations system organizations” [LINK](#)

Recommendation 2	By the end of 2021, executive heads should undertake a comprehensive review of their ERM implementation against JIU benchmarks 1 to 9, as outlined in the present report.	
Management/Focal Point Assessment	WIPO undertakes a comprehensive review of its ERM implementation annually. In 2021, WIPO additionally reviewed its implementation against JIU benchmarks 1 to 9, and presented the report to Member States in September 2021.	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	D/DPPF (Controller)	

Recommendation 3	By the end of 2021, members of the High-level Committee on Management of the Chief Executives Board for Coordination should ensure that its Cross-Functional Task Force on Risk Management is continued as a viable mechanism to further promote and facilitate inter-agency cooperation, coordination and knowledge-sharing and to explore shared risks associated with United Nations reform efforts.	
Management/Focal Point Assessment	Based on the strong interest from members, the Co-Chairs of the HLCM Cross-functional task force on risk management proposed to the HLCM in March 2021 to transform it into a sustainable forum, to further promote and facilitate inter-agency cooperation, coordination and knowledge-sharing and to explore shared risks across the United Nations system. The Risk Management Forum terms of reference were approved by the HLCM in March 2021 at its 41st session, thereby discontinuing the task force. The Risk Management Forum met twice in 2021 after its creation in March 2021.	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	D/DPPF (Controller)	

JIU/REP/2020/2 “Policies and platforms in support of learning: towards more coherence, coordination and convergence” [LINK](#)

Recommendation 1	The executive heads of United Nations system organizations, if they have not already done so, should establish a minimum set of key performance indicators and associated targets for the efficiency of learning programmes and their effectiveness in support of business outcomes, which the organizations should monitor and report upon to the governing bodies.
Management/Focal Point Assessment	Following the issuance of the new HR strategy, the learning and development task force has issued a Learning & Development Strategy that includes initiatives to pilot new evaluation mechanisms to better assess impact of L&D.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	D/HRMD
<i>Previously "in progress"</i>	
Recommendation 3	The executive heads of the United Nations system organizations should, in consultation with the United Nations Sustainable Development Group, examine the existing options for a comprehensive joint curriculum or at least system-wide quality assurance of courses related to the 2030 Agenda for Sustainable Development, by the end of 2021.
Management/Focal Point Assessment	The work of the Working Group SDG LEARN coordinated by UNITAR was slowed down during the pandemic and is still ongoing.
Acceptance	Accepted
Implementation	In progress
Responsible Officer	Executive Director (ED)/WIPO Academy (WA)
<i>No change from previous status Assessment has been updated</i>	
Recommendation 6	The executive heads of the United Nations system organizations, if they have not already done so, should establish criteria for the more systematic use of external platforms, based on judicious curating of their courses and realistic learning objectives.
Management/Focal Point Assessment	The work on the criteria is ongoing.
Acceptance	Accepted
Implementation	In progress
Responsible Officer	ED/WA
<i>No change from previous status</i>	

IV. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2019

JIU/REP/2019/9 “Review of contemporary practices in the external outsourcing of services to commercial service providers by United Nations system organizations” [LINK](#)

Recommendation 1	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.	
Management/Focal Point Assessment	The HLCM Procurement Network has agreed on a definition of outsourcing, which WIPO accepts and will include in its Procurement Manual. As regards the approaches and procedural guidelines on the subject matter, the current procurement regulatory framework already addresses sufficiently the procurement requirements of outsourcing, as now defined.	
Acceptance	Accepted	<i>Previously “under consideration”</i>
Implementation	Implemented	
Responsible Officer	D/PTD	

JIU/REP/2019/8 “Review of staff exchange and similar inter-agency mobility measures in United Nations system organizations” [LINK](#)

Recommendation 4	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.	
Management/Focal Point Assessment	The drafting of the procedures should be considered within the framework of the CEB HR Network (which has only begun initial discussions on the issue).	
Acceptance	Accepted	<i>No change from previous status Assessment has been updated</i>
Implementation	Not started	
Responsible Officer	D/HRMD	

JIU/REP/2019/5 “Managing cloud computing services in the United Nations system” [LINK](#)

Recommendation 1	The executive heads of the United Nations organizations should ensure that business continuity planning includes strategies and measures to mitigate the risk of failure by cloud service providers to deliver the contracted services.	
Management/Focal Point Assessment	<ul style="list-style-type: none"> - As a precautionary step to ensure the possibility to revert to a different provider, when migrating email services to Microsoft cloud, WIPO took care to ensure its data is further backed up to a different cloud provider (AWS). The above measure will be extended to other services such as the collaboration ones that are in the process of being migrated to the Microsoft cloud. - When migrating applications into the cloud, redundancy across multiple availability zones or regions is planned according to the application’s RTO and RPO. - No other plan on being able to switch loads across different cloud providers. 	
Acceptance	Accepted	<i>No change from previous status</i>
Implementation	In progress	
Responsible Officer	CIO	

V. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2018

JIU/REP/2018/6 “Enhancing accessibility for persons with disabilities to conferences and meetings of the United Nations system” [LINK](#)

Recommendation 1	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.	
Management/Focal Point Assessment	WIPO is currently mapping existing policies/activities/initiatives on Disability Inclusion in order to draft a Disability Inclusion strategy in line with the UN Disability Inclusion Strategy (UNDIS) requirements. In this regard, WIPO has established a cross Sectorial working group to formulate the Disability Inclusion strategy.	
Acceptance	Accepted	<i>No change from previous status Assessment has been updated</i>
Implementation	In progress	
Responsible Officer	D/DEAAD	

JIU/REP/2018/6 “Enhancing accessibility for persons with disabilities to conferences and meetings of the United Nations system” (continued)

Recommendation 5	<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; (b) Clauses are included in accessible registration forms to ask specifically about accessibility requirements; (c) Information on accessible facilities and services is disseminated to all potential participants through accessible websites and information notes; (d) Accessible post-conference and post-meeting satisfaction surveys consistently include questions to assess satisfaction with the accessibility of facilities and services.</p>	
Management/Focal Point Assessment	<p>The WIPO registration form now includes a field for registrants with a disability (“Do you have a disability requirement you wish to share with us, please specify”)(implemented January 2022)</p> <p>Information on accessible facilities and services has been available through the practical guide information provided to meeting participants.</p> <p>Evacuation exercises trainings are scheduled in 2022 for the whole Conference Team.</p> <p>Our post-conference and post-meeting satisfaction surveys include a question to assess satisfaction with the accessibility of facilities and services.</p>	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	D/DEAAD	
Recommendation 8	<p>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.</p>	
Management/Focal Point Assessment	<p>Procurement guidelines will be updated within the context of the development of the broader policy in the area of accessibility during 2022.</p>	
Acceptance	Accepted	<i>No change from previous status</i>
Implementation	In progress	<i>Assessment has been updated</i>
Responsible Officer	D/PTD	

JIU/REP/2018/4 “Review of whistle-blower policies and practices in the United Nations system organizations” [LINK](#)

Recommendation 10	By the end of 2019, executive heads of United Nations system organizations should ensure that all supervisors and managers are required to complete specific training on whistleblowing policies and on how to appropriately respond to and handle misconduct/wrongdoing and retaliation reports.	
Management/Focal Point Assessment	The Chief Ethics Officer’s 2022 workplan includes the development of a tailored Protect against Retaliation (PaR) training/guideline for Managers. The timeline for its development is Q3/Q4 2022.	
Acceptance	Accepted	No change from previous status Assessment has been updated
Implementation	In progress	
Responsible Officer	Chief Ethics Officer (CEO)	

VI. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2016

JIU/REP/2016/9 “Safety and security in the United Nations system” [LINK](#)

Recommendation 2	The Executive Heads of the United Nations system organizations, through the Inter-Agency Security Management Network and the Department of Safety and Security, should ensure that, by no later than January 2018, a comprehensive system-wide policy for road safety is finalized and ready for implementation within each of their respective organizations.	
Management/Focal Point Assessment	<p>The road safety policy at UN inter-agency level has gone through a process of revision and was endorsed at the Inter-Agency Security Management Network (IASMN) in September 2021.</p> <p>The Security and Safety Coordination Services (SSCS) within the Security and Information Assurance Division (SIAD), drafted and published in Q4 2021 on the WIPO intranet a Standard Operating Procedure (SOP) on Road Safety. The SOP reflects key provisions of the UN Security Management System (UNSMS) Road Safety Policy, as they apply to WIPO.</p> <p>Given the low number of official vehicles, targeted communications are being provided:</p> <ul style="list-style-type: none"> • Briefings to heads of EOs and Security and Safety Focal Points (SSFPs) on the policy and how to apply were provided in Q4 2021. Continuous engagements will be carried out in 2022 as part of trainings and compliance exercises. • Highlighting Road Safety in written security briefings for staff traveling to areas of heightened risk with links to the UN Road Safety web-page and to the WIPO intranet. This is being incorporated in the Travel Risk Management System currently under implementation with the International SOS system. 	
Acceptance	Accepted	Previously “in progress”
Implementation	Implemented	
Responsible Officer	CSO	

JIU/REP/2016/9 “Safety and security in the United Nations system” (continued)

Recommendation 3	The Executive Heads of the United Nations system organizations that have not yet done so should ensure that, by no later than January 2018, appropriate security compliance mechanisms commensurate with the risk level assessed in each particular duty station are included in the individual performance appraisal systems in place for all staff within their respective organizations.	
Management/Focal Point Assessment	<ul style="list-style-type: none"> • A review of all job descriptions for WIPO Safety and Security staff has been completed with new job descriptions agreed. • WIPO has successfully included the BSAFE certification in the WIPO performance appraisal system for all staff and a large number of “non-staff” who work on WIPO premises. The compliance rate of completion is at 97% for all staff for 2021. • Within the delivery of the Organization’s Strategic Security Plan (SSP), a safety and security training plan was developed and relevant training modules to certain Managers were provided in Q4 2021, i.e. heads of EOs and Security and Safety Focal Points. The training plan will be further implemented in 2022 to continuously build capacity of managers, notably on Security Risk Management for EOs. • Finally, the WIPO Safety and Security Framework published in Jan 2022 as an Office Instruction assigns accountabilities and responsibilities to key managerial roles at WIPO. 	
Acceptance	Accepted	<div style="border: 1px solid #0070c0; border-radius: 10px; padding: 5px; display: inline-block;"> <i>Previously “in progress”</i> </div>
Implementation	Implemented	
Responsible Officer	CSO	

Recommendation 5	The Executive heads of the United Nations system organizations that have not yet done so should, by no later than January 2018, incorporate safety and security compliance indicators in the performance assessments at every management level, including senior management.	
Management/Focal Point Assessment	<p>The WIPO Safety and Security Framework was revised and published as an Office Instruction in January 2022.</p> <p>The WIPO Safety and Security Framework aligns with the latest Framework of Accountability of the UN Security Management System (UNSMS). It incorporates Safety and Security performance-related KPIs vis-à-vis accountability for Senior Management at headquarters and in External Offices.</p>	
Acceptance	Accepted	<div style="border: 1px solid #0070c0; border-radius: 10px; padding: 5px; display: inline-block;"> <i>Previously “in progress”</i> </div>
Implementation	Implemented	
Responsible Officer	CSO	

[Annex III follows]

LIST OF ACTIVE⁴ JIU REPORTS RELEVANT TO WIPO AS AT END-MARCH 2022

This annex serves to provide links to active JIU reports relevant to WIPO. All JIU reports, notes and management letters may be accessed/are available through the JIU's website. [LINK](#)

REFERENCE	LINK TO JIU REPORT	OUTSTANDING RECOMMENDATIONS (LB and EH) ⁵	CEB COMMENTS	OTHER DOCUMENTS
 JIU/REP/2021/6	Business continuity management in United Nations system organizations	1 EH	Not yet available	
 JIU/REP/2021/5	Review of the ethics function in the United Nations system	2 EH	Not yet available	
 JIU/REP/2021/3	Cybersecurity in the United Nations system organizations	1 LB 1 EH	Not yet available	
 JIU/REP/2021/2	Review of United Nations system support for landlocked developing countries to implement the Vienna Programme of Action	1 LB 1 EH	Not yet available	
JIU/REP/2020/8	Review of mainstreaming environmental sustainability across organizations of the United Nations system	5 EH	CEB Comments	Review Highlights
JIU/REP/2020/7	Blockchain applications in the United Nations system: towards a state of readiness	2 LB 3 EH	CEB Comments	Review Highlights
JIU/REP/2020/6	Multilingualism in the United Nations system	1 LB	CEB Comments	Review Highlights
JIU/REP/2020/2	Policies and platforms in support of learning: towards more coherence, coordination and convergence	2 EH	CEB Comments	Review Highlights
JIU/REP/2019/8	Review of staff exchange and similar inter-agency mobility measures in United Nations system organizations	1 EH	CEB Comments	Review Highlights
JIU/REP/2019/5	Managing cloud computing services in the United Nations system	1 EH	CEB Comments	Review Highlights
JIU/REP/2018/6	Enhancing accessibility for persons with disabilities to conferences and meetings of the United Nations system	2 EH	CEB Comments	Review Highlights
JIU/REP/2018/4	Review of whistle-blower policies and practices in the United Nations system organizations	1 EH	CEB Comments and Inspectors Response	Review Highlights

[End of Annex III and of document]

⁴ JIU reports containing outstanding recommendations, including all those included in the present report.

⁵ Subject to the endorsement of Member States in respect of recommendations addressed to WIPO's Legislative Bodies (LB) and to the Executive Head (EH).