

Program and Budget Committee

Twenty-Second Session Geneva, September 1 to 5, 2014

REPORT ON THE IMPLEMENTATION OF THE JOINT INSPECTION UNIT (JIU) RECOMMENDATIONS FOR THE REVIEW OF WIPO LEGISLATIVE BODIES

prepared by the Secretariat

1. This document provides an overview of the status of implementation of the recommendations to the WIPO legislative bodies resulting from the reviews of the Joint Inspection Unit (JIU) during the period of 2010 to 2013, and includes the recommendations addressed to the WIPO legislative bodies resulting from the Joint Inspection Unit Review of Management and Administration in WIPO. The Secretariat's full response to the Joint Inspection Unit Report on this Review (JIU/REP/2014/2) is presented separately to the Program and Budget Committee and can be found in document WO/PBC/22/20.
2. The Annex to the present document contains recommendations addressed to the legislative bodies of United Nations system organizations, along with the current status of acceptance/implementation of the said recommendations. Recommendations outstanding as at the date of the current report, as well as those implemented since the last Report on the Implementation of the Joint Inspection Unit Recommendations (WO/PBC/21/16) are presented in Annex.
3. The last report included 24 recommendations to WIPO's legislative bodies which were reported on as completed or not relevant, and therefore no longer appear in the current report. Four new recommendations have been incorporated into the report, bringing the total number of recommendations in the annex to 24, of which
 - (a) Twelve have been accepted and implemented;
 - (b) Two have been accepted and are under implementation;
 - (c) Ten are under consideration

4. The following decision paragraph is proposed.

5. The Program and Budget Committee took note of the status of Implementation of the Joint Inspection Unit (JIU) Recommendations addressed to the Legislative Bodies of WIPO and noted that twelve recommendations have been implemented, two have been accepted and are under implementation, and ten remain under consideration (document WO/PBC/22/23).

[Annex follows]

JIU RECOMMENDATIONS ADDRESSED TO THE WIPO LEGISLATIVE BODIES

Recommendation	Responsible Officer	Acceptance	Implementation	Management/Focal Point Assessment
Recommendations from JIU Reviews held in 2014				
JIU/REP/2014/2 “Review of Management and Administration in the World Intellectual Property Organization (WIPO)”				
<p>Rec. 1. The WIPO General Assembly should review the WIPO governance framework as well as current practices with a view to strengthen the capacity of the governing bodies to guide and monitor the work of the organization. In doing so, Member States may wish to consider in their deliberations the options suggested in this report</p>	<p>Chief of Staff</p>	<p>Under consideration</p>		<p>A letter was sent on May 30, 2014, from the Director General of WIPO to the Chair of the WIPO General Assembly, drawing the Chair's attention to this recommendation.</p>
<p>Rec. 6. The Coordination Committee should revisit the present principles concerning geographical distribution in order to ensure broader geographical diversity within the WIPO professional workforce.</p>	<p>Director, Human Resources Management Department (HRMD)</p>	<p>Under consideration</p>		<p>A letter was sent on May 30, 2014, from the Director General of WIPO to the Chair of the WIPO Coordination Committee, drawing the Chair's attention to this recommendation.</p>
Recommendations from JIU Reviews held in 2013				
JIU/REP/2013/1 “Long-Term Agreements in Procurement”				
<p>Rec. 5. The legislative/governing bodies should exercise their oversight role on the procurement function and procurement activities with a view to ensuring that the procurement function adequately fulfils its strategic role and that procurement activities, including LTAs, are carried out based on sound procurement plans and strategies.</p>	<p>Director, Procurement and Travel Division (PTD)</p>	<p>Accepted</p>	<p>Implemented</p>	<p>WIPO reports on its procurement activities and the achievement of expected results through the Program Performance Report to Member States and is regularly audited by internal audit, external audit, and regularly reports to IAOC on progress in the implementation of the recommendations of the auditors.</p>

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Recommendations from JIU Reviews held in 2012				
JIU/REP/2012/2, “The Management of Sick Leave in the United Nations System”				
Rec. 5. The legislative bodies of United Nations system organizations should require executive heads to provide them with comprehensive annual or biennial reports on sick leave, including statistical and cost data, and measures taken by the organization to reduce sick leave absenteeism.	Director, HRMD	Accepted	Implemented	WIPO provides statistical data on sick leave and absenteeism to Member States through its Annual HR Report.
JIU/REP/2012/8 “Review of enterprise resource planning (ERP) systems in United Nations organizations”				
Rec. 2. The legislative/governing bodies of United Nations system organizations should exercise their monitoring and oversight role on their respective ERP projects on an ongoing basis, including implementation, maintenance and upgrade policy, cost-efficiency and achievements of the overall objectives of the projects.	Director, Department of Program Planning and Finance (DPPF)	Accepted	Implemented	The Program and Budget Committee oversees the implementation of ERP portfolio of projects.
JIU/REP/2012/9 “Lump-sum payments in lieu of entitlements”				
Rec. 1. The legislative/governing bodies of United Nations system organizations should request their respective executive heads to prepare a report on the usage of the lump-sum option for home leave travel which, <i>inter alia</i> , would compare the costs for providing the lump-sum option with those of organizing the travel for the eligible headquarter-based staff members for a period of two years. Upon consideration of the report, the legislative/governing body should decide in 2015 whether to take any action deemed appropriate.	Director, PTD	Accepted	Implemented	WIPO has assessed the option of lump sum for home leave travel, as also reviewed by the Internal Audit and Oversight Division in their 2012 report on WIPO’s travel policies. WIPO’s policy on home leave already provides lump sum as an option to staff. Member States, at their Assemblies in 2013, have “requested the Secretariat to target further savings under the regular budget, through inter alia, the full implementation of IAOD’s recommendations on travel policy. The revised policy on home leave has been issued in 2014.
Rec. 3. The legislative/governing bodies of United Nations system organizations should request their respective executive heads to suspend, if not	Director, PTD	Under consideration		DSA calculation has just been reviewed regarding overnight trips and adjusted downward. The additional DSA is under study.

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already the case, the payment of additional DSA (15 or 40 per cent), to those officials travelling on organizational budgets.				
JIU/REP/2012/10, "Staff-Management relations in the United Nations specialized agencies and common system"				
Rec. 5. The Governing Bodies of the organizations under review which have a field presence should mandate their Executive Heads to ensure that when reporting on human resources issues, challenges faced by staff in the field are specifically detailed.	Director, HRMD	Accepted	Implemented	WIPO currently has a very small number of staff (10) in offices away from Geneva. Duty stations are New York, Tokyo, Singapore and Rio de Janeiro. Offices in Moscow and Beijing will be opened in the second half of 2014. Any challenges faced by staff specifically in the field will be detailed in the Annual HR Report.
Rec. 8. The legislative or Governing Bodies of the organizations under review should mandate their Executive Heads to prioritize the development of a burden-sharing formula and agreement with regard to financing all costs associated with the representational function of officials of staff federations that are recognized in the ICSC statutes and rules of procedures.	Director, HRMD	Under consideration		This recommendation is under consideration in WIPO. WIPO currently funds the General Secretary of FICSA who is a WIPO staff member on full-time release to FICSA until February 2015.
JIU/REP/2012/12, "Strategic planning in the United Nations system"				
Rec. 4. The legislative bodies of the United Nations system organizations should formulate and define relevant system-wide sectorial strategic frameworks through the Economic and Social Council to address the long-term goals established by the 2005 World Summit Outcome, adopted by the General Assembly in resolution 60/1, as well as those established by the missions and mandates of the system organizations as a result of global conferences.	Director, DPPF (Controller)	Under consideration		WIPO's current medium term strategic plan (MTSP) covers the 2010-15 time frame and the WIPO Results Framework is developed on a biennial basis. Given the technical and specialized nature of WIPO's work neither of these strategic planning tools are formulated or defined through the UN Economic and Social Council. WIPO remains focused on playing its part in helping to realize the MDGs. Our Development Agenda related activities underline our commitment to assist Member States benefit from the use of the intellectual property system for economic, social and cultural development.

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				While WIPO does undertake important work in this regard, given the nature of our support, it can be difficult to directly plan and attribute this to the achievement of MDGs.
Rec. 5. The legislative bodies of the United Nations system organizations should instruct their respective secretariats to adopt the necessary measures by the end of 2015 to harmonize and/or align the planning cycles of their strategic plans so that all the organizations are ready to start a new harmonized reporting cycle to Member States in 2016.	Director, DPPF (Controller)	Accepted	Implemented	WIPO's current medium term strategic plan (MTSP) covers the time frame of 2010-2015 and is therefore aligned with the proposal. However it must be borne in mind that the duration of WIPO's planning cycle is currently six years.
Recommendations from JIU Reviews held in 2011				
JIU/REP/2011/1, "Review of the medical service in the United Nations system"				
Rec. 2. The legislative bodies of United Nations system organizations should adopt appropriate standards with regard to Occupational Safety and Health issues, taking into account and ensuring compatibility with emerging modifications to the Minimum Operating Safety and Security Standards.	Director, HRMD	Accepted	In progress	An Occupational Health and Safety Committee began its work in WIPO in December 2013 and meets regularly to consider and make recommendations on matters affecting staff health and safety.
JIU/REP/2011/3, "South-South and Triangular Cooperation in the United Nations System"				
Rec. 3. The legislative bodies of United Nations system organizations should request the Executive Heads to establish identifiable and dedicated structures, mechanisms and focal points tasked with developing agency-specific corporate policy and support strategy, and ensure coordination on South-South and triangular cooperation within their respective organizations and inter-agencies, through the reallocation of the necessary staff and resources for this purpose, as appropriate.	Senior Director, Access to Information and Knowledge Division	Under consideration		The Committee on Development and Intellectual Property (CDIP) approved, during its thirteenth session in May 2014, the extension of the Project on "Enhancing South-South Cooperation on Intellectual Property and Development among Developing Countries and LDCs", for a period of one year in order to allow Member States and the Secretariat "to prepare a proposed roadmap for the mainstreaming of South-South cooperation as a delivery strategy to complement existing approaches and consider establishing a dedicated coordination function, which will also coordinate with other

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				<p>organizations inside and outside the UN system and a formalization of the cooperation with UNOSSC.” (please see paragraph 7 of the summary of the Chair at http://www.wipo.int/edocs/mdocs/mdocs/en/cdip_13/cdip_13_summary.pdf and page 6 of annex to document CDIP13/4 at http://www.wipo.int/edocs/mdocs/mdocs/en/cdip_13/cdip_13_4.pdf) The Secretariat is following up this matter.</p>
<p>Rec. 9. The legislative and governing bodies of the United Nations system organizations should request the Executive Heads to apportion a specific percentage – not less than 0.5 per cent – of core budget resources for the promotion of South-South cooperation (SSC) in their respective areas of competence, in consultation with programme countries; and to agree with donor countries to use a specific portion of extrabudgetary resources to finance SSC and triangular cooperation initiatives.</p>	<p>Senior Director, Access to Information and Knowledge Division</p>	<p>Under consideration</p>		<p>The Committee on Development and Intellectual Property (CDIP) approved, during its thirteenth session in May 2014, the extension of the Project on “Enhancing South-South Cooperation on Intellectual Property and Development among Developing Countries and LDCs”, for a period of one year in order to allow Member States and the Secretariat “to prepare a proposed roadmap for the mainstreaming of South-South cooperation as a delivery strategy to complement existing approaches and consider establishing a dedicated coordination function, which will also coordinate with other organizations inside and outside the UN system and a formalization of the cooperation with UNOSSC.” (please see paragraph 7 of the summary of the Chair at http://www.wipo.int/edocs/mdocs/mdocs/en/cdip_13/cdip_13_summary.pdf and page 6 of annex to document CDIP13/4 at http://www.wipo.int/edocs/mdocs/mdocs/en/cdip_13/cdip_13_4.pdf) The Secretariat is following up this matter.</p>
<p>JIU/REP/2011/4, “Multilingualism in the United Nations system: Status of implementation”</p>				
<p>Rec. 8. The legislative bodies of the organizations of the United Nations system should ensure that the necessary resources are allocated within</p>	<p>Director, HRMD</p>	<p>Accepted</p>	<p>Implemented</p>	<p>Due to an important geographic shift in WIPO’s service workload there are specific needs with regard to</p>

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the organizations to achieve effective succession planning and dispense targeted training to candidates to language examinations.				the need for language staff, which have been identified and are being addressed. WIPO has overcapacity in some languages and a shortage in others and strategies are in place to correct this imbalance. WIPO's legislative bodies are aware of these strategies.
Rec. 12. The legislative bodies of the organizations of the United Nations system should direct and approve the necessary support to the executive heads to develop multilingual websites in all their official or working languages, with due attention to the language specificities of the duty stations concerned.	Director, Conference and Language Department	Accepted	In progress	The WIPO website was already available in six languages. However, the restructured and redesigned website was launched in November 2013. The portal and all top level pages were launched in all six official languages. Translation and implementation of the site into six languages is progressing based on work plans and available resources.
Rec. 15. As a matter of policy, the legislative bodies of the organizations of the United Nations system should endorse, including through budgetary channels, the arrangements required to ensure effective compliance in delivering the organizations' core work in all official and working languages.	Director, Conference and Language Department	Accepted	Implemented	Further to the approval of the Policy on Languages in WIPO given during the Assemblies of the WIPO Member States, September 2011, a progress report on the implementation of the WIPO Language Policy was presented to the Member States during the meeting of the WIPO Assemblies held in September 2013 (A/51/12). The General Assembly has already considered and allotted the necessary funds to implement the Policy effectively.
JIU/REP/2011/9, "Information and communication technology (ICT) governance in United Nations system organizations"				
Rec. 6. The legislative bodies of the United Nations system organizations should request the executive heads to present the corporate ICT strategies to Member States for their information and support.	CIO	Accepted	Implemented	The ICT Strategy has now been posted on the WIPO website and has now been made available to the Member States.
Recommendations from JIU Reviews held in 2010				
JIU/REP/2010/7, "Policies and Procedures for the Administration of Trust Funds in the United Nations System Organizations"				
Rec. 2. The legislative bodies of the United Nations system	Director,	Accepted	Implemented	WIPO has promoted thematic

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organizations should invite all donors to respond favourably to the efforts made by the organizations to increase the portion and volume of thematic trust funds and other types of pooled funds, in order to facilitate more efficient trust fund management.	DPPF (Controller)			trust funds and other types of pooled funds with its donors and potential donors.
Rec. 7. The legislative bodies of the United Nations system organizations should review the harmonized cost recovery policies and principles for trust funds and activities financed by other extrabudgetary resources, once they have been agreed within the CEB, with a view to updating the cost recovery policies of their organizations accordingly.	Director, DPPF (Controller)	Under consideration		This system-wide recommendation is under consideration by the CEB.
JIU/REP/2010/5, "Review of the Audit Function in the United Nations System"				
Rec.14. The legislative/governing bodies in the United Nations system organizations direct the executive heads at each organization to inform them of all third-party audit/verification requests, after consulting the audit/oversight committees and the external auditors.	Director, DPPF (Controller) Director, IAOD	Accepted	Implemented	Contrary to other UN organizations, WIPO does not use a large amount of extrabudgetary funds and therefore there are little requests for third party verifications. The General Assembly will be informed of such requests as and when these arise.
JIU/REP/2010/3, "Ethics in the United Nations System"				
Rec. 6. The legislative bodies should direct their respective executive heads to apply term limits to the appointment of the head of the ethics office, which should be a non-renewable appointment of seven years, or no more than two consecutive appointments of four or five years, with no possibility of re-employment by the same organization.	Chief Ethics Officer	Under consideration		
Rec. 8. The legislative bodies should direct their respective executive heads to ensure that the head of the ethics office has informal access to the legislative bodies which is enshrined in writing.	Chief Ethics Officer	Under consideration		
Rec.16. The legislative bodies should direct their respective executive heads to file a	Chief Ethics Officer	Accepted	Implemented	The WIPO Declaration of Interest policy also applies to

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financial disclosure statement, which should be reviewed in the same manner as for all other staff members who are required to file such statements.				the WIPO Director General as governed by the WIPO Office Instruction no. 1/2013.

[End of Annex and of document]