

Program and Budget Committee

Fortieth Session
Geneva, June 15 to 19, 2026

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

prepared by the Secretariat

I. Overview

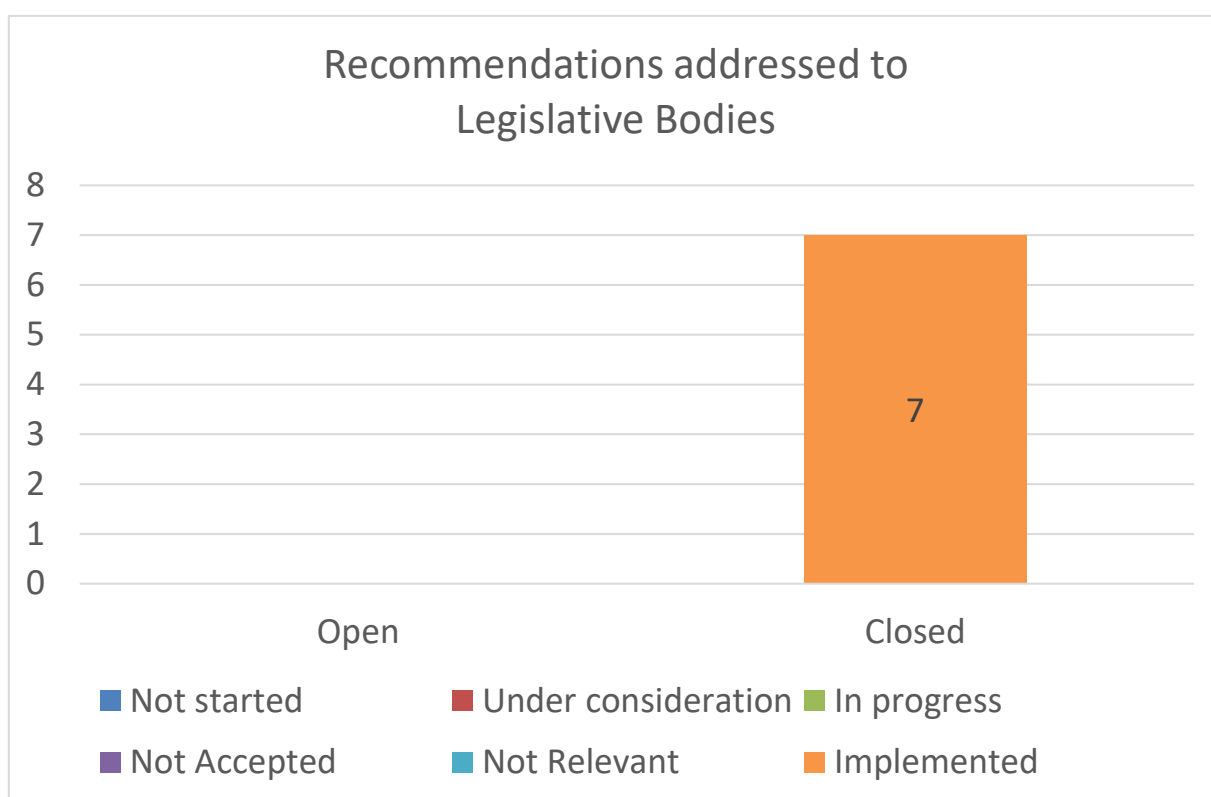
1. This document provides the status of the implementation of recommendations addressed to the Legislative Bodies and Executive Head, respectively, of the World Intellectual Property Organization (WIPO), resulting from the reviews of the Joint Inspection Unit (JIU) from January 1, 2019, to February 28, 2026. All recommendations prior to January 1, 2019, have been closed.
2. Annex I contains seven recommendations addressed (out of which four are new) to the Legislative Bodies of United Nations system organizations that have been marked for action by WIPO.
3. Annex II contains 37 recommendations (out of which 25 are new) addressed to the Executive Head of WIPO that have been marked for action by the WIPO Secretariat.
4. The status of acceptance and implementation stage of the aforementioned recommendations in Annexes I and II reflects the Secretariat's proposals and assessments for consideration by Member States.
5. Annex III lists the JIU reports relevant to WIPO as at February 28, 2026, for which recommendations are still under consideration or in the process of being implemented. Links to the relevant JIU reports are also included in Annexes I and II.

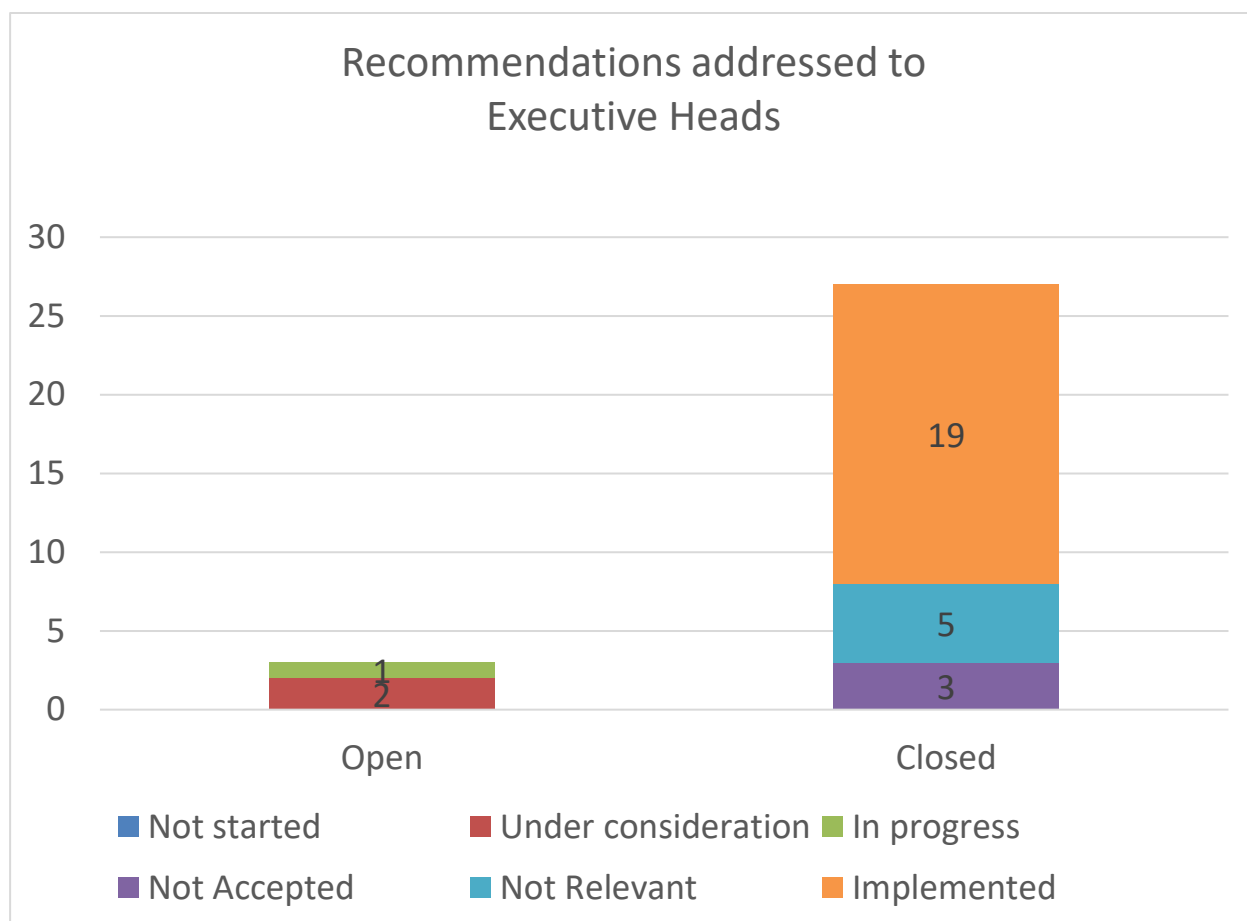
II. Implementation Progress

6. Since the last report submitted to Member States (WO/PBC/38/2), five new Reviews relevant to WIPO have been issued. These are detailed in Annex I, Section A and in Annex II, Section A.

7. 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. As at February 28, 2026, subject to the endorsement of Member States in respect of recommendations contained in the present report, three recommendations addressed to the Executive Head remain outstanding. All other recommendations have been closed (implemented, considered not relevant to WIPO, or not accepted) (see JIU Summary Dashboard below).

Summary of JIU Recommendation status





8. Reviews from JIU's Programme of Work 2025 that had not been issued by February 28, 2026, are listed below in Table 1.

Table 1: JIU Reviews relevant to WIPO in 2026

Reference	Report Title	Programme of Work Year
A480	Review of the strategic planning function in United Nations system Organizations	2025
A481	Review of recruitment policies and practices in United Nations system Organizations	2025
A483	Review of travel arrangements in United Nations system organizations	2025
A484	Review of data governance frameworks in United Nations system Organizations	2025
A485	Review of the decentralized evaluation function in United Nations system Organizations	2025
A487	Review of emergency response mechanisms in United Nations system organizations	2025

III. Decision

9. The following decision paragraph is proposed.

10. The Program and Budget Committee (PBC):

(i) took note of the present report (document WO/PBC/40/5);

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

- JIU/REP/2025/6 (Recommendations 1, 2, 3, 8 and 9);*
- JIU/REP/2025/5 (Recommendations 3, 5, 6 and 7);*
- JIU/REP/2025/4 (Recommendations 2 and 3);*
- JIU/REP/2025/3 (Recommendations 1, 2, 3, 4, 5, 6 and 7);*
- JIU/REP/2025/2 (Recommendations 2, 3, 4, 5, 8, 9, 10, 12 and 13);*
- JIU/REP/2024/4 (Recommendation 2, 3);*
- JIU/REP/2023/8 (Recommendation 1);*
- JIU/REP/2023/3 (Recommendation 1 and 2);*
- JIU/REP/2023/2 (Recommendation 5);;*
- JIU/REP/2019/5 (Recommendation 1) as set out in the present report; and*




(iii) called on the Secretariat to propose assessments for the remaining 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, 2026

A. RECOMMENDATIONS FROM JIU REVIEWS CONDUCTED IN 2025

This report was issued by the JIU on November 26, 2025. This recommendation is therefore new within the context of this report.

JIU/REP/2025/4	
	
Review of the policies and practices for determining the rates of programme support costs in organizations of the United Nations system	
Recommendation # 3:	
The legislative organs and governing bodies of the JIU participating organizations that have not yet done so should request the executive heads to submit proposals by the end of 2028 to incorporate into their programme support cost and/or cost-recovery policies a clear definition of direct and indirect costs (including a detailed description of the components comprising each category); explicit reference to the provisions outlined in the financial regulations and rules; and, where applicable, the inclusion of any established preferential, reduced or discounted rates.	
Acceptance: Accepted	
Implementation: Implemented	
Responsible Officer: Assistant Controller (AC) & Director (D)/Planning, Budget and Risk Management (PBRM)	
Management / Focal Point Assessment:	
The WIPO Policy On Voluntary Contributions (Funds-In-Trust) (document WO/PBC/31/11 https://www.wipo.int/edocs/mdocs/govbody/en/wo_pbc_31/wo_pbc_31_11.pdf), includes an analysis of program support costs, as well as a definition and an overview of the services provided by WIPO as either “specific” (direct) or “shared” (indirect) depending on their nature. Provisions for Funds in Trust (voluntary contributions) are further outlined in the Financial Regulations and Rules.	

This report was issued by the JIU on November 4, 2025. This recommendation is therefore new within the context of this report.

JIU/REP/2025/3



Review of donor-led assessments of United Nations system organizations and other oversight-related requests from donors in the context of funding agreements and the United Nations single audit principle

Recommendation # 7:

The governing bodies and legislative organs of participating organizations are encouraged to reaffirm that negotiations with donors shall be guided by the interests of the organizations, within the boundaries of the applicable legal framework and the overarching principles of effectiveness, efficiency, transparency and accountability in the use of donor-provided funds. They are further invited to call upon all donors to: (a) fully respect the autonomy and independence of international organizations and their privileges and immunities; (b) refrain from exerting undue influence through the imposition of oversight or reporting conditions that are incompatible with the principles of organizational autonomy and independence or that may compromise the integrity, efficiency, objectivity and independence of internal oversight mechanisms; (c) give due consideration to the standard assurance mechanisms approved by governing bodies or legislative organs; and (d) carefully evaluate the necessity and cost implications of introducing additional and bespoke reporting and oversight requirements.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: AC & D/(PBRM)

Previously "Not Started"

Management / Focal Point Assessment:

All voluntary contributions at WIPO contribute to the Organization's Expected Results. This is ensured through workplans, where Sectors ensure that all donor funded activities contribute to and/or complement initiatives under the regular budget. All WIPO's Memoranda of Understanding confirm the privileges and immunities of WIPO as a specialized agency of the United Nations and follow the single-audit principle. Reporting on initiatives funded by voluntary contributions (the Funds-in-Trust progress report) is standardized and is an integral part of the WIPO Performance Reports.

This report was issued by the JIU on August 26, 2025. All recommendations are therefore new within the context of this report.

JIU/REP/2025/2



Review of policies and practices to prevent and respond to sexual exploitation and abuse in United Nations system organizations

Recommendation # 3:

At the beginning of 2028, legislative organs and/or governing bodies of United Nations system organizations should request an update from the executive heads of their respective organization with regard to progress made in reviewing sexual exploitation, abuse and harassment policies as well as any change management procedures associated with the revisions.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: Director (D)/ Human Resources Management Department (HRMD)

Management / Focal Point Assessment: This recommendation has already been implemented at WIPO via the Annual Report of the Director General on the Administration of Justice, which is available on WIPO's public website.

JIU/REP/2025/2



Review of policies and practices to prevent and respond to sexual exploitation and abuse in United Nations system organizations

Recommendation # 13:

By the end of 2026, legislative organs and/or governing bodies should request that executive heads of United Nations system organizations produce an annual report on all disciplinary measures taken against their respective personnel for sexual misconduct, including the nature of the misconduct, whether subjects were added to the ClearCheck database of sexual misconduct records, any assistance provided to victims and the number of all relevant criminal referrals made to the competent national authorities.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: D/ HRMD

Management / Focal Point Assessment:

This recommendation has already been implemented at WIPO via the Annual Report of the Director General on Administration of Justice, which is available on WIPO's public website. The annual report lists all disciplinary measures taken against WIPO personnel for misconduct, including, where applicable, sexual misconduct.

B. RECOMENDATIONS FROM JIU REVIEWS CONDUCTED IN 2023

JIU/REP/2023/3



Review of accountability frameworks in the United Nations system organizations

Recommendation # 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.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

An assessment of WIPO's Accountability Framework against the updated JIU reference accountability framework has been undertaken and an update to the 2019 Accountability Framework document is submitted to the 40th session of the Program and Budget Committee in 2026.

Previously "in progress"

JIU/REP/2023/3



Review of accountability frameworks in the United Nations system organizations

Recommendation # 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.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: Director (D)/Internal Oversight Division (IOD)

Management / Focal Point Assessment:

Effective January 1, 2024, the Internal Oversight Division (IOD) commenced testing the design, implementation, and operating effectiveness of the Organization's key controls. These controls are based on the core provisions of the WIPO Financial Regulations and Rules, as well as the Staff Regulations and Rules.

Starting with the financial year ending December 31, 2025, IOD will issue a formal, independent opinion on WIPO's Governance, Risk Management, and Internal Controls to complement the Director General's Statement of Internal Control.

In parallel, IOD will continue to implement its risk-based annual oversight plan, working in close collaboration, as appropriate, with other assurance providers, including the Organization's External Auditors. Combined with IOD's annual testing of key controls, these efforts ensure comprehensive coverage of the Organization's accountability framework.

As part of its review of Operational-Level Governance at WIPO (IOD Engagement: IA-2025-06.A2, May 2025), IOD has mapped the elements of the WIPO Accountability Framework against existing processes and has not identified any significant gaps or deviations.

Previously "Under consideration"

JIU/REP/2023/2

Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations




Recommendation # 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.

Acceptance: Accepted

Implementation: Implemented

Responsible Officer: Legal Counsel 

Management / Focal Point Assessment:

Previously "In progress"




The Annual Report of the Director General on the Administration of Justice and the Annual Report of the WIPO Appeal Board, both for the year 2024, were made available to WIPO's Member States in July 2025.

[Annex II follows]

JIU RECOMMENDATIONS ADDRESSED TO THE EXECUTIVE HEADS OF JIU PARTICIPATING ORGANIZATIONS – STATUS AS AT FEBRUARY 28, 2026

A. RECOMMENDATIONS FROM JIU REVIEWS CONDUCTED IN 2025

This report was issued by the JIU on December 9, 2025. All recommendations are therefore new within the context of this report.

JIU/REP/2025/6	
	
Review of the Health Services in the United Nations system	
Recommendation # 1:	
By the end of 2027, the executive heads of the United Nations system organizations that have their own Health Services and who have not yet done so should review the organizational health function and ensure that it effectively integrates relevant health-related sub-functions to achieve the best health outcomes for their organizations' personnel.	
Acceptance: Accepted	
Implementation: Implemented	
	
Responsible Officer: D/HRMD	
Management / Focal Point Assessment: The WIPO Medical Unit's staffing structure was revised with two additional posts being allocated in addition to the existing nurse position. The new structure comprises one Senior Medical Advisor, one Occupational nurse, and one Administrative support staff. The Senior Medical Advisor (P5) manages cases and provides proactive care for long-term conditions. The Staff Counsellor reports to the Head of HR Operations Services and to the Senior Medical Advisor (matrix supervision). The office of the Staff Counsellor is physically located near the Medical Unit to ensure close cooperation. The new structure involved clearer definition of respective roles and responsibilities between HR, the Medical Unit and the Staff Counsellor on various processes, such as return to office after long term sickness, and also the management of exceptional teleworking based on medical circumstances, etc. Given the size of the organization that does not require a full-time counsellor, in addition to counselling functions, the WIPO Staff Counsellor also provides staff welfare services and acts as the Subject Matter Expert at the institutional level in the field of mental health and well-being. Overall, this structural change enabled a more frequent, efficient and effective coordination of both individual case management and of broader OHS matters with the other areas under the HR Director.	

JIU/REP/2025/6



Review of the Health Services in the United Nations system

Recommendation # 2:

By the end of 2027, the executive heads of the United Nations system organizations that have their own Health Services and who have not yet done so should review the organizational arrangements for the function in terms of reporting lines, to assign a degree of autonomy that is required for the proper management and supervision of the function, as well as to ensure the confidentiality of medical and psychosocial well-being services.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

The Medical Unit is placed within WIPO's Human Resources Management Department, and the Medical Advisor reports directly to the HR Director, but has functional independence as regards all medical matters. The lines of authority and responsibility are clear. Furthermore, our OHS strategy aligns with the organization's overall goals. HR helps integrate OHS objectives with business strategies, creating a cohesive approach to employee well-being for the benefit of the organization and its employees.

JIU/REP/2025/6



Review of the Health Services in the United Nations system

Recommendation # 3:

By the end of 2027, the executive heads of the United Nations system organizations that have their own Health Services and who have not yet done so should review and promulgate administrative documents that clearly set out the primary purpose, responsibilities and core activities for their organizational Health Service, including relevant aspects of occupational health and safety.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

A WIPO-specific OHS Framework was drafted and approved by the Director General in end-2024 with a revisited governance structure, i.e. an Advisory Board supported by an Operational Committee. This is an overarching framework that articulates a more holistic approach, including for Mental Health and Wellbeing.

JIU/REP/2025/6



Review of the Health Services in the United Nations system

Recommendation # 8:

By the end of 2027, executive heads of United Nations system organizations who have not yet done so should incorporate health and occupational risks into their enterprise risk management processes to identify and mitigate such risks at various operational levels.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

WIPO has a risk in its Enterprise Risk Management system that focuses on Occupational health and safety risks, including psychosocial risks, together with controls and mitigation strategies. An OHS risk assessment will further inform this risk and response during the biennium 2026/27.

JIU/REP/2025/6



Review of the Health Services in the United Nations system

Recommendation # 9:

Starting in 2027, the executive heads of United Nations system organizations should take individual or collective action, in consultation with the executive heads of other CEB member organizations, preferably within the framework of the CEB inter-agency coordination mechanisms, to explore, biannually, conditions that allow for the establishment of a health technical network of the High-level Committee on Management that builds on an earlier request of the United Nations Medical Directors Network, in order to provide strategic advice on health developments and inter-agency leadership on health-related management issues.

Acceptance: Not relevant (not under the sole remit of WIPO)

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment: This recommendation will be addressed through interagency mechanisms.

This report was issued by the JIU on December 9, 2025. All recommendations are therefore new within the context of this report.

JIU/REP/2025/5



Review of the Ombudsman function in the UN system organizations

Recommendation # 3:

The executive heads of United Nations system organizations who have not yet done so should, by the end of 2027, establish term limits of a minimal duration of four years for renewable terms and a maximum duration of seven years for non-renewable terms for the heads of their ombudsman and mediation functions, with a post-employment restriction within the same organization.

Acceptance: Accepted

Implementation: Implemented



Responsible Officer: D/HRMD

Management / Focal Point Assessment:

WIPO has entered into an agreement with the United Nations Secretariat, acting through the Office of Ombudsman and Mediation Services, pursuant to which an Ombudsman is assigned to WIPO. The agreement stipulates that following the end of the mandate of the Ombudsman, he/she will not be eligible for any employment with WIPO. The agreement itself is for a duration of one year following the entry on duty of the Ombudsman (which was on January 1, 2026). Any extension of the agreement for an additional period will take into account the recommendation on the term limit.

JIU/REP/2025/5



Review of the Ombudsman function in the UN system organizations

Recommendation # 5:

The executive heads of United Nations system organizations who have not yet done so should ensure that, by the end of 2027, the annual reports of their ombudsman and mediation functions are submitted to their respective governing bodies or legislative organs, to enhance transparency and accountability.

Acceptance: Accepted

Implementation: Implemented

Responsible Officer: WIPO Ombudsperson

Management / Focal Point Assessment:

In accordance with its term of reference, the IAOC, submits its annual reports to the PBC and the WIPO General Assembly, which reflects the IAOC meetings with the Ombudsperson in each of their sessions. The Annual Activity report of the Ombudsperson can be accessed on the WIPO website. <https://www.wipo.int/en/web/about-wipo/activities-by-unit/details?id=1039> .

JIU/REP/2025/5



Review of the Ombudsman function in the UN system organizations

Recommendation # 6:

The executive heads of United Nations system organizations who have not yet done so should, by the end of 2027, make the annual reports of their ombudsman and mediation functions publicly available to enhance transparency and accountability and promote broader awareness of the function.

Acceptance: Accepted

Implementation: Implemented

Responsible Officer: WIPO Ombudsperson

Management / Focal Point Assessment:

The Annual Activity report of the Ombudsperson is publicly available on the WIPO website. <https://www.wipo.int/en/web/about-wipo/activities-by-unit/details?id=1039>

JIU/REP/2025/5



Review of the Ombudsman function in the UN system organizations

Recommendation # 7:

The executive heads of United Nations system organizations should review the human and financial resources of their respective ombudsman and mediation functions regularly to ensure that the functions are adequately equipped to fulfil their mandate. This review should take into account geographical dispersion of the workforce, linguistic diversity and the full range of responsibilities.

Acceptance: Accepted

Implementation: Implemented

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

WIPO reviewed its human and financial resources for its ombudsman and mediation function and has established an agreement with the United Nations Secretariat, acting through the Office of the Ombudsman and Mediation Services, for the provision of ombuds and mediation services. WIPO ensures that the ombudsman and mediation function is adequately resourced to fulfil its mandate.

This report was issued by the JIU on November 26, 2025. This recommendation is therefore new within the context of this report.

JIU/REP/2025/4



Review of the policies and practices for determining the rates of programme support costs in organizations of the United Nations system

Recommendation # 2:

The executive heads of the JIU participating organizations that have not yet done so should, by the end of 2027, make policy documents relating to programme support costs (and/or cost recovery in general) publicly accessible on their websites.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

The WIPO Policy On Voluntary Contributions (Funds-In-Trust) (document WO/PBC/31/11 https://www.wipo.int/edocs/mdocs/govbody/en/wo_pbc_31/wo_pbc_31_11.pdf), includes an analysis of program support costs, as well as a definition and an overview of the services provided by WIPO as either “specific” (direct) or “shared” (indirect) depending on their nature. Provisions for Funds in Trust (voluntary contributions) are further outlined in the Financial Regulations and Rules.

This report was issued by the JIU on November 4, 2025. All recommendations are therefore new within the context of this report.

JIU/REP/2025/3



Review of donor-led assessments of United Nations system organizations and other oversight-related requests from donors in the context of funding agreements and the United Nations single audit principle

Recommendation # 1:

By the end of 2027, the executive heads of the United Nations system organizations should, where appropriate, publicly make available references to their key regulations and rules, together with relevant oversight charters, policies and reports, to facilitate access and analysis by relevant stakeholders. In addition, United Nations system organizations should consider creating a common web page that could serve as a gateway to such publicly available information.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

WIPO publishes its Financial Regulations and Rules, Staff Regulations and Rules, Oversight Charter, Governing Body approved Policies and key reports on its website. Any common web page referencing this information is outside of the sole remit of WIPO.

JIU/REP/2025/3



Review of donor-led assessments of United Nations system organizations and other oversight-related requests from donors in the context of funding agreements and the United Nations single audit principle

Recommendation # 2:

The executive heads of United Nations system organizations should ensure that, by the end of 2027, all new funding agreements include either a description of the level and types of assurance provided to donors, through the organization's internal oversight, risk management, compliance, programme monitoring and other relevant functions, or a reference to publicly available explanations of such assurance mechanisms.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

It follows from the WIPO Policy on the Management of Voluntary Financial Contributions, Gifts and Donations and the corresponding SOP that the acceptance of a contribution provides assurance to the donor that there is an established policy framework for planning, managing and reporting on the Fund in Trust.

JIU/REP/2025/3



Review of donor-led assessments of United Nations system organizations and other oversight-related requests from donors in the context of funding agreements and the United Nations single audit principle

Recommendation # 3:

The executive heads of the United Nations system organizations should start, by the end of 2027, reporting regularly to their respective governing body or legislative organ on the main reporting, monitoring and accountability conditions attached to voluntary non-core contributions, as well as on the contractual arrangements for cost coverage of reporting, monitoring and related activities agreed with donors.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

WIPO uses a standardized reporting methodology for all voluntary contributions (Funds in Trust), as outlined in each Memorandum of Understanding, and does not take on extra reporting or monitoring for these. Under the single audit principle, the WIPO External Auditor retains the exclusive right to carry out external audit on all WIPO accounts. The financial and performance reporting is provided to all Member States within the WIPO Performance Report (WPR). The monitoring and accountability conditions attached to voluntary non-core contributions are therefore those standardized reports in the WPR.

JIU/REP/2025/3



Review of donor-led assessments of United Nations system organizations and other oversight-related requests from donors in the context of funding agreements and the United Nations single audit principle

Recommendation # 4:

The executive heads of United Nations system organizations should ensure that, by the end of 2026, internal guidelines for negotiating voluntary contributions incorporate, where applicable and in line with the relevant financial regulations and rules, the requirement to obtain prior approval from the appropriate authority, body or organ for any exceptions to the full recovery of costs related to donor reporting, monitoring and accountability activities.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: AC & D/PBRM

Management / Focal Point Assessment:

The WIPO Policy on the Management of Voluntary Financial Contributions, Gifts and Donations specifies that the Controller holds responsibility for ensuring that appropriate support costs are levied on voluntary contributions, and that WIPO does not include special conditions for donor reporting, monitoring and accountability activities. The guidelines on acceptance of new voluntary financial contributions to established funds-in-trust include the requirement that appropriate program support costs (PSC) are levied.

JIU/REP/2025/3



Review of donor-led assessments of United Nations system organizations and other oversight-related requests from donors in the context of funding agreements and the United Nations single audit principle

Recommendation # 5:

The executive heads of United Nations system organizations should ensure that, by the end of 2027, internal policies clearly define what investigative information may be disclosed to donors or their investigators, including restrictions on sharing sensitive or protected information, such as data affecting privacy, the protection of witnesses and whistleblowers or the presumption of innocence.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: Legal Counsel

Management / Focal Point Assessment:

The single audit principle and the principle of inviolability of WIPO's premises and WIPO documents effectively limit investigative information that may be disclosed to donors or their investigators and WIPO's data protection policy restricts sharing of sensitive or protected information. The Policy to Protect Against Retaliation for Reporting Misconduct and for Cooperating with Duly Authorized Audits or Investigations ensures protection of witnesses and whistleblowers and the WIPO Administration of Justice system ensures the presumption of innocence.

JIU/REP/2025/3



Review of donor-led assessments of United Nations system organizations and other oversight-related requests from donors in the context of funding agreements and the United Nations single audit principle

Recommendation # 6:

The executive heads of United Nations system organizations should, by the end of 2027, ensure that new funding agreements reflect the duty of Member States to cooperate in good faith with the organization, including respecting its independence and refraining from exerting undue influence. To this end, draft agreements should be reviewed by the legal department, especially when they contain new or non-standard language or when negotiations are particularly complex.

Acceptance: Accepted

Implementation: Implemented

Responsible Officer: Legal Counsel

Management / Focal Point Assessment:

The Office of the Legal Counsel systematically reviews all voluntary funding agreements, irrespective of language or complexity for completeness and legal compliance. The single audit principle and the principle of inviolability of WIPO's premises and WIPO documents support retaining the organization's independence.

This report was issued by the JIU on August 26, 2025. All recommendations are therefore new within the context of this report.

JIU/REP/2025/2



Review of Policies and Practices to Prevent and Respond to Sexual Exploitation and Abuse in the United Nations system organizations

Recommendation # 1:

Executive heads of United Nations system organizations should, by the end of 2027, review their respective policies, staff regulations and rules, and standards of conduct to ensure that they all include PSEA, are aligned and support disciplinary processes and procedures.

Acceptance: Under consideration

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

This recommendation remains under consideration, as the revised Standards of Conduct for the International Civil Service have not been incorporated into WIPO's legal framework.

JIU/REP/2025/2



Review of policies and practices to prevent and respond to sexual exploitation and abuse in United Nations system organizations

Recommendation # 2:

Executive heads of United Nations system organizations should, by the end of 2027, review sexual exploitation, abuse and harassment policies to more broadly cover sexual misconduct by focusing on the prohibited conduct of personnel, affirming victims' rights, defining "zero tolerance" and incorporating good practices, such as those related to protection against retaliation and the improper use of technology.

Acceptance: Not accepted

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

This recommendation is not under the sole remit of WIPO and should be addressed through the appropriate CEB interagency coordination mechanism. A shift towards sexual misconduct would need to be coordinated across UN entities to ensure a coherent and efficient approach. WIPO is ready to participate in this process, noting that our existing internal procedures are robust and compliant with best practices and standards.

JIU/REP/2025/2



Review of policies and practices to prevent and respond to sexual exploitation and abuse in United Nations system organizations

Recommendation # 4:

By the end of 2026, executive heads of United Nations system organizations should take individual and/or collective action, in consultation with the executive heads of other CEB organizations, preferably within the framework of existing inter-agency mechanisms, to comprehensively address and coordinate with regard to the prevention of and response to sexual exploitation, abuse and harassment (sexual misconduct) and create a new strategy that builds on the approach set out in the Secretary-General's 2017 report (A/71/818 and A/71/818/Corr.1), focusing on prevention, response and integrating a victim-centred approach.

Acceptance: Not relevant (not within the sole remit of WIPO)

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

This recommendation is outside of WIPO's sole remit and should be addressed through the appropriate CEB interagency coordination mechanism.

JIU/REP/2025/2



Review of policies and practices to prevent and respond to sexual exploitation and abuse in United Nations system organizations

Recommendation # 5:

By the end of 2026, executive heads of United Nations system organizations should take individual and/or collective action, in consultation with the executive heads of other CEB member organizations, preferably within the framework of existing inter-agency coordination mechanisms, to establish a working group to address the coherence and harmonization of SEA data, including what data are reported and in what context, when allegations should be entered and updated as well as the addition of data fields and functions to improve the analysis, transparency and integrity of SEA data.

Acceptance: Not relevant (not within the sole remit of WIPO)

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

This recommendation is outside of WIPO's sole remit and should be addressed through the appropriate CEB interagency coordination mechanism. WIPO does not submit SEA data through the iReport SEA Tracker.

JIU/REP/2025/2



Review of policies and practices to prevent and respond to sexual exploitation and abuse in United Nations system organizations

Recommendation # 8:

At the beginning of 2026, executive heads of United Nations system organizations should take individual and/or collective action, in consultation with the executive heads of other CEB organizations, preferably within the framework of inter-agency mechanisms, to agree on system-wide coherence and harmonization of ClearCheck procedures, including with respect to entering subjects, name removal procedures, screening of candidates for affiliate personnel categories as well as the potential expansion of its use to include other types of misconduct.

Acceptance: Not relevant (not within the sole remit of WIPO)

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

This recommendation falls outside of WIPO's sole remit and should be addressed through the appropriate CEB interagency coordination mechanism. Regarding the expansion of the use of ClearCheck, WIPO has not joined ClearCheck 2.0.

WIPO has certain reservations about ClearCheck 2.0, including the scope of the reporting requirements and how participating agencies would apply these new criteria consistently.

JIU/REP/2025/2



Review of policies and practices to prevent and respond to sexual exploitation and abuse in United Nations system organizations

Recommendation # 9:

Executive heads of United Nations system organizations should, by the end of 2026, conduct an assessment of the mechanisms used for screening and vetting of personnel for substantiated sexual misconduct allegations, including identifying types of personnel to be screened and determining gaps as well as risks in not implementing the most comprehensive vetting and screening procedures.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

WIPO is already implementing this recommendation through a change in the staff vetting process and corresponding standard operating procedures in HR. The process has been revised to allow for ClearCheck screening of all candidates selected by the Director General, regardless of whether they possess previous UN experience.

JIU/REP/2025/2



Review of policies and practices to prevent and respond to sexual exploitation and abuse in United Nations system organizations

Recommendation # 10:

By the end of 2026, executive heads of United Nations system organizations who have not yet done so should incorporate SEA into their enterprise risk management processes to identify and mitigate risks of SEA at different operational levels, including risks associated with implementing partners and vendors, to inform their PSEA action plans.

Acceptance: Not accepted ☐

Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

WIPO's Risk Registry already includes a reference to harassment, including sexual harassment. WIPO is open to consider adding a risk item related to sexual misconduct, if a common decision is taken on this at the UN level.

WIPO General Conditions of Contract for the Provision of Goods and Services already include a clause (29) specifically focusing on SEA. In addition, WIPO's Vendor Sanctions Policy (Office Instruction No. 31/2017 rev 1) includes reference to prohibition of unethical practice.

JIU/REP/2025/2



Review of policies and practices to prevent and respond to sexual exploitation and abuse in United Nations system organizations

Recommendation # 11:

By the end of 2026, executive heads of United Nations system organizations should assess: (a) the use of administrative leave without pay; (b) the criteria for imposing disciplinary measures in sexual misconduct cases; (c) the timeline from completion of an investigation to the imposition of disciplinary measures; and (d) the procedures in place for informing victims of measures taken.

Acceptance: Accepted

Implementation: In Progress



Responsible Officer: D/HRMD

Management / Focal Point Assessment:

By the end of 2026, WIPO will conduct an assessment of the use of administrative leave without pay; of the criteria for imposing disciplinary measures in sexual misconduct cases; of the timeline from completion of an investigation to the imposition of disciplinary measures; and of the procedures in place for informing victims of measures taken.

JIU/REP/2025/2



Review of policies and practices to prevent and respond to sexual exploitation and abuse in United Nations system organizations

Recommendation # 12:

By the end of 2028, executive heads of United Nations system organizations should take collective action, in consultation with the executive heads of other members of the CEB, preferably within the framework of inter-agency mechanisms, to explore the establishment of an inter-agency pooled funding mechanism to assist victims of SEA.

Acceptance: Not accepted



Implementation:

Responsible Officer: D/HRMD

Management / Focal Point Assessment:

WIPO's current risk level related to SEA is not sufficient to justify participating in an inter-agency pooled funding mechanism to assist victims of SEA.

B. RECOMMENDATIONS FROM JIU REVIEWS CONDUCTED IN 2024

JIU/REP/2024/4

Review of the implementation of the principle of mutual recognition within the United Nations system

Recommendation # 1:

The executive heads of United Nations system organizations who have not yet signed the Mutual Recognition Statement should do so by the end of 2026 in order to enhance operational efficiency and foster collaboration within the United Nations system.

Acceptance: Under consideration 

No change from previous status
Assessment updated

Implementation:

Responsible Officer: Assistant Director General (ADG)/Administration, Finance and Management Sector (AFMS)

Management / Focal Point Assessment:

WIPO fully supports the principle and applies this approach in our operations where it supports WIPO's delivery. WIPO regularly collaborates with other UN agencies on common procurement initiatives and have integrated mutual recognition as part of our business model.

JIU/REP/2024/4

Review of the implementation of the principle of mutual recognition within the United Nations system

Recommendation # 2:

The executive heads of United Nations system organizations, through the United Nations System Chief Executives Board for Coordination, should, by the end of 2025, task the Community of Practice on Mutual Recognition and the network of mutual recognition champions with coordinating system-wide efforts to operationalize mutual recognition and developing comprehensive operational guidelines to guide the signatory organizations in the operationalization of the principle. The guidelines should be aimed at increasing the operationalization of mutual recognition in relation to the organizations' current baseline activities.

Acceptance: Not relevant (not under the sole remit of WIPO)

Previously "under consideration"

Implementation:

Responsible Officer: ADG/AFMS

Management / Focal Point Assessment:

This recommendation will be addressed through interagency mechanisms.

JIU/REP/2024/4



Review of the implementation of the principle of mutual recognition within the United Nations system

Recommendation # 3:

The executive heads of United Nations system organizations should, by the end of 2029, take every opportunity to revise existing policies and regulations and explicitly embed the principle of mutual recognition into their regulatory frameworks in order to reinforce its importance for aligning inter-agency gaps and facilitate its wider implementation across the United Nations system.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: ADG/AFMS

Previously "Under consideration"

Management / Focal Point Assessment:

WIPO fully supports the principle and applies this approach in our operations where it supports WIPO's delivery. WIPO policies, such as the Financial Regulations and Rules make specific provision for efficient and effective collaboration with the wider United Nations system through shared services and processes.

C. RECOMMENDATIONS FROM JIU REVIEWS CONDUCTED IN 2023

JIU/REP/2023/8



Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations

Recommendation # 1:

The executive heads of the United Nations system organizations who have not already done so should adopt, by the end of 2025, the term "affiliate personnel" as the common system-wide nomenclature for referring to all categories of contract holders who are not considered staff, and include the term in their relevant policy documents by the end of 2027.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: D/HRMD

Previously "Under consideration"

Management / Focal Point Assessment:

WIPO considers the objective of a single denomination across the UN system as too prescriptive, as it covers different contractual modalities with different risks, different constraints, and different types of contractual relationships, whether direct or indirect. The manner of use of non-staff across the UN differs, sometimes quite significantly from one organization to another, and a single term would lead to a blurring of a vast array of contractual modalities used by the various organizations.

Since June 2025, WIPO's categorization of its flexible workforce now also includes the denomination of "affiliate personnel" corresponding to a certain number of contractual relationships (Monthly Translators/Revisers, Young Experts, Fellows, Interns and Individual Contractors), i.e. individuals engaged by WIPO to perform work or services for a limited period of time or for a period of time tied to a specific project and whose contractual relationship is not governed by a letter of appointment subject to WIPO's SRR (as reflected in the JIU Report).

D. RECOMMENDATIONS FROM JIU REVIEWS HELD IN 2019

JIU/REP/2019/5



Managing cloud computing services in the United Nations system

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.

Acceptance: Accepted

Implementation: Implemented ☒

Responsible Officer: CIO

Previously "In Progress"

Management / Focal Point Assessment:


WIPO's business continuity planning has, in early 2026, established a multilayered strategy to mitigate this risk. WIPO has several cloud service provider contracts for its Platform, Infrastructure and Software-as-a-Service needs, supplemented by United Nations private cloud facilities. This multi-provider strategy has been strengthened by emphasizing resilience in the design and implementation of WIPO's ICT landscape, including that of its applications, and by regularly updating business continuity and contingency plans designed to ensure that WIPO can continue to deliver its most critical services during and following a major disruption.

[Annex III follows]

LIST OF ACTIVE JIU REPORTS RELEVANT TO WIPO AS AT FEBRUARY 28, 2026¹

This annex provides links to active JIU reports relevant to WIPO. All JIU reports, notes and management letters are available through the JIU's website.



REFERENCE	TITLE AND LINK TO JIU REPORT	OUTSTANDING RECOMMENDATIONS (LB and EH)	CEB COMMENTS	OTHER DOCUMENTS
JIU/REP/2025/2 	Review of policies and practices to prevent and respond to sexual exploitation and abuse in the United Nations system organizations	2EH		Review Highlights
JIU/REP/2024/4	Review of the implementation of the principle of mutual recognition within the United Nations system	1EH	A/80/263/Add.1	Review Highlights

[End of Annex III and of document]

¹ JIU reports containing outstanding recommendations, including all those included in the present report.