

Program and Budget Committee

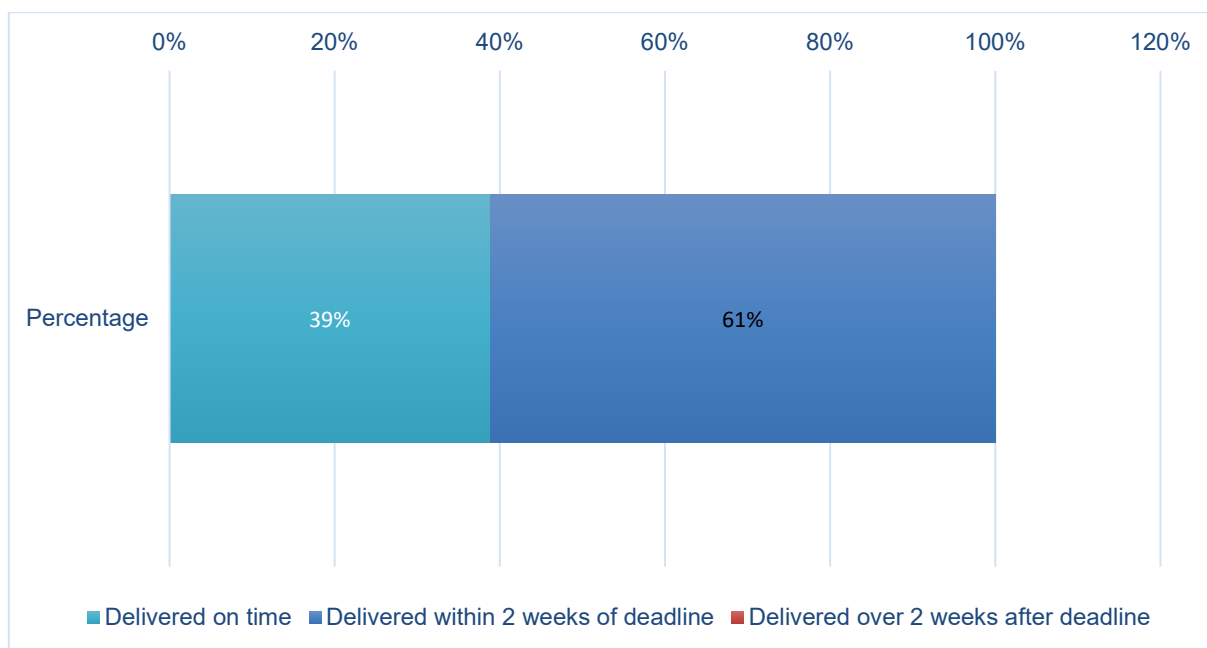
Thirty-Fifth Session
Geneva, May 22 to 26, 2023

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, 2018, to February 28, 2023.
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.
4. Annex III to the present document contains the list of active JIU reports, together with links, relevant to WIPO as at February 28, 2023.
5. Since the last report submitted to Member States (WO/PBC/34/6) on the same subject, the JIU issued one Review, which was not relevant to WIPO.
6. 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 Summary Dashboard – Response Timeliness table below).

Table 1. Summary Dashboard – Response Timeliness



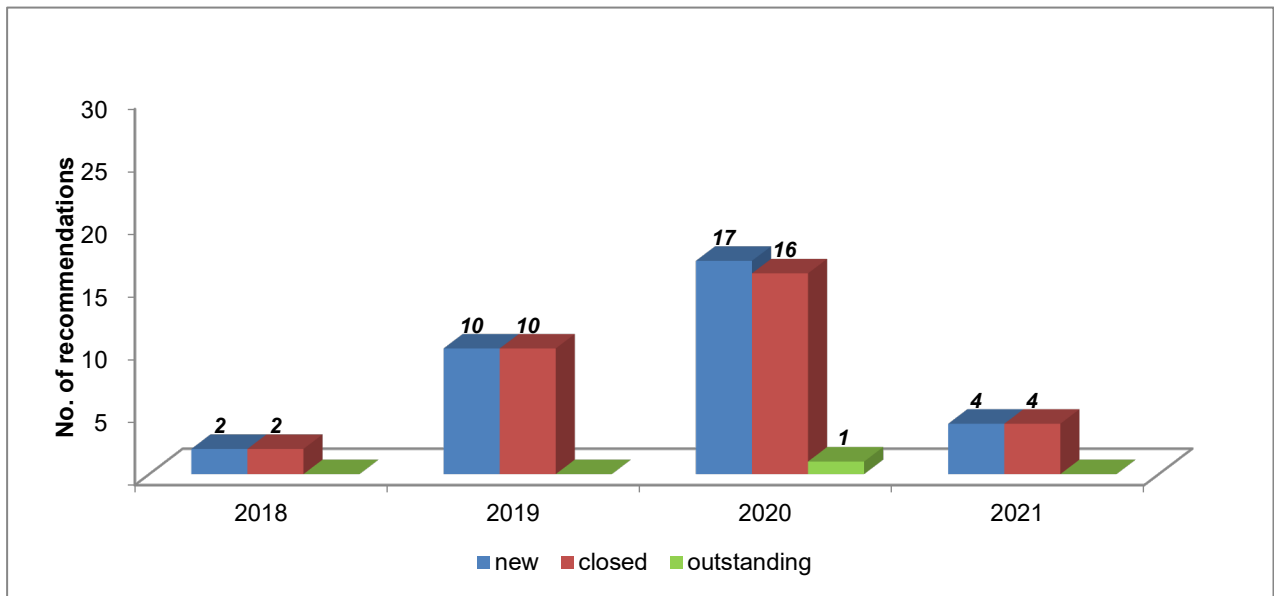
7. The following Reviews are ongoing at the time of finalization of the present document:

Table 2. JIU Reviews relevant to WIPO planned in 2023

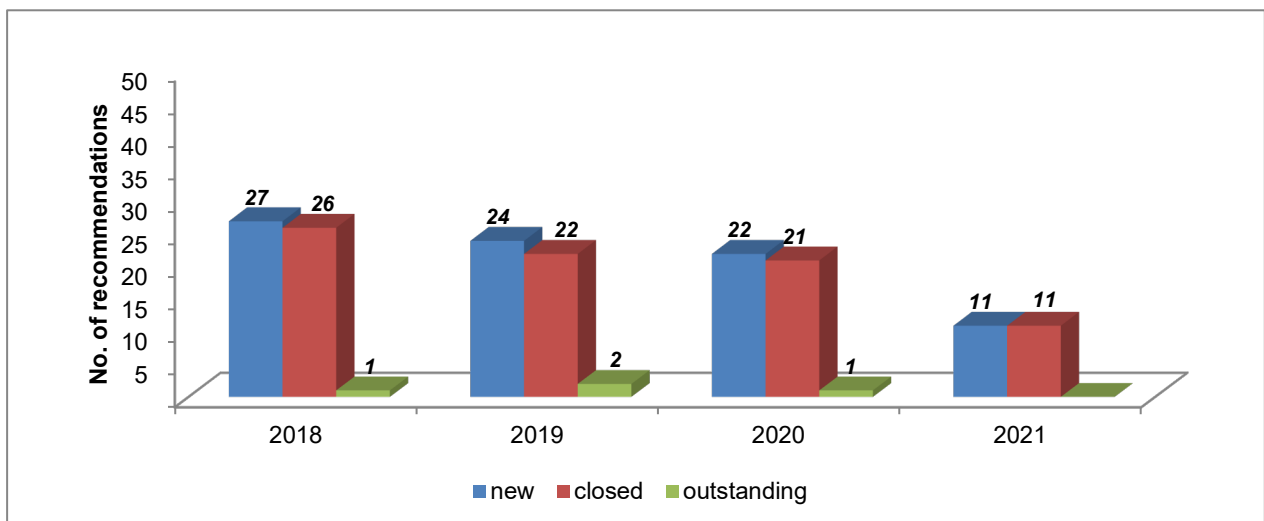
A457 - Review of policies, measures, mechanisms and practices to prevent and address racism and racial discrimination in the United Nations system	2021 PoW
A460 - Review of the internal pre-tribunal stage appeal mechanisms available to staff members in the United Nations system organizations	2021 PoW
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

8. As at February 28, 2023, subject to the endorsement of Member States in respect of recommendations contained in the present report, there will be **one recommendation** addressed to WIPO's Legislative Bodies and **four recommendations** addressed to the Executive Head, which will remain outstanding. This represents the lowest number of outstanding recommendations since the beginning of reporting to Member States on the progress of the implementation of JIU recommendations. All other recommendations have been closed (implemented, considered not relevant to WIPO, or not accepted).

**Chart 1. JIU Recommendations addressed to Legislative Bodies 2018-2021
Status as at February 28, 2023¹**



**Chart 2. JIU Recommendations addressed to the Executive Head 2018-2021
Status as at February 28, 2023²**



¹ Subject to the endorsement of Member States in respect of recommendations addressed to WIPO's Legislative Bodies (LB).

² Subject to the endorsement of Member States in respect of recommendations addressed to WIPO's Executive Head (EH).

9. The following decision paragraph is proposed.

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

(i) *took note of the present report (document WO/PBC/35/2);*

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

- *JIU/REP/2021/6 (Recommendation 4);*
- *JIU/REP/2021/5 (Recommendations 3 and 4);*
- *JIU/REP/2021/3 (Recommendations 1 and 2);*
- *JIU/REP/2021/2 (Recommendations 1 and 7);*
- *JIU/REP/2020/8 (Recommendations 1, 5, 8 and 9);*
- *JIU/REP/2020/7 (Recommendations 1, 2, 3 and 4);*
- *JIU/REP/2020/6 (Recommendation 4);*
- *JIU/REP/2020/2 (Recommendation 3);*
- *JIU/REP/2018/6 (Recommendations 1 and 4) 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 FEBRUARY 28, 2023

I. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2021

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

Recommendation 2	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.
Management/Focal Point Assessment	The WIPO Performance Report (WPR) 2020/21 was presented to Member States during the 2022 Program and Budget Committee and Assemblies meetings, and contained a briefing on the current state of WIPO cybersecurity framework and the current Information Security Strategy, and was supported by both the internal audit of cybersecurity (IA 2020-04) and the continuing certification to the ISO 27001 standard for Information Security Management (held since 2011). The WPR also included reporting on the approved Key Performance Indicators (KPIs) for the biennium.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	Chief Security Officer (CSO)

Previously “in progress”

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

Recommendation 7	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.
Management/Focal Point Assessment	Through the Program of Work and Budget 2022/23 and the subsequent related Workplans for all Sectors including actions for Least-Developed Countries (LDCs), developing countries, and countries in transition, WIPO has mainstreamed the priorities of the programme of action for landlocked developing countries on areas pertinent to the mandate of WIPO. As a member of the Inter-Agency Consultative Group, WIPO provides regular updates to the United Nations Office of the High Representative for the Least-Developed Countries, Landlocked Developing Countries and Small Island Developing States (UN-OHRLLS) on the implementation of WIPO deliverables for Landlocked Developing Countries (LLDCs) planned to be undertaken under the above-mentioned UN Roadmap.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	Director/Division for Least-Developed Countries (LDCs)

Previously “in progress”

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](#)

<p>Recommendation 1</p>	<p>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.</p>	
<p>Management/Focal Point Assessment</p>	<p>WIPO published in March 2022 the document “Blockchain technologies and IP ecosystems”: A WIPO white paper on WIPO website at: https://www.wipo.int/cws/en/blockchain-and-ip.html. WIPO will launch two blockchain pilots, “Global Identifier” and “Global Work Registration for Collective Management Organizations (CMOs) - WIPO Connect”, where several IP Offices and other stakeholders will be invited.</p>	
<p>Acceptance</p>	<p>Accepted</p>	<div style="border: 1px solid blue; border-radius: 15px; padding: 5px; text-align: center;"> <i>Previously “in progress”</i> </div>
<p>Implementation</p>	<p>Implemented</p>	
<p>Responsible Officer</p>	<p>Chief Information Officer (CIO)</p>	
<p>Recommendation 6</p>	<p>The governing bodies of the United Nations system organizations should encourage Member States to engage with the United Nations Commission on International Trade Law (UNCITRAL) 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.</p>	
<p>Management/Focal Point Assessment</p>	<p>The International Bureau of WIPO prepared a document “ANALYSIS OF UNCITRAL MODEL LAW ON ELECTRONIC TRANSFERABLE RECORDS FOR BLOCKCHAIN USES IN IP ECOSYSTEMS” and consulted with the Blockchain Task Force of the Committee on WIPO Standards (CWS) in 2022. The result was shared at the tenth session of the CWS in November 2022. The International Bureau will closely monitor new recommendations or guidance that the United Nations Commission on International Trade Law (UNCITRAL) publishes in this regard.</p>	
<p>Acceptance</p>	<p>Accepted</p>	<div style="border: 1px solid blue; border-radius: 15px; padding: 5px; text-align: center;"> <i>Previously “not started”</i> </div>
<p>Implementation</p>	<p>In progress</p>	
<p>Responsible Officer</p>	<p>CIO</p>	

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

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	Multilingualism is valued at WIPO and is encouraged at all levels across the Organization. This is also supported by the Revised Policy on Languages which was approved by Member States. Furthermore, significant opportunities are offered by WIPO to its staff for language training in the official languages of the Organization and other languages. In this respect, over 20% of WIPO’s overall internal training budget covers the cost of language training of its staff.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	Director/Human Resources Management Department (HRMD)

Previously “in progress”

[Annex II follows]

JOINT INSPECTION UNIT (JIU) RECOMMENDATIONS ADDRESSED TO EXECUTIVE HEADS OF JIU PARTICIPATING ORGANIZATIONS – STATUS AS AT FEBRUARY 28, 2023

I. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2021

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

[LINK](#)

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.	
Management/Focal Point Assessment	WIPO includes relevant information in its Performance Report (WPR) which is reported to the Program and Budget Committee and to the Assemblies of WIPO annually.	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	Business Continuity Coordinator	

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

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	The Ethics and Integrity training was rolled out in November 2022. The training has been made mandatory for all current and future personnel. It is valid for three years, thereafter personnel have to take a refresher. The Ethics Office will work on developing new refresher courses in 2023-2024 to eventually start roll-out in 2025.	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
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	Following an assessment of the current Financial Disclosure and Declaration of Interest (FDDI) program, a new proposal for developing an internal FDDI software was approved in 2022 and is currently being developed. Implementation of this more cost-effective and efficient approach is planned for 2023 (next FDDI exercise).	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	Chief Ethics Officer	

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

Recommendation 1	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.	
Management/Focal Point Assessment	The WPR 2020/21 was presented to Member States during the 2022 Program and Budget Committee and Assemblies meetings, and contained a briefing on the current state of WIPO cybersecurity framework and the current Information Security Strategy, and was supported by both the internal audit of cybersecurity (IA 2020-04) and the continuing certification to the ISO 27001 standard for Information Security Management (held since 2011). The WPR also included reporting on the approved KPIs for the biennium.	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	Chief Security Officer (CSO)	

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

Recommendation 1	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.	
Management/Focal Point Assessment	The WIPO Division for Least Developed Countries is the default focal point on landlocked developing countries under the leadership of the Director, Division for Least-Developed Countries. In practice, the Division for Least Developed Countries acts as the focal point of WIPO for the issues related to the Vienna Programme of Action for Landlocked Developing Countries (LLDCs). Through WIPO’s workplanning process, the mandate of the Division covers various activities and responsibilities in supporting implementation of actions for landlocked developing countries in accordance with WIPO’s mandate.	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	Director/Division for Least-Developed Countries (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	A High-Level Policy on Environmental Responsibility, signed by the Executive Head, has been issued in December 2022.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	Director/Premises Infrastructure Division (PID)
<i>Previously “in progress”</i>	
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	WIPO considers environmental sustainability a priority. As such and in line with WIPO’s core value on “Acting Responsibly”, the Organization expects its staff and prospective staff to understand and adhere to such conduct and behaviour on environmental sustainability. In addition, WIPO’s Performance Management and Staff Development System (PMSDS) includes an evaluation of its core values for all staff, regardless of their level or function. Finally, WIPO also implemented its High-level Policy on Environmental Sustainability in December 2022 (OI/7/2022).
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	Director/Human Resources Management Division (HRMD)
<i>Previously “in progress”</i>	
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	The High-Level Policy on Environmental Responsibility has been issued by Premises Infrastructure Division, effective on December 21, 2022.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	D/DEAAD
<i>Previously “in progress”</i>	

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

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>WIPO has been 100% climate neutral since 2014 due to continual reduction efforts, including by offsetting unavoidable emissions through a mechanism with the United Nations Framework Convention on Climate Change (UNFCCC).</p> <p>In order to further reduce its ICT environmental footprint, WIPO's ICT Department has developed, in collaboration with a specialized company, a green IT action plan and has started to implement it.</p> <p>Nevertheless, WIPO's ICT Department would like to highlight that its services heavily rely on various major IT goods and services providers, which contribute to the Organization's carbon footprint.</p> <p>The United Nations International Computing Centre (UNICC), WIPO's major IT hosting provider, has been offsetting its emissions by purchasing CO2eq credits since 2020. Nevertheless, while other providers have confirmed their desire to further increase their environmental responsibility, it does not seem possible for most of them to meet the required compliance standards by the end of 2022. In the coming years, WIPO's ICT Department will continue this discussion with our providers to ensure that the Organization's environmental footprint is aligned with the requirements of the Paris agreement.</p> <p>At the end of 2022, WIPO published a High-level Environmental Policy and has started the implementation of an Environmental Management System (EMS) prioritizing several topics including IT (deadline end 2023) and plans to have an EMS covering all WIPO activities by 2025.</p>	
Acceptance	Accepted	<i>Previously "in progress"</i>
Implementation	Implemented	
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 privileges and immunities, information security, architecture, etc.	
Acceptance	Accepted	<i>Previously "in progress"</i>
Implementation	Implemented	
Responsible Officer	Chief Information Officer (CIO)	

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

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	The endorsement letter has been signed and delivered to Digital Impact Alliance, the organization who hosts the Digital Principles community, by the end of December 2022.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	CIO

Previously “in progress”

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 decision on the two blockchain pilots was made through several rounds of internal discussion and selection process among several business cases proposed for pilot, considering whether or not blockchain technology is the most suitable solution, using as guidance a decision-making matrix and other recommendations.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	CIO

Previously “in progress”

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

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 UNSDG has established a single platform UN SDG Learn (https://www.unsdglearn.org/) for which WIPO is a part of, as a Member of the UNSDG. UN SDG:Learn is a United Nations initiative that aims to bring relevant and curated learning solutions on sustainable development topics to individuals and organizations.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	Executive Director (ED)/WIPO Academy (WA)

Previously “in progress”

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

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	WIPO internal training management is reviewing approaches on the use of external platforms in achieving learning objectives.
Acceptance	Accepted
Implementation	In progress
Responsible Officer	ED/WA

*No change from previous status
Assessment has been updated*

III. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2019

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 will be considered within the framework of the CEB (noting that the latter was to form a focus group in 2022 to initiate discussions on this issue, but this has not advanced yet).
Acceptance	Accepted
Implementation	In progress
Responsible Officer	D/HRMD

Previously “not started”

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	Best practices from the private sector (mainly financial sector, such as European Banking Association, European Security and Markets Authority, European Insurance and Occupational Pensions Authority) were analyzed, together with Microsoft’s white paper on the subject. We also requested Amazon Web Service (AWS) to provide information - in progress. The UN Digital Technology Network (CIOs of the UN organizations) in its last session (Geneva October 31-November 1, 2022) proposed to define a common approach to address this recommendation; the approach to be defined by the Digital and Technology Network (DTN) Cloud Adoption sub-group.
Acceptance	Accepted
Implementation	In progress
Responsible Officer	CIO

*No change from previous status
Assessment has been updated*

IV. 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 has developed its first Disability Inclusion Strategy which was finalized at the end of 2022 which will guide WIPO’s work over the next four years. The Strategy is the over-arching policy framework on accessibility and will guide future developments in this area including realignment of practices. The Strategy is aligned with the UN Disability Inclusion Strategy (UNDIS) requirements and indicators. It reaffirms the respect for difference and the need to empower persons with disabilities. The strategy includes: (1) WIPO’s institutional framework to implement the Strategy; (2) The roles and responsibilities of all staff to ensure accountability for disability inclusion; (3) Future steps to mainstream disability inclusion across policies and procedures in areas such as human resources, communication, physical infrastructure and procurement; (4) Plans to revise how decisions on reasonable accommodation are made to reflect the Convention on the Rights of Persons with Disabilities principles; and (5) Intended steps to improve accessibility across all WIPO platforms and services. The Assistant Director General (ADG) of the Administration, Finance and Management Sector (AFMS) has been appointed as the first ever WIPO Disability Inclusion Champion.	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	D/DEAAD	

Recommendation 4	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.	
Management/Focal Point Assessment	The group has developed internal guidelines on accessible meeting documents, conference/related materials and other content. Accessibility (wipo.int)	
Acceptance	Accepted	<i>Previously “in progress”</i>
Implementation	Implemented	
Responsible Officer	D/DEAAD	


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	Development and launch of the new training is planned for 2023-2024.
Acceptance	Accepted
Implementation	In progress
Responsible Officer	Chief Ethics Officer (CEO)

*No change from previous status
Assessment has been updated*

[Annex III follows]

LIST OF ACTIVE³ JIU REPORTS RELEVANT TO WIPO AS AT FEBRUARY 28, 2023

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. 

REFERENCE	LINK TO JIU REPORT	OUTSTANDING RECOMMENDATIONS (LB and EH) ⁴	CEB COMMENTS	OTHER DOCUMENTS
JIU/REP/2020/7	Blockchain applications in the United Nations system: towards a state of readiness	1 LB	CEB Comments	Review Highlights
JIU/REP/2020/2	Policies and platforms in support of learning: towards more coherence, coordination and convergence	1 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/2018/4	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]

³ JIU reports containing outstanding recommendations, including all those included in the present report.

⁴ Subject to the endorsement of Member States in respect of recommendations addressed to WIPO's Legislative Bodies (LB) and to the Executive Head (EH).