



# Update on UN-Women Policies and Procedures to Tackle Sexual Exploitation and Abuse and Sexual Harassment

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**Annual Session 2023, Informal Briefing**

Presenters:

Prasun Chakraborty, Director, Human Resources

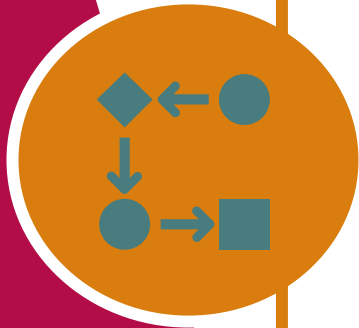
Mounia Lakhdar-Hamina, Workplace Relations Advisor,  
Human Resources



# Update on UN-Women's actions to prevent and respond to SEA and SH

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# Actions to Strengthen UN Women's PSEA and SH Policy and Governance Structures



## Operative Policy Framework and Implementation

- Maintenance of PSEA and SH policies up-to-date and accessible for all personnel
- Development of specific, relevant, and achievable 2023 entity-level PSEA and SH Action Plans



## Functional Resourcing

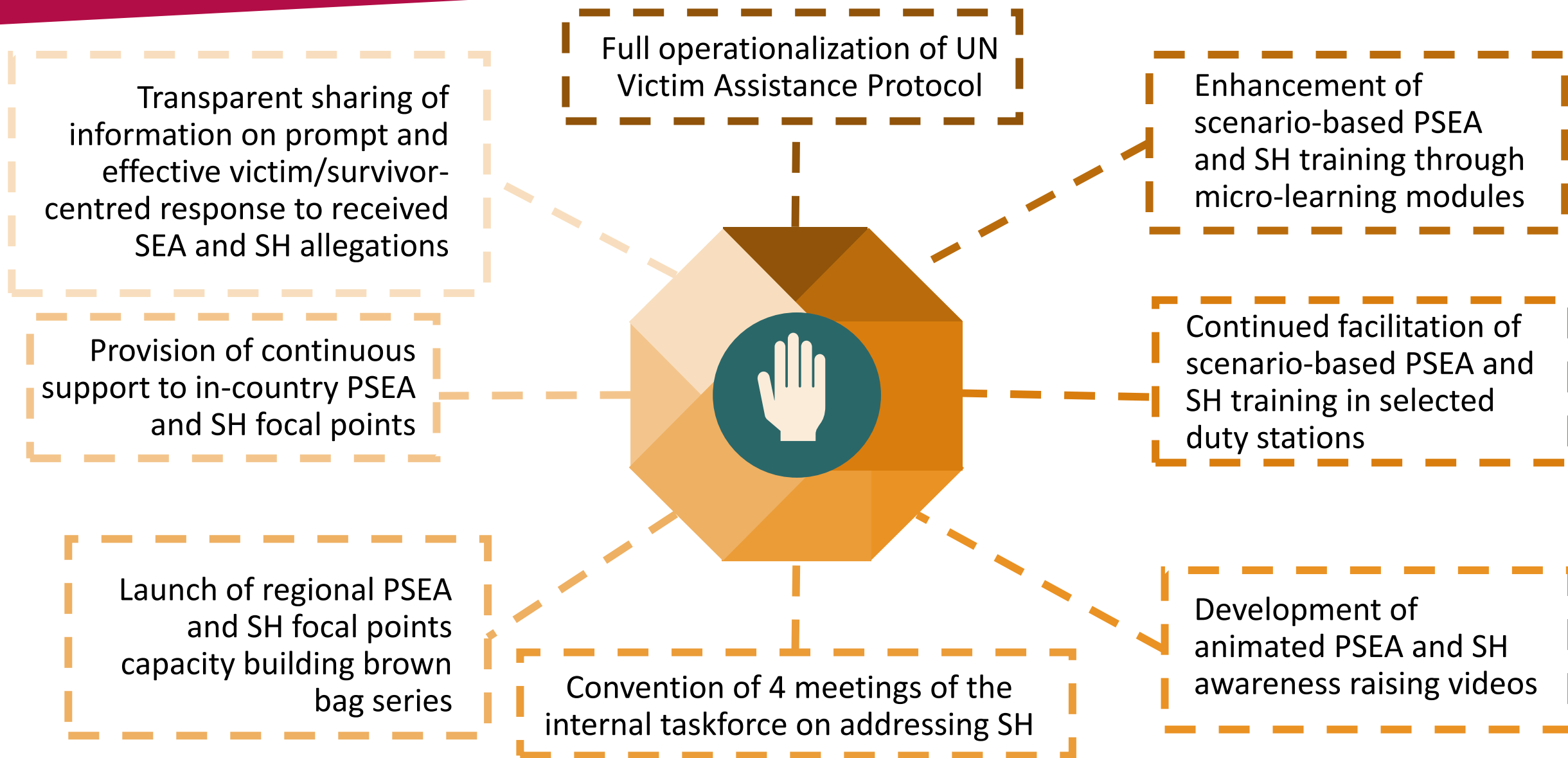
- Inclusion of an entity-level PSEA and SH Specialist position within PSEA and SH architecture
- Update of in-country PSEA and SH Focal Point Network to 118 appointees



## Effective PSEA with Implementing Partners

- Operationalization of IP Protocol through 2020 revision of Selection of Programme Partners Procedure
- Further strengthening of PSEA provisions in Selection of Programme Partners Procedure
- Inclusion of IP PSEA obligations in new Programme Partner Management Policy

# Actions to implement UN Women's victim/survivor-centred PSEA and SH framework



Administration of regional and country-level PSEA and SH management certification



Continued diligent participation in Clear Check



Systematic assessment of SEA and SH risk for all 80 UN Women risk units as part of 2022 risk review exercise



Continued PSEA and SH progress tracking through robust monitoring framework



Maintenance of strong presence within CEB Taskforce on Addressing SH



Continued participation in SEA Working Group



Joining of IASC PSEA Technical Advisory Group



Joint campaign launch with PGA on gender equality and SH prevention



## Actions to Enhance PSEA and SH Leadership and Accountability



**Update on  
improvements of  
UN-Women's organisational culture  
to address the underlying causes of  
SEA and SH**

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### Dispute Resolution Service

- Provision of conflict coaching and mediation services for personnel
- Continued participation in the Respectful Workplace Facilitators Program

### Learning and Capacity Building

- Development and piloting of scenario-based organizational culture training
- Administration of global 360 feedback survey exercise for senior managers
  - Piloting of co-creation of team development journeys



### UN-Wide Knowledge Sharing

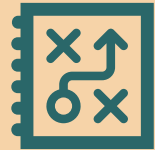
- Participation in ICSC working group to revise the current UN-wide Standards of Conduct
- Coordination of UN-wide gender focal point network by the Office of the Focal Point for Women
- Implementation of the Enabling Environment Guidelines recommendations

**Efforts to nurture an empowered workforce within UN Women and across the UN system**

# Diversity and Inclusion Efforts To Nurture an Organizational Culture of Equality



Administration of global workforce survey to obtain data to inform equity and inclusion action plans across the organization



Incorporation of diversity, inclusion, and equality metrics in 2022-2025 Strategic Plan to diagnose disparities



Establishment of a LGBTIQ+ Rights Specialist post to address structural issues



Creation of space to raise issues on the experience of staff with respect to discrimination including race



Operationalization of institutional commitment to disability inclusion and accessibility through policy and operational guidance



# Mental Health and Well-Being Efforts



**THANK YOU**

