Update on
UN Women Policies and Procedures to Tackle Sexual Exploitation and Abuse and Sexual Harassment
Informal Briefing, January 26, 2022
# Metrics to Measure Progress on Tackling SEA and SH: Existing Resources

## System-Wide Data
- Annual PSEA Perception Survey
- Annual CEB Survey on Reporting
- SG Special Measures Report
- iReport SEA Tracker
- OSCSEA Data
- ClearCheck Data

## UN Women Data
- PPG Repository
- PSEA and SH Focal Point Survey
- UN Women HR datasets
- Office 365 Analytics
- Implementing Partner Management Data
- Enterprise Risk Data
- IEAS Data

## Performance Indicators
- IRRF
- MOPAN SEA/SH Measures
- QCPR
- Independent, Victim-Centered Review
- JIU Reports

## Norms & Standards
- DAC Recommendations on Ending SEAH
- IASC Minimum Operating Standards
- UN Women in-country PSEA Focal Point TORs
Desk review of existing resources and best practices across the UN system and beyond

Identification of overarching structure

Organization of indicators into categories

Streamlining of the categories into dimensions and selection of indicators based on relevance and data availability

Definition of composite metrics, encompassing all relevant efforts
Framework Process

1. Establish reliable basis
   - Define realistic success

2. Construct aligned architecture
   - 42 existing indicators
   - 3 dimensions, 9 KPIs

3. Pick MOPAN SEA and SH Benchmark and IASC MOS for PSEA as substructure
   - 23 composite metrics
   - Using the 3 dimensions from independent, victim-centred review approach, building of 9 indicators

Based on key data, setting of 23 composite metrics and corresponding SMART sub-metrics
The Framework

Policy and Governance

Robust, victim/survivor-centred policies and procedures, which are aligned with UN standards, govern UN-Women’s prevention of and response to SEA and SH

- Rate of UN-Women PSEA and SH policies, protocols and guidance that use a victim-centred approach and are aligned with UN standards.

- Rate of UN-Women prevention and response procedures that are in line with UN standards.

- Dedicated resources and structures ensure the effective operationalization of UN-Women’s PSEA and SH frameworks

- Rate of dedicated focal points that are responsible for different elements of UN-Women’s PSEA and SH frameworks.

- Rate of coordination structures that ensure a cohesive operationalization of UN-Women’s PSEA and SH frameworks.

The implementation of the required PSEA and SH efforts is guided by effective action plans and progress thereof is regularly measured within existing reporting lines

- Rate of PSEA and SH action plans that guide UN-Women’s entity- and country-level efforts.

- Rate of implementation of UN-Women’s PSEA and SH frameworks that are regularly tracked.

Victim/Survivor-centred implementation

All personnel at HQ, regional, and country offices are aware of the policies and procedures related to the prevention of and response to SEA and SH and their respective expectations and responsibilities

- Rate of UN-Women PSEA and SH awareness raising efforts that reach its personnel.

- Rate of UN-Women personnel that have a clear understanding of the PSEA and SH policies and procedures and their related rights and obligations.

The necessary capacities exist at HQ, regional, and country levels to ensure the effective tackling of PSEA and SH in a coordinated and cohesive way across UN-Women.

- Rate of PSEA and SH Focal points that are appointed for all duty stations and equipped with the necessary capacities.

- Rate of adequate guidance and support that is available for all personnel.

- Rate of coordination of PSEA and SH efforts that is ensured across the organization.

Victim/Survivor-centred internal complaints and investigation mechanisms, which ensure prompt action in accordance with established procedures is taken for all allegations, are accessible to all personnel.

- Rate of internal complaints mechanisms that are accessible to all personnel.

- Rate of investigations that are conducted in a timely manner.

- Rate of operationalization of a victim/survivor-centred approach within the complaints and investigation mechanisms.

Leadership and accountability

Adequate safeguards ensure the effective tackling of SEA and SH within UN-Women and its work with implementing partners

- Rate of prospective candidates that are vetted for previous cases of sexual misconduct.

- Rate of implementing partners that are assessed for their PSEA capacity in line with the minimum standards of the UN implementing partners protocol.

- Rate of SEA and SH risks that are assessed and mitigated, in line with UN-Women’s zero-tolerance for risks related to sexual misconduct.

UN-Women exercises continued and proactive leadership in tackling SEA and SH within the organization, across the UN system and beyond

- Rate of UN-Women leadership who creates and maintains an environment within the organization in which SEA and SH are prevented and effectively responded to.

- Rate of UN-Women leveraging its experience and expertise stemming from its triple mandate to contribute to the advancement of effective efforts to tackle SEA and SH within the UN system and beyond.

A culture change that addresses the root causes of SEA and SH is advanced.

- Rate of organizational priority assigned to the tackling the root causes of SEA and SH through the promotion of a culture change.

- Rate of UN-Women efforts to strengthen workplace culture that are reaching its personnel.

- Rate of UN-Women personnel who perceive their work environment as safe and respectful.
The centralized UN Women framework will:

- Allow streamlined and efficient progress measurement
- Ensure consistent and cohesive data collection across UN Women
- Provide concrete information on progress of SEA and SH
- Promote transparency on advancements and gaps
- Guide work to tackle SEA and SH, including future policy and procedure updates
- Inform development of action plans
- Permit concrete and actionable updates to the Executive Board at Annual Session
- Aid provision of practical progress updates to UN system-wide annual reporting
**IRRF Alignment with QCPR and UNDS**

- **UN Women O4.5**
  
  **A)** Certified to the SG and its EB that it has reported all SEA allegations brought to its attention and has taken all appropriate measures to address such allegations.

  **B)** Developed an SH action plan using a victim-centred approach and provided a report on the actions taken to the EB.

- **Proportion of countries that have a mechanism where women, adolescents and youth have access to a safe and accessible channel to report SEA**

- **% of offices that meet organizational benchmarks for addressing safeguarding risks**

- **% of country offices that have a system in place to prevent and respond to sexual exploitation and abuse**

- **% of UNDS entities that have (i) developed an SH action plan using a victim-centred approach; and (ii) provided a report on the actions taken to their governing body**

- **% of entities that have a PSEA action plan at entity level**

- **% of offices that have a sexual harassment and sexual exploitation and abuse action plan in place**

- **% of country offices that have a system in place to prevent and respond to sexual exploitation and abuse**
THANK YOU