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

Annual Session 2023, Informal Briefing

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Update on UN-Women’s actions to prevent and respond to SEA and SH
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
Enhancement of scenario-based PSEA and SH training through micro-learning modules

Development of animated PSEA and SH awareness raising videos

Launch of regional PSEA and SH focal points capacity building brown bag series

Convention of 4 meetings of the internal taskforce on addressing SH

Full operationalization of UN Victim Assistance Protocol

Provision of continuous support to in-country PSEA and SH focal points

Transparent sharing of information on prompt and effective victim/survivor-centred response to received SEA and SH allegations

Continued facilitation of scenario-based PSEA and SH training in selected duty stations

Development of animated PSEA and SH awareness raising videos

Actions to implement UN Women’s victim/survivor-centred PSEA and SH framework
### Actions to Enhance PSEA and SH Leadership and Accountability

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<td>Administration of regional and country-level PSEA and SH management certification</td>
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<td>Continued diligent participation in Clear Check</td>
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<td>Systematic assessment of SEA and SH risk for all 80 UN Women risk units as part of 2022 risk review exercise</td>
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<td>Continued PSEA and SH progress tracking through robust monitoring framework</td>
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<td>Maintenance of strong presence within CEB Taskforce on Addressing SH</td>
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<td>Continued participation in SEA Working Group</td>
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<td>Joining of IASC PSEA Technical Advisory Group</td>
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<td>Joint campaign launch with PGA on gender equality and SH prevention</td>
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Update on improvements of UN-Women’s organisational culture to address the underlying causes of SEA and SH
Efforts to nurture an empowered workforce within UN Women and across the UN system

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

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
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

- Active participation in the UN System Workplace Mental Health and Well-being Strategy Implementation Board
- Provision of psycho-social support and stress management for all personnel through in-house Staff Counsellors, CISMS and the Rome Institute
- Establishment of well-being teams in country offices to spread mental health and well-being awareness
- Promotion of the Peace on Purpose program among all personnel
- Launch of partnership with Headspace