

Program and Budget Committee

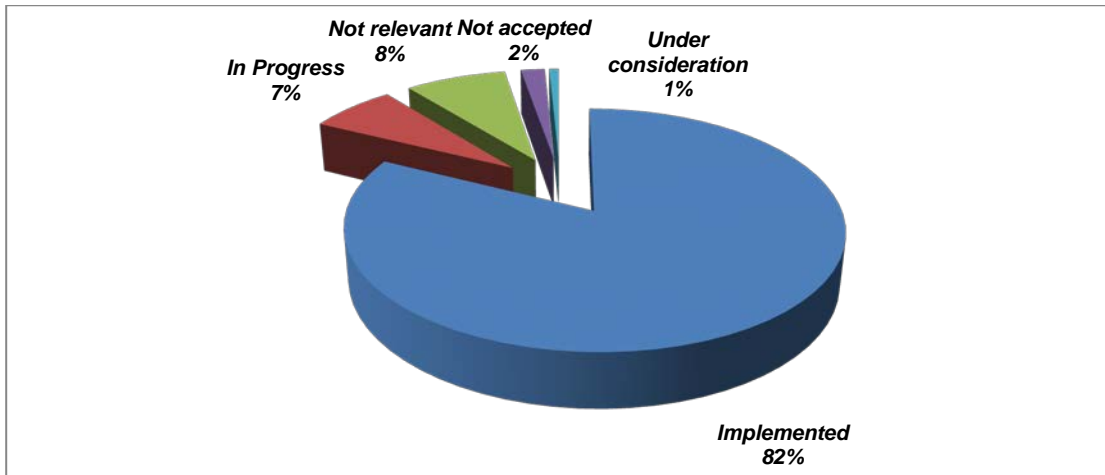
Twenty-Seventh Session Geneva, September 11 to 15, 2017

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

Document prepared by the Secretariat

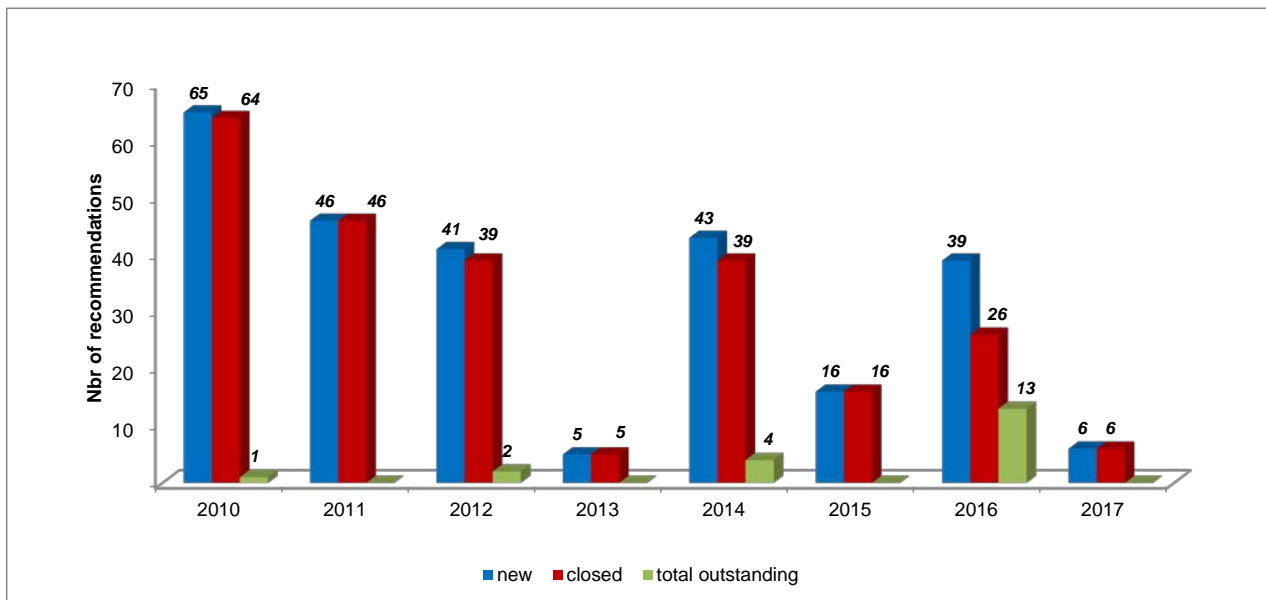
1. This document provides an overview of the status of implementation of outstanding recommendations addressed to the WIPO legislative bodies, resulting from the reviews of the Joint Inspection Unit (JIU) during the period 2010 to 2017.
2. Annex I to the present document contains recommendations addressed 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, where these were possible to provide, for consideration by Member States.
3. Since the last report submitted to Member States (WO/PBC/25/6) on the same subject, the JIU issued 13 reports, of which seven were relevant to WIPO. New reports have been signaled as such, with the status updates from reports issued in prior years highlighting the change from the previous reporting period.
4. As at mid-July 2017, subject to the endorsement of Member States in respect of recommendations contained in the present report, there will be four recommendations addressed to WIPO's legislative bodies, which will remain outstanding, all other recommendations having been closed (implemented, considered not relevant to WIPO, or not accepted).

**Chart 1. All JIU Recommendations Relevant to WIPO from Reports 2010-2017
Status as at mid-July 2017**



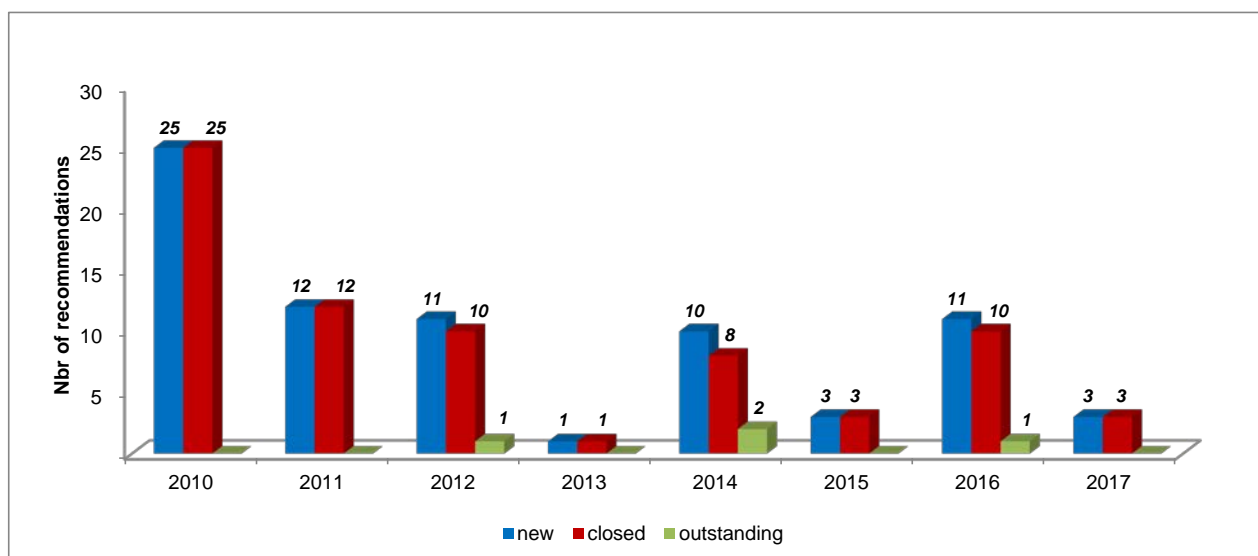
5. As at mid-July 2017, 82 per cent of all the 261 JIU recommendations made since 2010, and relevant to WIPO, will have been implemented, with a further 10 per cent closed (not relevant or not accepted), and seven per cent accepted and in progress of implementation, with only a final one per cent remaining under consideration.

**Chart 2. All JIU Recommendations Relevant to WIPO 2010-2017
as at mid-July 2017¹**



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

**Chart 3. JIU Recommendations Addressed to Legislative Bodies 2010-2017
As at mid-July 2017**



6. The JIU has completed its review of all participating organizations' follow up processes (Management Letters issued in 2016 (Review of the Acceptance and Implementation of JIU Recommendations by the World Intellectual Property Organization (WIPO) (JIU/ML/2016/1))), pursuant to which it has recently issued the draft summary entitled "Outcome of the Review of the Follow-up to the Joint Inspection Unit reports and recommendations" for external comments. WIPO welcomes the recognition of its sustained efforts over the past years to strengthen its follow up processes in the draft report. The ranking achieved among the participating UN organizations reflects that WIPO has been ranked number one, jointly with the International Civil Aviation Organization (ICAO). The summary report will be available on the JIU's website following its issuance under [LINK](#).

7. The following decision paragraph is proposed.

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

(i) took note of the present report (document WO/PBC/27/5);

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

JIU/REP/2016/8 (Recommendations 1 and 9);

JIU/REP/2016/7 (Recommendations 1, 2, 3, 4, 6 and 7);

JIU/REP/2016/4 (Recommendation 16);

JIU/REP/2016/2 (Recommendation 1);

JIU/REP/2015/6 (Recommendation 5);

JIU/REP/2014/2 (Recommendation 6);

JIU/REP/2010/3 (Recommendation 17) 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 MID-JULY 2017

I. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2017


JIU/REP/2017/2 “Donor-led Assessment of the United Nations system organizations” [LINK](#)

This report was issued by the JIU on May 18, 2017. All recommendations are therefore new within the context of this report to Member States.

 <p>Recommendation 1</p>	<p>The legislative/governing bodies of the United Nations system organizations should encourage better access to, dissemination of and exchange of information concerning donor assessments among the Member States and should, in this context, call upon the executive heads to make such assessments publicly available by uploading them in an online global repository to be established by the Secretary-General of the United Nations for that purpose not later than 2018.</p>
<p>Management/Focal Point Assessment</p>	<p>The donor reviews that take place in WIPO fall within the ambit of those excluded from the scope of this JIU review. This was indicated to the JIU during the course of the review, and reiterated as part of the comments provided on the draft report. Accordingly, the review and the recommendations contained therein are confirmed as not relevant for WIPO.</p>
<p>Acceptance</p>	<p>Not relevant</p>
<p>Implementation</p>	
<p>Responsible Officer</p>	<p>Director (D)/External Relations Division (ERD)</p>

 <p>Recommendation 2</p>	<p>Member States that are members of the Multilateral Organization Performance Assessment Network (MOPAN) should initiate an evaluation of the MOPAN 3.0 methodology to assess its rigor and utility in providing the expected levels of information, and determine its effectiveness in reducing the need for additional individual donor assessments.</p>
<p>Management/Focal Point Assessment</p>	<p>The donor reviews that take place in WIPO fall within the ambit of those excluded from the scope of this JIU review. This was indicated to the JIU during the course of the review, and reiterated as part of the comments provided on the draft report. Accordingly, the review and the recommendations contained therein are confirmed as not relevant for WIPO.</p>
<p>Acceptance</p>	<p>Not relevant</p>
<p>Implementation</p>	
<p>Responsible Officer</p>	<p>D/ERD</p>


JIU/REP/2017/2 "Donor-led Assessment of the United Nations system organizations" (cont'd)


 Recommendation 5 Management/Focal Point Assessment Acceptance Implementation Responsible Officer	<p>The legislative/governing bodies of the United Nations system organizations should request the executive heads to identify and provide adequate resources and support to the internal audit and evaluation offices of their respective organizations to enable them to provide the required levels of assurance that would help minimize duplication and overlap with external reviews, verifications and assessments conducted by third parties.</p> <p>The donor reviews that take place in WIPO fall within the ambit of those excluded from the scope of this JIU review. This was indicated to the JIU during the course of the review, and reiterated as part of the comments provided on the draft report. Accordingly, the review and the recommendations contained therein are confirmed as not relevant for WIPO.</p> <p>Not relevant</p> <p>D/ERD</p>
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II. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2016

JIU/REP/2016/8 “State of the internal audit function in the United Nations system” [LINK](#)


This report was issued by the JIU on January 24, 2017. All recommendations are therefore new within the context of this report to Member States.


 Recommendation 1	Governing bodies should direct executive heads of United Nations system organizations to ensure that their heads of internal audit/oversight and oversight committee Chairs attend the meetings of the governing bodies at least annually and are given the opportunity to respond to questions raised about their respective annual reports.
Management/Focal Point Assessment	The Director, Internal Oversight Division (IOD) presents an Annual Report on internal oversight activities at the PBC and the General Assembly.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	D/Internal Oversight Division (IOD)

 Recommendation 9	Governing bodies of United Nations system organizations should ensure that the conditions for effective, independent, expert oversight committees are in place, and that the committees are fully functional in line with previous Joint Inspection Unit (JIU) recommendations, as reinforced in this report.
Management/Focal Point Assessment	WIPO has an Independent Advisory Oversight Committee (IAOC). The terms of reference are part of the WIPO Financial Regulations and Rules (Annex III).
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	Assistant Director General (ADG)/Administration and Management Sector (A&MS); Chief of Staff (CoS)


JIU/REP/2016/7 “Comprehensive review of United Nations system support for small island developing States: final findings” [LINK](#)

This report was issued by the JIU on January 25, 2017. All recommendations are therefore new within the context of this report to Member States.


 <p>Recommendation 1</p>	<p>The governing bodies of the United Nations system and of the multilateral environment agreements, taking into account the findings of the comprehensive review, should give precise system-wide coordinated guidance to the organizations so as to ensure that the priorities of the SAMOA Pathway are mainstreamed in the strategic plans, within the realm of the organizations’ mandates, and should encourage all stakeholders to make sufficient and predictable resources available for the effective and accelerated implementation of the Pathway.</p>
<p>Management/Focal Point Assessment</p>	<p>The priorities of the SAMOA Pathway are being addressed through WIPO’s relevant technical assistance, as outlined in the MTSP and Program and Budget. (See also recommendations no. 3 and 4).</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>Implemented</p>
<p>Responsible Officer</p>	<p>Deputy Director General (DDG), Development Sector (DS); D/Program Performance and Budget Division (PPBD)</p>


 <p>Recommendation 2</p>	<p>The governing bodies of the United Nations system should ensure that the strategic plans and work programmes of the system organizations include specific objectives related to the implementation of the SAMOA Pathway, within the realm of their respective mandates, to be measured against a set of established key performance indicators to monitor and report on the achievements.</p>
<p>Management/Focal Point Assessment</p>	<p>WIPO Program and Budget contains specific Expected Results, indicators and targets for WIPO’s technical assistance programs, within which the specific assistance to SIDS is addressed.</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>Implemented</p>
<p>Responsible Officer</p>	<p>D/PPBD</p>

JIU/REP/2016/7 “Comprehensive review of United Nations system support for small island developing States: final findings” (cont’d)


 <p>Recommendation 3</p>	<p>The governing bodies of the United Nations system, in adopting the strategic plans and work programmes of the organizations, should encourage the organizations to ensure that the activities in support of sustainable development of SIDS, within the realm of the mandate of each organization, are aligned with the regional and national priorities identified by the Governments of those States, regional organizations and SIDS development partners, so as to foster the implementation of the SAMOA Pathway as the blueprint of the 2030 Agenda for Sustainable Development of SIDS.</p>
<p>Management/Focal Point Assessment</p>	<p>As part of the UN System, WIPO is engaged with Small Island Developing States (SIDS) to contribute to their efforts for the development of national innovation and creativity systems through the process of need analysis and to promote the use of Intellectual Property system as a development tool. In the reporting period, WIPO has worked closely with SIDs providing technical assistance and capacity-building.</p> <p>Activities in areas such as development of national technological capacity, skills development, supporting access to the global innovation and knowledge databases, and capacity building on the transfer and use of appropriate technology as a solution for development challenges have been the mainstay of the cooperation activities.</p> <p>WIPO’s technical assistance program in respect of SIDS has aimed at encouraging and supporting these countries in the elaboration and implementation of National Intellectual Property and Innovation Policies and Strategies that are in line with their national development priorities and tailored to their level of development.</p> <p>These support programs are in line with a number of priority areas identified in the SAMOA Pathway of SIDS such as the need to address limited human and institutional capacity, the need to support and foster innovation and building competitiveness of enterprises, and capacity building needs in the area of technology transfer that are captured under activities implemented at the national, regional and inter-regional level.</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>Implemented</p>
<p>Responsible Officer</p>	<p>DDG/DS</p>


JIU/REP/2016/7 “Comprehensive review of United Nations system support for small island developing States: final findings” (cont’d)

 <p>Recommendation 4</p>	<p>The governing bodies of the United Nations system should request the organizations to coordinate the planning and implementation of their capacity-building activities in close consultation with the small island developing States and all partners for development so as to strengthen effectiveness and efficiency in providing support to achieve the goals defined in the SAMOA Pathway, while avoiding saturation of the absorptive capacity of SIDS at the country level.</p>
<p>Management/Focal Point Assessment</p>	<p>The demand driven nature of WIPO’s technical assistance program enables SIDS to prioritize the needs identified in their national Intellectual Property strategies or country plans and utilize the relevant IP tools to achieve their economic, social, cultural and technological development goals.</p> <p>WIPO has worked closely with the national IP Offices, research institutions, universities and regional organizations of these countries, as well as with their development partners and other donors, in the formulation and implementation of national intellectual property strategies and country plans, so as to ensure that the focus of WIPO’s program of activities for the SIDS is relevant to their development needs and in sync with the priorities of the governments and the regional bodies.</p> <p>In this regard, WIPO has provided various activities focusing on building the skills and capacity of SIDS to enhance their knowledge and awareness of IP and use the IP system effectively. These include the organization of national and regional workshops and seminars targeting multiple stakeholders such as government officials, IP practitioners, enforcement agents, Research and Development institutions, universities, IPR holders, SMEs and other users of the IP system.</p> <p>In addition to the provision of assistance in developing the technical infrastructure of IP offices by providing software which enables them to provide user friendly services to clients, WIPO has also assisted in strengthening the legal and institutional environments of SIDS by providing legislative advice related to patents, utility models, trade secrets and integrated circuits, trademarks, industrial designs, geographical indications as well as copyright and related rights.</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>Implemented</p>
<p>Responsible Officer</p>	<p>DDG/DS</p>

 <p>Recommendation 6</p>	<p>The governing bodies of the United Nations system organizations should encourage the allocation of predictable multi-year funding to facilitate the effective implementation of programmatic activities in support of the small island developing States, based on needs assessments prepared by the United Nations system organizations in consultation with SIDS and their relevant partners.</p>
<p>Management/Focal Point Assessment</p>	<p>Since these activities are funded through WIPO’s regular budget, predictable biennial funding, as reflected in the Program and Budget, is assured.</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>Implemented</p>
<p>Responsible Officer</p>	<p>DDG/DS; D/PPBD</p>


JIU/REP/2016/7 “Comprehensive review of United Nations system support for small island developing States: final findings” (cont’d)

 <p>Recommendation 7</p>	<p>The legislative and governing bodies of the United Nations system organizations should ensure, based on the ongoing work of the United Nations Statistical Commission and, when relevant, on the work of the inter-agency forums and expert groups created to advise Member States, that the specificity of SIDS is explicitly considered in defining the elements of monitoring and accountability frameworks to report on progress made on the Sustainable Development Goals, so that processes and indicators are adapted to their needs and priorities identified at the national and regional levels.</p>
<p>Management/Focal Point Assessment</p>	<p>WIPO supports the development of appropriate monitoring and accountability frameworks for the SAMOA Pathway by participating in relevant interagency processes (such as IACG and ECESA Plus.).</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>Implemented</p>
<p>Responsible Officer</p>	<p>DDG/DS; D/ERD</p>

 <p>Recommendation 8</p>	<p>The governing bodies of the United Nations system organizations should coordinate their efforts in designing monitoring and accountability frameworks and tools adapted to the capacity of SIDS to monitor and report on the implementation of the SAMOA Pathway and other sustainable development-related global mandates, while avoiding the burden of multiple reporting frameworks.</p>
<p>Management/Focal Point Assessment</p>	<p>WIPO supports the development of appropriate monitoring and accountability frameworks for the SAMOA Pathway by participating in relevant interagency processes (such as IACG and ECESA Plus.).</p>
<p>Acceptance</p>	<p>Accepted</p>
<p>Implementation</p>	<p>In progress</p>
<p>Responsible Officer</p>	<p>DDG/DS; D/ERD</p>


JIU/REP/2016/4 “Fraud prevention, detection and response in United Nations system organizations” [LINK](#)

This report was issued by the JIU on June 28, 2016. All recommendations are therefore new within the context of this report to Member States.

 Recommendation 16	The legislative and governing bodies of the United Nations system organizations should: place on their respective agendas a permanent or standing item relating to fraud prevention, detection and response; review on an annual basis the consolidated and comprehensive management report presented by the executive head on anti-fraud policy and activities; and provide high-level guidance and oversight on fraud-related matters.
Management/Focal Point Assessment	Member States review Annual Report of the Director of the Internal Oversight Division (IOD), as well as the Program Performance Report (PPR) at their appropriate sessions. The reports include, as appropriate, information on anti-fraud activities.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	D/Program Planning and Finance (PPF) (Controller)

JIU/REP/2016/2 “Succession planning in the United Nations System Organizations” [LINK](#)

This report was issued by the JIU on July 5, 2016. All recommendations are therefore new within the context of this report to Member States.

 Recommendation 1	The legislative/governing bodies of the United Nations system organizations should exercise their oversight role and examine the causes for the lack of, and/or the delay in, the introduction of formal succession planning in their respective organizations, including the adequacy of current funding; and request the executive heads of these organizations to develop formal succession planning without any further delay, by the end of 2017.
Management/Focal Point Assessment	WIPO has already implemented succession planning within its workforce planning process, fully supported by an IT platform.
Acceptance	Accepted
Implementation	Implemented
Responsible Officer	D/Human Resources Management Department (HRMD)

III. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2015

JIU/REP/2015/6 “Review of the organizational ombudsman services across the United Nations system” [LINK](#)

Recommendation 5	The legislative bodies of the United Nations system organizations should make it possible for the ombudsman to report to them on systemic issues identified on a regular basis.	
Management/Focal Point Assessment	The Office of the Ombudsman does not formally report to WIPO's legislative bodies. It meets regularly with WIPO's Independent Advisory Oversight Committee (IAOC) to discuss systemic issues as appropriate, which the IAOC may, in turn, flag to Member States. Accordingly we see this recommendation as addressed in substance.	
Acceptance	Accepted	<i>Previously "not started"</i>
Implementation	Implemented	
Responsible Officer	Ombudsman	

IV. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2014

JIU/REP/2014/9 “Contract Management and Administration in the United Nations system” [LINK](#)

Recommendation 3	The legislative bodies of the United Nations system organizations should direct the executive heads of their organizations to put in place a system whereby the persons designated to manage contracts after award are notified in writing about their accountability and responsibilities when managing a contract, and possess the required qualifications to manage the contract.	
Management/Focal Point Assessment	WIPO has built the necessary database to do this, and has the technical tool to manage the notification. The terms of reference of a specific training are being built for delivery in 2017.	
Acceptance	Accepted	<i>Previously “in progress” Assessment has been updated</i>
Implementation	In progress	
Responsible Officer	D/PTD	

JIU/2014/2 “Review of Management and Administration in the World Intellectual Property Organization (WIPO)” [LINK](#)

Recommendation 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.	
Management/Focal Point Assessment	At its 25th session in 2016, the Program and Budget Committee (PBC) continued discussions on the subject of governance on the basis of proposals provided by the Member States. Following its deliberations, the PBC decided to further discuss the matter at its 26 th session in July 2017, and requested the Secretariat to prepare a presentation on the 2003 constitutional reform. The Member States took note of the status of the constitutional reform process presented by the Secretariat at the 26 th session of the PBC in July 2017, and requested the Secretariat to report back to the 28 th session of the PBC on the status of the implementation of the 1999 and 2003 amendments to the WIPO Convention and other WIPO-administered treaties.	
Acceptance	Accepted	<i>Previously “in progress” Assessment has been updated</i>
Implementation	In progress	
Responsible Officer	Legal Counsel	

Recommendation 6	The Coordination Committee should revisit the present principles concerning geographical distribution in order to ensure broader geographical diversity within the WIPO professional workforce.	
Management/Focal Point Assessment	A report on geographical distribution, prepared by the Chair of the Coordination Committee, was submitted to the Committee at its 47 th session in October 2016 during the Assemblies of Member States of WIPO, with preliminary recommendations to improve geographical distribution.	
Acceptance	Accepted	<i>Previously “under consideration”</i>
Implementation	Implemented	
Responsible Officer	D/HRMD	

V. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2012

JIU/REP/2012/9 “Lump-sum payments in lieu of entitlements” [LINK](#)

Recommendation 3	The legislative/governing bodies of United Nations system organizations should request their respective executive heads to suspend, if not already the case, the payment of additional DSA (15 or 40 per cent), to those officials travelling on organizational budgets.	
Management/Focal Point Assessment	<p>The JIU is in the process of completing its review of “Air travel policies in the United Nations system: Achieving efficiency gains and cost-savings and enhancing harmonization”.</p> <p>The recommendation, as with other efficiency gains and cost savings with respect to official travel, will remain under consideration within the context of the aforementioned review.</p>	
Acceptance	Under consideration	<i>No change from previous status Assessment has been updated</i>
Implementation		
Responsible Officer	D/PTD	

VI. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2010

JIU/REP/2010/3 “Ethics in the United Nations System” [LINK](#)

Recommendation 17	<p>The legislative bodies should direct their respective executive heads to put forward proposals for an internal mechanism to be established that would set out the modalities for the ethics office and/or the internal oversight service to investigate or undertake reviews of allegations brought against the executive head of the organization, including reporting the outcome of the investigation or review directly to the respective legislative body.</p>	
Management/Focal Point Assessment	<p>Member States reviewed the WIPO Internal Oversight Charter (Annex I to the Financial Regulations and Rules) at their Assemblies in 2016. Paragraph 22 of the revised WIPO Internal Oversight Charter provides: “Allegations of misconduct against the Director General shall be reported to the Director, IOD, who shall immediately inform the Chairs of the General Assembly and of the Coordination Committee and seek the advice of the IAOC on how to proceed. The IAOC shall advise the Director IOD on whether to conduct a preliminary evaluation or arrange for a preliminary evaluation by an independent external investigative entity. Based on the results of the preliminary evaluation, the IAOC shall provide a recommendation to the Chairs of the General Assembly and of the Coordination Committee on whether to request the Director, IOD to close the case or to refer the matter for investigation to an independent external investigative entity. In the event the Chairs cannot reach an agreement or propose to deviate from the IAOC recommendation, the Vice-Chairs of the General Assembly and of the Coordination Committee shall be involved in the decision. In case of referral, the IAOC shall also provide advice to the Chairs on the Terms of Reference of the investigation and on a suitable investigative entity.”</p> <p>Paragraph 23 of the revised WIPO Internal Oversight Charter provides: “Where the advice of the IAOC is required, such advice shall be provided within one month, unless the complexity of the matter requires more time.”</p>	
Acceptance	Accepted	<div style="border: 1px solid blue; border-radius: 10px; padding: 5px; text-align: center;"> <i>Assessment has been updated.</i> </div>
Implementation	Implemented	
Responsible Officer	D/IOD	

[Annex II follows]

LIST OF ACTIVE² JIU REPORTS RELEVANT TO WIPO AS AT MID-JULY 2017

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	COMMENTS	OTHER DOCUMENTS
JIU/REP/2017/2	Donor-Led Assessment of the United Nations System Organizations		
JIU/REP/2016/10	Knowledge Management in the United Nations System		Annexes I-II
JIU/REP/2016/9	Safety and Security in the United Nations System		
JIU/REP/2016/8	State of the Internal Audit Function in the United Nations System		
JIU/REP/2016/7	Comprehensive review of United Nations System Support for Small Island Developing States: Final Findings		
JIU/REP/2016/4	Fraud prevention, detection and response in United Nations System Organizations	CEB Comments	
JIU/REP/2016/2	Succession Planning in the United Nations System Organizations	CEB Comments	
JIU/REP/2015/6	Review of the organizational ombudsman services across the United Nations System	CEB Comments	
JIU/REP/2014/9	Contract Management and Administration in the United Nations System	CEB Comments	
JIU/REP/2014/2	Review of Management and Administration in the World Intellectual Property Organization (WIPO)		WIPO Comments
JIU/REP/2013/1	Review of Long-Term Agreements in Procurement in the United Nations System	CEB Comments	

² JIU reports containing outstanding recommendations, including all those included in the present report.

REFERENCE	LINK TO JIU REPORT	COMMENTS	OTHER DOCUMENTS
JIU/REP/2012/9	Lump-Sum Payments in Lieu of Entitlements	CEB Comments	
JIU/REP/2012/2	The Management of sick leave in the United Nations System	CEB Comments	
JIU/REP/2010/3	Ethics in the United Nations System	CEB Comments	

[End of Annex II and of document]