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**Executive Board
Second Regular Session**

Rome, 16 - 18 May 2001

REPORTS BY THE JOINT INSPECTION UNIT (JIU)

Agenda item 8

For consideration

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REPORTS BY THE JOINT INSPECTION UNIT (JIU) RELEVANT TO THE WORK OF WFP

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Note to the Executive Board



This document is submitted for consideration to the Executive Board.

The Secretariat invites members of the Board who may have questions of a technical nature with regard to this document to contact the WFP staff focal points indicated below, preferably well in advance of the Board's meeting.

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Draft Decision

The Board is invited to take note of the reports, and in particular those with recommendations that are relevant to WFP. The Board is also invited to take note of the WFP responses, including follow-up action to be taken, and to encourage the Secretariat to continue its discussions with the JIU to strengthen the follow-up system currently in place.

BACKGROUND

1. The Joint Inspection Unit (JIU) was established by United Nations General Assembly resolution 2150 (XXI) in 1966. The Unit is composed of 11 inspectors with broad powers of investigation in all matters bearing on the efficiency of services and the proper use of funds by the United Nations system. The JIU evaluates whether activities undertaken by “participating organizations” are carried out in the most economical manner and ensures that optimum use is made of resources available for carrying out those activities.
2. The participating organizations of the JIU are the United Nations, its affiliated bodies and 14 specialized agencies that accept the JIU Statute. With its constitutional ties to both the United Nations and Food and Agriculture Organization (FAO), WFP is a “participating organization”. Reports of the Unit are addressed to the Executive Heads of participating organizations for subsequent transmission to the respective legislative bodies.
3. The Executive Board, by its decision 1998/EB.A/7, recommended that the Bureau review future JIU reports and present its observations for the Board’s consideration.
4. At its 54th session in 1999, the General Assembly adopted a resolution endorsing a strengthened system of follow-up to JIU reports and their recommendations. The resolution requests, among other things, that governing bodies of participating organizations review recommendations more closely and ensure that a follow-up system is put in place. The Secretariat submitted to the Second Regular Session of the Executive Board in 2000 a proposed response to the resolution.
5. By its decision 2000/EB.2/18, the Board took note of the information on follow-up required by the JIU and encouraged the Secretariat and the Unit to continue discussions with a view to developing a system of follow-up to the JIU recommendations. In this regard, the JIU mission to WFP in May 2000 permitted a series of fruitful exchanges of views and reinforced the dialogue called for by the Board.
6. The JIU and the Secretariat are currently consulting closely to improve the handling of JIU reports by WFP.

7. In the meantime, the Secretariat—in accordance with Executive Board decision 2000/EB.2/18—is to provide the Bureau with the set of responses, including follow-up action to be taken, to the recommendations of the JIU reports published in 2000 and relevant to the mandate and activities of the WFP. The Bureau will convey these responses to the Board.
8. The JIU issued nine reports in 2000 (see attached list). Four are of relevance to WFP, namely:
 - a) The Use of Consultants in the United Nations (JIU/REP/2000/2)
 - b) United Nations System Common Services at Geneva (Part II: case studies—ICC, JMS, TES, DPS, JPS) (JIU/REP/2000/5)
 - c) Young Professionals in Selected Organizations of the United Nations System: Recruitment, Management and Retention (JIU/REP/2000/7)
 - d) Strengthening the Investigations Function in United Nations System Organizations (JIU/REP/2000/9)
9. Copies of all nine JIU reports are available to representatives of the Board who require more detail.
10. Comments on the four JIU reports for 2000 that are considered of relevance to WFP are contained in the attached Annex, together with a summary of the reports' findings and recommendations. These are followed by short summaries of the other five JIU reports, including brief comments.

REPORTS OF THE JOINT INSPECTION UNIT–2000

Title and Purpose	Recommendations	WFP response, including follow-up
<p>JIU/REP/2000/2</p> <p>The Use of Consultants in the United Nations</p> <p>To review and implement policy directives established by the United Nations General Assembly on the use of consultants by the Organization.</p>	<p><u>Recommendation 1</u>: In order to ensure strict observance of the existing regulations, rules and General Assembly resolutions on the use of consultants, and, in particular, to enable heads of departments and offices to fulfil their responsibilities, the Secretary-General should instruct that:</p>	<p>Most of the JIU's ten recommendations are broadly supported by WFP, but do not require any specific action. Six of them are of particular relevance to WFP:</p> <p>It should be noted that the JIU report does not address WFP's policies concerning consultants but addresses issues raised regarding the United Nations Secretariat. Moreover, while in search of "best practice", the inspectors conducted interviews with staff from FAO and UNESCO, probably because their budgetary mechanisms and geographical distribution methodologies have certain similarities.</p> <p>The use of consultants in WFP combines the need for experts who provide special advice and skills, which are not available in house, with the need to provide staff functions, mostly in emergency operations where the necessary workload cannot be met by internal staff resources, within short deadlines.</p> <p>Aware of the concerns of the General Assembly and the observations raised by the Advisory Committee on Administrative and Budgetary Questions (ACABQ), the Board of Auditors and the Office of Internal Oversight Services (OIOS), WFP considered it essential to issue a Directive on Consultancy Management (HR/2000/001—available on WFPgo). This directive provides recruiting managers with information on the appropriate utilization of consultancies, clearly establishes the responsibilities of the various parties concerned, defines functional levels and appropriate corresponding honoraria, and gives summary descriptions of the administrative policies and practices governing this type of recruitment.</p>



REPORTS OF THE JOINT INSPECTION UNIT–2000

Title and Purpose	Recommendations	WFP response, including follow-up
	<p>(a) The development of the skills inventory of the staff should be expedited, and the consolidated database made available to programme managers (paras. 43–44);</p> <p>(b) An electronic information system covering all the substantive programmes of the United Nations should be developed, as soon as financially feasible, and the information made accessible to programme managers (paras. 45–48);</p> <p>(c) In the interim, the Office of Human Resources Management (OHRM) should review all consultancy requests to ascertain if the required expertise is available "in-house", and advise heads of departments and offices accordingly. Similarly, in the interim, the Office of Programme Planning, Budget and Accounts (OPBA) should review all consultancy requests and advise heads of departments and offices in cases where duplication is identified with work or activities already done, being done or about to be done by other individuals, departments or offices of the Secretariat (paras. 49–50).</p> <p><u>Recommendation 2:</u> The Secretary-General should include in the introduction to the proposed programme budget, summary information on tendencies in the level of resources requested under "consultants and experts" compared with previous bienniums (para. 51)</p>	<p>It should be noted here that under the WFP Manual, consultants have the legal status of staff members, which conveys certain privileges. They are not subject to the tax legislation of national governments and are issued laissez-passer for security/immunity purposes when recruited for periods of three months or more. Contracts, of course, do not exceed 11 months.</p> <p>(a) The Career Development and Training Branch (HRC) has developed an automated skills inventory system, which is currently being compiled by WFP staff;</p> <p>(b) The consultant recruitment process requires that the recruiting division obtain the clearance of the functional division to ensure that the consultant recruited is of the appropriate quality and to advise if duplication of work or activities is occurring. Moreover, for an initial response on emergency operation requirements, the Human Resources Division (HR) and the Operations Department have established an Emergency Response Team policy and procedures to allocate skeleton staff to emergency operations within 24 hours, thus limiting the requirement for consultancy recruitment and ensuring in-house expertise during the set-up period;</p> <p>(c) Same as (b).</p> <p>WFP prepares a comprehensive report addressed to the Executive Staff on the number and honoraria of consultants recruited during each calendar year. The report is produced on a yearly basis.</p>




REPORTS OF THE JOINT INSPECTION UNIT–2000

Title and Purpose	Recommendations	WFP response, including follow-up
	<p><u>Recommendation 4:</u> The Secretary-General should establish clear operational procedures on how the travel expenses of consultants should be handled in order that they do not distort geographical balance in the awarding of contracts. He might consider, inter alia, whether travel expenses of consultants should be budgeted as a separate sub-item of consultancy appropriations, or eventually be a part of the overall travel budget of a given organizational unit (para. 71)</p> <p><u>Recommendation 5:</u> The Secretary-General should study different methodologies which might be used to achieve geographical balance in the use of consultants, and report on workable options to enable Member States to make an informed choice between alternative systems (paras. 79–81)</p> <p><u>Recommendation 8:</u> The Secretary-General should ensure that information on planned requirements for consultancy services is made available in a timely manner to the Permanent Missions of Member States (paras. 84–85)</p> <p><u>Recommendation 9:</u> The Secretary-General's annual report on consultants hired in the preceding year should be expanded. In addition to the data on consultants by nationality as currently presented, there should be a breakdown of the data by developing and other countries and/or by regional groups. There should also be separate data sets for consultants and experts (participants in advisory meetings) with a breakdown by nationality and by source of funding (regular budget and extra-budgetary) (para. 105)</p>	<p>Included in the HR Directive on Consultancy Management, issued in April 2000, are clear operational procedures on how travel expenses should be handled. WFP has not found that this factor has had implications that have distorted the geographical balance. Moreover, the funding source for the travel component of the consultancy is included in the overall consultancy allocation for each recruiting unit.</p> <p>The Consultant Recruitment Report produced last year did not undertake an analysis of the geographical recruitment tendency, but the report for 2000 will include such an analysis.</p> <p>As mentioned, the majority of WFP consultancies concern short-term recruitment to allow emergency operations to be staffed; consequently, it would be difficult to inform Permanent Missions in a timely manner and still meet the immediate recruitment requirement. However, applications forwarded by the missions for interested candidates to participate in operations are always forwarded to the recruiting manager responsible for the staffing of the operation.</p> <p>The recommendation that the Consultant Recruitment Report be expanded and that data be broken down by developing and other countries and/or by regional groups in addition to nationality will be taken into consideration in the preparation of the 2000 report.</p>



REPORTS OF THE JOINT INSPECTION UNIT–2000

Title and Purpose	Recommendations	WFP response, including follow-up
<p>JIU/REP/2000/5</p> <p>United Nations System Common Services at Geneva (Part II: case studies—ICC, JMS, TES, DPS, JPS)</p> <p>The objective of the present Part II is to identify key strengths and constraints of five existing common services (International Computing Centre – ICC, Joint Medical Service – JMS, Training and Examination Section – TES, Diplomatic Pouch Service – DPS and Joint Purchase Service – JPS) and to draw lessons applicable to the expanded sharing of support services recommended in Part I as a part of the “Plan of action for Geneva common service: 2000–2010”.</p> 	<p><u>Recommendation 1</u>: International Computing Centre (ICC)</p> <p>(a) In view of the Centre's increasingly critical mission for IT services for the common system and to strengthen its linkages within that system, ACC [Administrative Committee on Coordination] should consider developing a closer association between ICC and ISCC [Information Systems Coordination Committee], especially since members of ICC's management committee and those of ISCC are virtually the same IT managers; the two bodies could evolve into two subcommittees of a single ACC committee for information technologies and systems;</p> <p>(b) In the interest of transparency and continuing service improvements, each representative on the ICC management committee should share with colleagues during committee sessions the reasons (service quality, efficiency, rates, etc.) why their respective organizations (where applicable) prefer not to use ICC services or prefer to source them either internally or commercially. Sharing of such information should become a regular agenda item for committee sessions and the reasons thus regularly provide and compiled should enable the Centre to adjust its operations as may be appropriate and desirable to earn the trust of its collective membership.</p>	<p>WFP supports the idea of common services to IT-related activities. WFP has recently outsourced to the ICC the operation of its System Application Product (SAP) production environment. While outsourcing of this activity has proven successful, outsourcing is not the answer to all IT staffing questions. Where organization-specific knowledge is required these activities should be undertaken by staff members of the organization.</p> <p>(a) The role of the Management Committees of the ICC and the ISCC must be fully defined in order to determine how the ICC and the ISCC could evolve into a single committee. There are areas of overlap that could be rationalized;</p> <p>(b) In order for the ICC to be considered first for IT services, it must fully define its range of services and make them reliable and cost effective. The fixed agenda item would allow for the first steps towards making the ICC fully responsive to the needs of the organizations;</p>

REPORTS OF THE JOINT INSPECTION UNIT–2000

Title and Purpose	Recommendations	WFP response, including follow-up
	(c) The ICC management committee should commission independent technical auditors periodically to conduct comparisons of quality, efficiency and unit costs between the centre's services and similar services provided internally by the ICC participating organizations;	(c) Agreed.
	(d) The management committee should establish a policy on staff exchanges and loans between the Centre and its member organizations in order amongst other things to relieve staff constraints at the centre and strengthen synergies and communications between the Centre and the IT services of its member organizations;	(d) Agreed, as it could also take into consideration the staff shortages that WFP also has.
	(e) ICC member organizations should seriously consider the feasibility and long-term benefits of focusing increasingly on the strategic IT management functions while concomitantly strengthening the pooling within ICC of IT operational staff and functions as well as research for common solutions to new IT challenges;	(e) WFP supports this initiative.
	(f) The ICC members who propose to reduce their recourse to its services or who have given notice of their intent to withdraw for the cooperative should review their decision in the light of legislative directives on common services, including especially the latest United Nations General Assembly resolution 54/255 of 4 May 2000 which <i>inter alia</i> encouraged the Secretary-General and ACC to take "concrete steps to enhance common services" and invited the legislative organs of the other organizations to take similar action.	(f) While WFP is continuing to expand its relationship with the ICC, it is important that the ICC remain competitive and selective in the services it will offer. The spectrum of IT activities is extremely broad and continuously changing, and no United Nations organization can attempt to offer all services to all organizations. The ICC must define the services it is prepared to offer and ensure that those services will be reliable, efficient and cost effective. This will allow member organizations to comply with the resolution safely and cost effectively. The WFP Liaison Office in Geneva uses the Diplomatic Pouch Service (DPS) and, occasionally, the medical services of the United Nations Office at Geneva.



REPORTS OF THE JOINT INSPECTION UNIT—2000

Title and Purpose	Recommendations	WFP response, including follow-up
<p>JIU/REP/2000/7</p> <p>Young Professionals in Selected Organizations of the United Nations System: Recruitment, Management and Retention</p> <p>To compare and analyse policies and practices for the recruitment, management and retention of young professionals in the United Nations system. WFP was one of the organizations reviewed in the report.</p>	<p><u>Recommendation 1:</u> Secretariats should undertake specific efforts to reduce the age at recruitment for all Professional posts, and for P1 to P3 posts in particular. The United Nations Secretariat may wish, for its part, to review the adequacy of the age limit presently imposed for NCRE (National Competitive Recruitment Examination) candidates (see paras. 8-13)</p> <p><u>Recommendation 2:</u> Trends on separations of Professional staff in the United Nations system should be more carefully monitored through:</p> <p>(a) The inclusion by the Consultative Committee on Administrative Questions (CCAQ—PER) in its "Personnel Statistics" annual publication of data on separations of professional staff broken down by grade and type of separation;</p> <p>(b) The design of an exit questionnaire, by Secretariats that have not yet instituted them, to better identify causes of resignations. Such questionnaires may be completed or replaced by structured exit interviews (see paras. 15–18).</p> <p><u>Recommendation 3:</u> Secretariats of all organizations concerned should speed up recruitment processes by imposing strict deadlines for the review of applications by managers and the placement of candidates (see paras. 35–37)</p> <p><u>Recommendation 6:</u> Secretariats that have not done so should set up structures to assist with the successful integration of young professionals during their first months through:</p> <p>(a) Clearly identifying focal points in Personnel/human resources services or substantive departments to assist new recruits with all practical problems;</p>	<p>Most of the JIU's ten recommendations are broadly supported by WFP. Eight of them are of particular relevance to WFP:</p> <p>WFP has not yet specifically looked at the issue of the age of new recruits. However, when updating the rosters of qualified candidates, Roster Panels look informally at the age and numbers of years of experience of candidates retained. The purpose is to ensure that the candidates meeting the requirements in terms of experience for junior positions (P-1 to P-3) are not above a certain age limit.</p> <p>WFP carefully monitors the separations of staff. In 2000, a survey on the resignation of WFP staff was conducted, and statistics on separations are reviewed each year.</p> <p>(a) No action required by WFP;</p> <p>(b) WFP does not yet have an exit questionnaire. However, the Human Resources Division is currently considering introducing one.</p> <p>As indicated in the general comments above, with the introduction of the roster system, WFP has achieved significant progress in reducing the time needed for the recruitment process.</p> <p>(a) Within the framework of its decentralization, WFP has created Regional Human Resources Officer positions in the field. Regional HR Officers are responsible for assisting new recruits;</p>



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Title and Purpose	Recommendations	WFP response, including follow-up
	<p>(b) Designing appropriate orientation courses for young professionals. Such courses could be organized jointly with the support of the United Nations Staff College.</p> <p><u>Recommendation 7:</u> Secretariats of organizations concerned should offer the opportunity to junior professional staff members to pursue studies and research in fields of relevance to their work by making them eligible sooner for study leave or by instituting new part-time study schemes (see para. 51)</p> <p><u>Recommendation 8:</u> Secretariats of organizations concerned should increase opportunities for young professionals to be assigned both at Headquarters and in the field in the course of their first five or six years. The Secretariat of the United Nations, in particular, should further improve career development for young professionals. In due course, it should assess the impact of its Managed Reassignment Programme to ensure that it facilitates mobility not only between departments but also between duty stations and that it contributes to upward as well as lateral mobility (see paras. 53–57)</p> <p><u>Recommendation 9:</u> Managers in organizations concerned should devote sufficient time and attention to the development of their junior staff. Appraisal of the way in which they discharge this responsibility should be an integral part of their performance evaluation (see paras. 58 and 59)</p> <p><u>Recommendation 10:</u> Efforts to facilitate spouse employment should be undertaken as follows:</p> <p>(a) Secretariats in major duty stations should set up joint family-career transition programmes;</p>	<p>(b) WFP has, since 1998, developed an orientation package called “Welcome”, which is made available to all new staff when they begin their duties. In addition, in the year 2001 a new orientation approach will be implemented at the regional office level that consists of (i) security awareness training; (ii) orientation in functional areas; and (iii) briefing on entitlements and the role of WFP.</p> <p>WFP staff may take leave without pay for study and career development.</p> <p>All WFP International Professional Staff (excluding specialist staff) are mobile and therefore subject to rotation. WFP International Professional Staff are reassigned to a new duty station every three or four years, on average (depending on the duty station rotation cycle). This gives all WFP International Professional Staff the opportunity to work in various geographical areas, and also to move from the field to Headquarters and vice versa.</p> <p>WFP encourages geographical and professional mobility.</p> <p>In 1997, WFP established a Career Development Service. WFP’s career development programme is a specific set of resources and activities that are intended to promote, support, implement, monitor and evaluate career development throughout WFP. The career development programme is available to all staff and is intended for voluntary and self-directed use by individual staff members and groups.</p> <p>In 1998, WFP introduced a spouse employment policy. Through this policy WFP committed itself “to the maximum extent possible, [to] facilitate and encourage the employment of professionally qualified spouses of International Professional Staff members, at all locations”. Within this framework:</p> <p>In 1999:</p>




REPORTS OF THE JOINT INSPECTION UNIT–2000

Title and Purpose	Recommendations	WFP response, including follow-up
	<p>(b) Governing bodies of organizations that still forbid spouse employment should rescind this restriction by amending relevant staff regulations;</p> <p>(c) The General Assembly should renew its call to governments in host countries to consider granting work permits for spouses accompanying staff members, and monitor the implementation of relevant resolutions (see paras. 70–76).</p>	<ul style="list-style-type: none"> • seven spouses of WFP staff found employment within the Programme; • two were recruited by other United Nations agencies; • two spouses of United Nations colleagues were recruited by WFP; • two WFP International Professional Staff were reassigned to duty stations where their spouses were working. <p>In 2000:</p> <ul style="list-style-type: none"> • 16 spouses of WFP staff found employment within the Programme; • one spouse was recruited by another United Nations agency.
<p>JIU/REP/2000/9</p> <p>Strengthening the Investigations Function in the United Nations System Organizations</p> <p>The report presents the result of information gathered across the United Nations system and stresses the need for common standards and procedures for conducting investigations and for training on, sharing lessons learned from, and inter-agency cooperation in conducting investigations.</p>	<p><u>Recommendation 1:</u> Common standards and procedures.</p> <p>The Third Conference of Investigators of United Nations Organizations and Multilateral Financial Institutions in 2001 should make arrangements for developing and adopting a common set of standards and procedures for conducting investigations in United Nations system organizations (paras. 41–46)</p>	<p>Overall, WFP agrees with the content of the report and endorses the six recommendations, which are all relevant to WFP. WFP has in fact already acted upon these recommendations, for example through the creation of the Office of Inspector General in 1994:</p> <p>During the 2nd Conference of Investigators, hosted by WFP in June 2000, the participants recognized the wide and various scope of investigations in United Nations organizations and suggested the development of a common set of standards, the discussion of which is on the agenda of the 3rd Conference to be held in September 2001.</p>
	<p><u>Recommendation 2:</u> Training for managers.</p> <p>Executive Heads of organizations should ensure that managers involved in investigations have sufficient training on the use of established standards and procedures for conducting investigations (paras. 47-53)</p>	<p>WFP has hosted and participated in training seminars for investigators, which were also attended by managers with multi-disciplinary backgrounds from WFP and from other United Nations organizations. WFP is planning to host another seminar on investigation for United Nations entities scheduled for late 2001.</p>
	<p><u>Recommendation 3:</u> Meeting the need for a professional investigations capability.</p>	<p>WFP created the Office of Inspector General in late 1994, having considered the related risk profile of WFP.</p>




REPORTS OF THE JOINT INSPECTION UNIT–2000

Title and Purpose	Recommendations	WFP response, including follow-up
 <p>JIU/REP/2000/1 Administration of Justice at the</p>	<p>Each Executive Head should conduct a risk profile of his/her organization as an initial basis for issuing a report to the appropriate legislative organ on the organization's need for access to professionally trained and experienced investigators. This report should indicate those measures necessary to meet this need that the Executive Head would recommend (paras. 54–66)</p> <p><u>Recommendation 4</u>: Options for financing access of small organizations to a professional investigations capability.</p> <p>Executive Heads of small organizations should present to their appropriate legislative organs options for financing the access that may be necessary for their organizations to professionally trained and experienced investigators such as, inter alia, use of common services and/or outsourcing (including within the United Nations system) (paras. 67–70)</p> <p><u>Recommendation 5</u>: Preventive measures based on proactive investigations and lessons learned.</p> <p>Executive Heads should ensure that work programmes of units responsible for investigations include development of preventive measures based on proactive investigations and lessons learned from completed investigations (paras. 71–75)</p> <p><u>Recommendation 6</u>: Conferences of United Nations Investigators.</p> <p>Conferences of Investigators and Multilateral Financial Institutions should continue to develop opportunities, including those external to the system, to foster inter-agency cooperation regarding the investigations function in areas such as those indicated in the report (paras. 76–78)</p> <p><u>Recommendation 2</u>: Creation of an Ombudsman Function</p>	<p>WFP created the Office of Inspector General in late 1994, which has conducted joint investigations with, has provided services to, and also utilizes services of, other United Nations investigation units.</p> <p>By including commonly encountered issues in investigations and lessons learned therefrom into training initiatives (security training, management training, personnel, logistics officer workshops, etc.), WFP is actively creating a “culture of awareness” to prevent fraud and abuse and to promote a high level of accountability.</p> <p>WFP will actively participate in the 3rd Conference of Investigators to be held in September 2001. WFP has in the past exploited and developed opportunities to foster inter-agency cooperation on investigations and related functions. The Programme will continue to do this in the future.</p> <p>The report and most of its recommendations do not affect WFP, as the Programme's administration-of-justice procedures fall under FAO and the ultimate jurisdiction of the International Labour Organization's</p>

REPORTS OF THE JOINT INSPECTION UNIT–2000

Title and Purpose	Recommendations	WFP response, including follow-up
<p>United Nations</p> <p>To review the United Nations Administration of Justice machinery from its legal foundation to its functioning and impact, including the various bodies dealing with the Administration of Justice.</p>	<p><u>Recommendation 5</u>: Establishment of Higher Appeal Instances</p>	<p>Administrative Tribunal:</p> <p>The creation of an Ombudsman function to strengthen informal conciliation and mediation of disputes appears to be a useful device. Nonetheless, WFP's volume of work in this area would certainly not justify a full-time position.</p> <p>WFP's position has traditionally been that there are sufficient steps in the existing recourse mechanisms and that the addition of a further step would not necessarily add any value, and may in fact detract from the administration of justice by further delaying the eventual outcome.</p>
 <p>JIU/REP/2000/3</p> <p>Senior-level Appointments in the United Nations, its Programmes and Funds</p> <p>The objective of this report is to propose measures with a view to ensuring improvement in: (a) selection of the best-qualified candidate; (b) transparency of the recruitment; (c) geographical distribution of senior-level posts; and (d) streamlining of relevant policies and procedures.</p>	<p>JIU Recommendations are addressed to the Secretary-General and General Assembly. Paragraph (106/109) is devoted to WFP.</p>	<p>The paragraph on WFP contains two inaccuracies:</p> <p>Para. 106—The statistics are valid as of 30/06/99 and not, as erroneously stated, 17/09/99.</p> <p>As of 30 September 1999 WFP senior-level staff comprise: the Executive Director (USG), Deputy Executive Director (ASG), Assistant Executive Director (ASG), ten D-2 and 43 D-1. Out of a total 56 senior posts, 14 senior-level posts are held by women. As for geographical distribution, as of 30 September 1999, 19 posts at the D-1 level and above were held by nationals of North American countries, 16 from western Europe, seven from Asia, five from Africa, four from Latin and Central America, four from Oceania and one from North Africa and the Middle East. Nationals of one Member State held 14 such posts, and nationals of six other countries held from two to five posts each. One region (eastern Europe) was not represented.</p> <p>Para. 109—The referred to consultation of the Executive Board about the appointment of D-2 staff members is inaccurate.</p>

REPORTS OF THE JOINT INSPECTION UNIT–2000

Title and Purpose	Recommendations	WFP response, including follow-up
		At D-2 level, the candidates are selected and appointed by the Executive Director, who informs the Executive Board. They are given two-year fixed-term appointments (extendable). D-1 staff promoted to D-2 level are also given fixed-term appointments (D-2 for duration of assignment). If required, a vacancy announcement is sent out externally, including to the Member States. It should be added that all WFP staff including senior-level appointees are subject, on a yearly basis, to the Management Appraisal and Performance System, which is similar to Performance Approval System (PAS).
JIU/REP/2000/4 Review of Management and Administration in UNESCO	N/A	N/A
 JIU/REP/2000/6 Delegation of Authority for the Management of Human and Financial Resources in the United Nations Secretariat	N/A	N/A
This report examines the efforts by the Secretariat of the United Nations in the last three years to delegate authority to managers and carries out a preliminary assessment of their effectiveness and coherence. The report then draws a number of lessons from this analysis. These should be taken into account in future cases of delegation of authority with a view to providing Member States as well as Secretariat officials with a useful tool to reflect on progress in this area, and also to plan further reform of the Organization.	N/A	N/A
JIU/REP/2000/8 Review of Management and Administration in the Registry of the International Court of	N/A	N/A

REPORTS OF THE JOINT INSPECTION UNIT-2000

Title and Purpose	Recommendations	WFP response, including follow-up
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Justice		
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