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| **World Meteorological Organization****AUDIT AND OVERSIGHT COMMITTEE****Forty-Second Session**Geneva, 20 May to 22 May 2024 | **AOC-42/Doc. 9.1** |
| Submitted by:D/IOO10.04.2024 |

# FOLLOW-UP OF THE JOINT INSPECTION UNIT (JIU) RECOMMENDATIONS

**Overview of Joint Inspection Unit Activities**

1. The Joint Inspection Unit(JIU) is the independent external oversight body of the United Nations system mandated to conduct evaluations, inspections and investigations system-wide. Internal Oversight Office is the WMO focal point for JIU.
2. IOO continued to provide support to JIU activities as the WMO focal point during the year. This included providing inputs to JIU’s annual Programme of Work, coordinating responses to JIU questionnaires, comments in the various stages, organizing meetings with the Inspectors, etc.
3. All the JIU reports are published on their website [www.unjiu.org](http://www.unjiu.org). CEB collates the response from all the participating organizations for submission to the UN General Assembly.
4. As per the established procedure, IOO conducts a follow up of JIU recommendations annually. The results of the follow-up are submitted to the Audit and Oversight Committee in its spring session and Executive Council in its annual session.
5. Since the last submission to the Audit and Oversight Committee, the Joint Inspection Unit issued 4 (four) reports (at the time of this report) which were relevant to WMO.
* 2023/4 Review of mental health and well-being policies and practices
* 2023/3 Review of accountability framework
* 2023/2 Review of the internal pre-tribunal-stage appeal mechanisms available to staff
* 2022/1(Note) Mechanisms for addressing racism and racial discrimination.
1. Highlights of these reports and the UN system/WMO response[[1]](#footnote-2) is given in Annex-A. Management response to the recommendations contained in the report are also included.
2. Annex-B contains the recommendations from JIU reports from prior periods which are ongoing.
3. AOC is requested to review the management response and provide guidance as appropriate.

# Annex – A

## 2023/4 REVIEW OF MENTAL HEALTH AND WELL-BEING POLICIES AND PRACTICES

### Objective/Scope

1. The purpose of the review is to inform legislative organs, governing bodies and executive heads about the potential risks associated with poor mental health and well-being within the UN workforce and elaborate on how organizations can seize opportunities to address these risks, thus enhancing organizational effectiveness.

(link to the review highlights)

### CEB/Management Comments

1. Organizations recall their endorsement of the United Nations System Mental Health and Well-being Strategy for 2024 (…) , and confirm their commitment to creating an inclusive and sustainable working environment where mental health and well-being is embedded in the organizational culture and systems.

(link to CEB comments)

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| Recommendation | Addressee | Acceptance | Implementation | Management Comments |
| 1. Executive heads of United Nations system organizations, whose organizations do not already have representation, should nominate a representative to the United Nations System Mental Health and Well-Being Strategy Implementation Board by its first meeting in 2024 | E | Y | In Progress | WMO mental health and well-being strategy draft in progress. The nomination of a focal point will follow. |
| 2. Executive heads of United Nations system organizations, who have not yet done so, should define their organizational approach to the mental health and well-being of their personnel and design, by the end of 2025, a workplace action plan that reflects its principles in their organizational strategies such as their enterprise risk management process, their occupational health and safety framework and their human resources strategies. | E | Y | In Progress | WMO mental health and well-being strategy draft in progress. Once approved, the task team and action plan will be defined |
| 3. Legislative and/or governing bodies of United Nations system organizations should request that executive heads provide, by the end of 2026, an update on the development and implementation of the mental health and well-being workplace action plan according to their organizational approach on the matter. | L | Y | In Progress | The strategy will contain the scorecard and indicators for WMO to report back on the implementation of the action plan. |
| 4. By the end of 2024, executive heads of United Nations system organizations should review the rules governing the return-to-work of personnel after long-term absence, including provisions for granting accommodations to facilitate the return process, in order to ensure inclusiveness of mental health related considerations, and are supported by standard operating procedures that clearly identify roles and responsibilities, including decision making | E | Y | In Progress | These provisions will be included in the strategy and considered in the action plan in accordance with WMO needs. |
| 9. Executive heads of United Nations system organizations should ensure that their workplace action plan reflecting the organizational approach to mental health and well-being of personnel to be designed by the end of 2025 prioritizes stigma reduction through mental health literacy initiatives, outreach and health-promotion measures | E | Y | In Progress | These provisions will be included in the strategy and considered in the action plan in accordance with WMO needs. |
| 10. To maximize return on investment, executive heads of United Nations system organizations should, by 2026, ensure that well-being programmes and activities are embedded in and complement the overall approach to mental health and well-being defined for the organization, and routinely monitor and assess their utility and effectiveness in that context. | E | Y | Implemented | WMO will participate in relevant initiatives together with the UNOG medical service, the UN Ethics Office, UNOG staff counselling office, and the Ombudsman and mediation office but may not develop separate policies, processes and structures.These provisions will be included in the strategy and considered in the action plan in accordance with WMO needs. |
| 11. Executive heads of United Nations system organizations should explore integrating, by the end of 2024, mental health and well-being considerations into training programmes, in particular for managers, as a means to provide opportunities for facilitated discussions, enhanced learning and a supportive environment for developing mental health literacy and sustainable change in the organization | E | Y | Implemented | WMO is not developing its own learning and training programmes but collaborates with UNOG and other partners in relevant activities. |

## 2023/3 REVIEW OF ACCOUNTABILITY FRAMEWORK

### Objective/Scope

1. The main purpose of the present review is to identify areas for improvement in existing accountability frameworks and to contribute to strengthening accountability of the United Nations system as a whole, including its credibility, efficiency and effectiveness.

(Link to the review highlights)

### CEB/Management Comments

1. The proposed recommendations and related accountability framework model provide useful elements for use across the United Nations system; however, organizations observe that four of the five recommendations are addressed in such a way that their implementation is beyond the sole control of participating organizations, making their time frame unrealistic. In addition, most entities consider that the Unit’s proposals may be too detailed to apply consistently across the system, given different organizational mandates and governance structures.

(link to the CEB comments)

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| Recommendation | Addressee | Acceptance | Implementation | Management Comments |
| 1. The legislative organs and/or governing bodies of the United Nations system organizations should request their executive heads to assess their organization’s accountability framework against the updated JIU reference accountability framework and adjust it as necessary, by the end of 2024.  | L | Y | In Progress | WMO updated its accountability framework in November 2021 by aligning it to the UN accountability framework, COSO and IIA three lines model. The new WMO framework was reviewed by Audit and Overisght Committee and aproved by the Executive Council (governing body) in 2022. Considering this very recent update of the framework, WMO will comprehensively review its current framework within the next financial period 2024-2027 and will ensure its alignment to the new 2023 JIU Accountability Framework and the UN new maturity model. |
| 2. Beginning in 2025, the legislative organs and/or governing bodies of the United Nations system organizations should ensure that the oversight plans of internal oversight offices cover all elements of their respective accountability framework within a reasonable time frame and that, if coverage is incomplete, a rationale is provided. | E | Y | Implemented | The plan of work of the Internal Oversight Office, is reviewed and approved by the AOC to ensure adequacy of coverage. It is also made available to public on the website.  |
| 3. The executive heads of the United Nations system organizations should, starting from 2025, present to their legislative organs and/or governing bodies a regular report on the implementation of the accountability framework and on the costs of its key components.  | L | Y | In Progress | WMO will identify the key accountability-related elements in the Organization and will endeavor to incorporate the expected cost of these elements within the budget presentations to its constituent bodies for budget periods starting from 2025. |
| 4. The executive heads of the United Nations system organizations should prepare, by the end of 2024, through consultations held in the appropriate inter-agency mechanisms, a common United Nations system reference accountability framework maturity model, taking into consideration the updated JIU reference accountability framework.  | E | Y | Implemented | WMO will participate in the appropriate inter-agency mechanisms (e.g. CEB, HLCM) to develop a common UN system accountability framework maturity model. |
| 5. The executive heads of the United Nations system organizations should prepare, by the end of 2025, an assessment of the maturity of their own accountability frameworks against the common United Nations system reference accountability framework maturity model and share the results with their respective legislative organs and/or governing bodies for information.  | E | Y | In Progress | WMO will assess the maturity using the new maturity framework and report to the relevant bodies. |

## 2023/2 REVIEW OF THE INTERNAL PRE-TRIBUNAL-STAGE APPEAL MECHANISMS AVAILABLE TO STAFF

### Objective/Scope

1. The purpose of the review is to inform legislative bodies and executive heads  whether the prevailing models of internal appeals mechanism across the United Nations system organizations provide adequate recourse, due process safeguards and confidence as regards their capacity to deliver on the objectives set out by their legislative bodies in the applicable regulatory frameworks according to parameters such as fairness, integrity, transparency, impartiality, effectiveness, and efficiency.

(link to the review highlights)

### CEB/Management Comments

1. WMO has aligned itself to the UN internal justice system and has entered into an agreement for the entire set of mechanisms comprising of OSLA for advice to staff, UNDP as the first neutral appeal instance and UNAT.

(CEB comments not available at the time of the report)

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| Recommendation | Addressee | Acceptance | Implementation | Management Comments |
| 1. The executive heads of United Nations system organizations who have not yet done so should, by the end of 2025, harmonize the time limits for their administrations’ response to requests for management evaluation or administrative review to a minimum of 45 calendar days and a maximum of 60 calendar days, irrespective of whether the request originates from a staff member at headquarters or in a field location; or propose this harmonization for decision by their legislative organs or governing bodies.  | E | Y | Implemented | This has been achieved by WMO. |
| 4. The legislative organs and governing bodies of the United Nations system organizations should request their respective executive heads who have not yet done so to undertake a thorough review of their regulatory frameworks and practices concerning internal specialized recourse mechanisms, with a view to assessing their continued utility and adequate functioning within the broader framework of internal appeal mechanisms, including eliminating duplicative or ambiguous process paths in the interest of procedural efficiency, and to report to them thereon, no later than 2025.  | L | Y | Implemented | This has taken place and WMO reforms have aligned themselves with the UN common system. |
| 5. The legislative organs and governing bodies of the United Nations system organizations should request their respective executive heads who have not yet done so to report to them annually, starting in 2025, on the functioning of their formal internal appeal mechanisms, including the specialized recourse mechanisms. The reports should include details on the number, subject matter and outcome of appeals, including cases deemed irreceivable, information on the demographics of applicants and information on whether the appealed decisions were upheld or revised, disaggregated by type of procedure, as applicable.  | L | Under consideration | \_ | \_ |
| 6. The executive heads of United Nations system organizations who have not yet done so should, by the end of 2025, review the procedural rules governing formal internal appeal mechanisms regarding the time limits applicable to the administrations’ responses at different stages of the internal appeal processes, and specify the conditions for extending the time limits, with a view to reducing associated delays and fostering legal certainty and accountability.  | E | Y | Implemented | WMO have aligned its rules to those of the UN common system. As such the provision for extension of time to file proceedings following mediation and before the UNDT are met. |

## 2022/1(NOTE) MECHANISMS FOR ADDRESSING RACISM AND RACIAL DISCRIMINATION

### Objective/Scope

1. The review is about how the United Nations (UN) system organizations have upheld, in their own institutions, the provisions in the legal and policy framework established for addressing racism and racial discrimination.

(link to the review highlights)

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| Recommendation | Addressee | Acceptance | Implementation | Management Comments |
| 1. The executive heads of United Nations system organizations should collaborate, in the framework of the CEB, to establish a common set of categories for voluntary selfidentification by personnel by June 2024, for the purposes of monitoring, analysing, evaluating and reporting on progress and success in achieving the goals of equality, equity, diversity and inclusion in addressing racism and racial discrimination. | E | Y | Implemented | WMO will follow-up CEB guidance in this regard |
| 2. The executive heads of United Nations system organizations should direct their respective training and learning units to develop and implement a high-impact and integrated curriculum to improve awareness, learning and performance that responds to the needs of personnel of various functions, categories and levels in order to address all forms and configurations of racism and racial discrimination in the workplace. | E | Y | Implemented | As a small size of UN Agency, WMO will coordinate and collaborate with other UN Agencies to establish the framework.  |
| 3. The executive heads of United Nations system organizations who have not done so should provide sufficient resources to support the achievement of defined results for the implementation of action plans for addressing racism and racial discrimination. | E | Y | In Progress | \_\_ |
| 4. The executive heads of United Nations system organizations, as members of the CEB, should jointly develop and provide resources to a high-level, inter-agency standing mechanism intended to unite organizations, leverage their existing capacities and comparative added value to collaborate and work together to respond to both immediate and longer-term needs for addressing racism and racial discrimination across the United Nations system, and address the transformative changes needed to enhance the continued relevance and value of the various efforts at both the organizational and the system-wide levels. | E | Y | In Progress | \_\_ |
| 5. The executive heads of United Nations system organizations should establish, by 2024, an accountability framework that sets out the expected results, outcomes and key performance indicators for addressing racism and racial discrimination, and report periodically to their legislative organs and/or governing bodies on progress made in achieving the predefined results. | E | Y | Implemented | As a small size of UN Agency, WMO will coordinate and collaborate with other UN Agencies to establish the framework.  |
| 6. The executive heads of United Nations system organizations should strengthen the equal distribution of opportunities in human resources management for all personnel. | E | Y | In Progress | \_\_ |

# ANNEX – B

## Ongoing Recommendations since prior reporting periods

## JIU/REP/2021/4 IMPLEMENTING PARTNERS

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| Recommendation | Addressee | Acceptance | Implementation | Management Comments |
| Rec2 - The executive heads of organizations of the United Nations system should, by the end of 2023, include in their annual reports on the work of the organization a section on the engagement and management of their implementing partners, including details of expenditures, the numbers and categories of implementing partners, a brief description of projects or programmes implemented through them, their respective key performance indicators, and other relevant particulars. | Executive Heads | Accepted | Implemented | Preliminary discussions have commenced internally to determine a proposed scope, guidelines and process. The last meeting was held in December 2023 where efforts in addressing the combined recommendations were twinned with another process being led by the Director of Resource Mobilization who is focusing on a due diligence process for partners. A zero draft road map has been developed reflecting the work that has taken place inclusive of the review of the best practices within the UN and a proposed way forward. This first step will be discussed with the new Executive Management by the end of this first quarter on the agreed to way forward. |
| Rec3 - The legislative organs and governing bodies of organizations of the United Nations system should, starting 2024 and based on reports submitted to them by their respective executive heads, provide overall strategic guidance and legislative oversight to the management of their implementing partners, including in the framework of the quadrennial comprehensive policy review, especially in regard to areas such as capacity-building, inter-agency cooperation, information-sharing and repositioning of the development system | Legislative Bodies | Accepted | In Progress | Following greater clarify on the Quadrennial comprehensive policy review, this recommendation will be actioned accordingly. It is also likely that timeline for necessary actions may be affected by expected changing leadership. |
| Rec4 - The executive heads of United Nations system organizations should, by the end of 2023, update as necessary and implement their implementing partner policies and related guidance, including standard operating procedures for the selection, engagement, management, oversight and evaluation of implementing partners, to sustain a strategic and risk-based approach to implementing partner management, aligned to the entity’s strategic framework. | Executive Heads | Accepted | In Progress | Develop a draft policy in the 3rd quarter based on feedback during the consultative process.To be implemented by end of 3rd quarter |
| Rec5 - The executive heads of United Nations system organizations that have not yet done so should, based on a cost-benefit analysis, establishing an implementing partner unit or designate, by the end of 2023, a focal point on the management of implementing partners for supporting the coordination for implementing partner policies and activities within the organization and facilitating liaison, information-sharing and inter-agency coordination, under terms of reference that clearly define its role and responsibilities. | Executive Heads | Accepted | Implemented | This action will be scaled accordingly as WMO's portfolio is not as expansive as some of its partner specialized agencies. Some steps will be taken while clarifying the appropriate centralized approach to IP's management.  |
| Rec6 - The executive heads of the United Nations system should incorporate implementing partner risks into their organization’s risk management frameworks by the end of 2023. | Executive Heads | Accepted | In Progress | Will liaise with the focal point for Risk Management in WMO and other key stakeholders to action this area appropriately. This will take into account how risks are treated in key partner arrangements like Implementing Arrangements. To be implemented by end of 2nd quarter |
| Rec7 - The executive heads of United Nations system organizations should develop, by the end of 2023, key performance indicators for the management of implementing partners and establish systems to collect and store the performance data. | Executive Heads | Accepted | In Progress | This action depends on other previously mentioned recommendations such as the policy and given the inclusion of developing NMHSs and other types of Ips, this is envisaged to take some time that may impact the deadline of end of 2023. To be partially implemented by QTR 4 |
| Rec8 - The executive heads of United Nations system organizations should, by the end of 2023, share among themselves their specialized training materials and modules for the management of implementing partners, including due diligence, risk and capacity assessments of partners, results-based and risk-based performance monitoring, fraud prevention, prevention of sexual exploitation and abuse, capacity-building, working with local non-governmental organizations and civil society organizations, Harmonized Approach to Cash Transfer and United Nations Partner Portal. | Executive Heads | Accepted | In Progress | Consider the development of training materials as the next step from the policy to establish common understanding; put the elements here in the policy recommendation which should include these elementsTo be partially implemented by QTR 4 |
| Rec9 - The legislative organs and governing bodies of organizations of the United Nations system should, beginning 2023, assess their approaches to capacity-building of implementing partners and strengthening national capacities and ownership, in the framework of the quadrennial comprehensive policy review, with a view to strengthening them, including the effectiveness of such efforts since 2013, progress made, and lessons learned, based on reports prepared by their respective secretariats, and adopt specific measures to strengthen national capacities and ownership and build capacities of their implementing partners. | Legislative Bodies | Accepted | In Progress | Some actions are being taken firstly by the acceptance of the recommendations and applying same to projects' implementing partners. This area will receive further clarification once work starts on the policy. To be partially implemented by QTR 4 |
| Rec10 - The executive heads of the United Nations system organizations should, by the end of 2023 and with the support of the Development Cooperation Office, resident coordinator offices and the United Nations country team mechanisms, agree upon specific measures to further strengthen inter-agency coordination for improving implementing partner management and report on the implementation to their respective legislative organs and governing bodies from 2024 | Executive Heads |  Accepted | Implemented | WMO is a non-resident Organization. Will liaise with UNRC offices, in countries where WMO has presence on the specific measures to strengthen inter-agency coordination for improving implementing partner agreements |

## JIU/REP/2021/2 UN SYSTEM SUPPORT FOR LANDLOCKED DEVELOPING COUNTRIES TO IMPLEMENT THE VIENNA PROGRAMME OF ACTION

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| Recommendation | Addressee | Acceptance | Implementation | Management Comments |
| 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. | Executive Heads | Accepted | In Progress | A workplan shall be developed by the end of the year. |

## JIU/REP/2021/1 REVIEW OF MANAGEMENT AND ADMINISTRATION IN THE WORLD METEOROLOGICAL ORGANIZATION (WMO)

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| Recommendation | Addressee | Acceptance | Implementation | Management Comments |
| 2. By no later than the end of 2021, the Secretary-General should commission a joint review team, comprised of management and staff who are familiar with each area of work, to conduct a structural and process review, facilitated by an independent expert, to further refine and adjust the overall secretariat restructuring in order to achieve the objectives of such restructuring. | Executive Heads | Accepted | Implemented | The Secretary-General commissioned the Joint Review Team in October 2021 comprising of management and staff, and an independent expert who was hired in September 2021 and facilitated work of the Team. Inter-alia the review focused on the WMO shared services arrangement and location of different organizational units. EC-76 was informed of the findings of the Joint Review Team. |

## JIU/REP/2020/8 MAINSTREAMING ENVIRONMENTAL SUSTAINABILITY

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| Recommendation | Addressee | Acceptance | Implementation | Management Comments |
| 1. The executive heads of United Nations system organizations that have not yet done so should develop, by the end of 2022, an organization-wide policy for environmental sustainability in the areas of internal management functions. | Executive Heads | Accepted | In Progress | EMS policy is still in progress and being worked on. |

## JIU/REP/2020/1 REVIEW OF THE STATE OF THE INVESTIGATION FUNCTION: PROGRESS MADE IN STRENGTHENING THE INVESTIGATION FUNCTION

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| Recommendation | Addressee | Acceptance | Implementation | Management Comments |
| 7. The legislative bodies of United Nations system organizations that have not yet done so should develop and adopt appropriate formal procedures for the investigation of complaints of misconduct by executive heads and adopt appropriate policies by the end of 2021. | Legislative Bodies | Y | Implemented | The formal procedures for the formal investigation of complaints of misconduct by the WMO Secretary-General and related policies were approved by the Congress in May/June 2023. The related amendments to the Staff Regulations were also adopted.  |

## JIU/REP/2017/9 MECHANISMS AND POLICIES ADDRESSING CONFLICT OF INTEREST

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| Recommendation | Addressee | Acceptance | Implementation | Management Comments |
| 4. Executive heads of the United Nations system organizations, who have not yet done so, in consultation with the Legal Network of the United Nations system organizations, should take the necessary steps to introduce, by December 2019, adequate legal clauses in contractual agreements with their staff and non-staff, as appropriate, binding them to the period of restriction set for their function that prohibits them from engaging in clearly defined post-employment activities for the duration of that period of time. | Executive Heads | Y | In Progress | The text of the draft Service Note was reformulated and integrated into the new Chapter 4 which will be issued in the first half of 2023. |

## JIU/REP/2018/4 WHISTLE-BLOWER POLICIES AND PRACTICES

| Recommendation | Addressee | Acceptance | Implementation | Management Comments |
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| 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. | Executive Heads | Y | In Progress | A MoU was concluded in December 2022 between the WMO and the UN Ethics Office. Specific training is foreseen to take place as part of this MoU implementation. |

## JIU/REP/2018/6 ENHANCING ACCESSIBILITY FOR PERSONS WITH DISABILITIES TO CONFERENCES AND MEETINGS

| Recommendation | Addressee | Acceptance | Implementation | Management Comments |
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| 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. | Executive Heads | Y | In Progress | Facilities Management: A WMO building accessibility checklist has been created and published in the WMO HUB (internal communication site). The Facilities Manager is the focal point on building accessibility as indicated in the updated Chapter 8 of the Standing Instructions (to be published early 2023).CNF: Internal checklist for accessible conferences is being used.A WMO accessibility policy is in progess to cover all organizational aspects (Conferences and Facilities, but also IT, Procurement, HR and all other sections). |
| 5. The executive heads of United Nations system organizations should make it mandatory for organizers of meetings and conferences to ensure, by December 2021, that: (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. | Executive Heads | Y | In Progress | The draft accessibility policy will support the accessibility issues to be considered for any registration process, and pre- and post-participation matters.It is expected to have the first policy draft by mid 2024, to be worked on in conjunction with all the relevant sections. |

1. CEB prepares a consolidated response to the JIU reports to be submitted to the UN General Assembly. Complete reports and CEB responses are available on the JIU website. [↑](#footnote-ref-2)