Management Response to the Annual Report on Internal Audit and Investigations Activities

For the year ended 31 December 2022

Moez Doraid, Deputy Executive Director a.i. UN Coordination, Partnerships, Resources and Sustainability, UN Women
IAS’s overall opinion is that the UN-Women’s governance, risk management, and control processes were generally established and functioning but needed some improvement.

Audit Ratings
- No unsatisfactory ratings

Implementation rate
- Achieved the 2022 target of no long-outstanding recommendations of more than 15%
Strategic Corporate Improvements to Enhance Effectiveness and Efficiency

- **Second Line of Defense**
  - EDAR and QBR reporting on progress of SP implementation and performance
  - Risk Appetite Statement

- **Addressing oversight findings**
  - Accountability to address recommendations embedded in SP 2022-2025
  - Prioritize resources to implement oversight recommendations

- **Statement of Internal Controls**
  - Established implementation roadmap
  - Ongoing work to align policies, procedures, and controls with new ERP system

- **Global Presence**
  - Met milestone for share of posts outside of NY
  - Evolving global footprint, typology and pivoting to the field

- **Financial Regulations and Rules**
  - Conducting review of FRRs for enhanced consistency with organizational structure and operations, reflecting good practices

- **Partnerships and Resourcing**
  - 35% increase in partnerships
  - Increased engagement with financial institutions and non-traditional partners
Response to Investigation Activities

Holistic Actions to Nurture an Empowered Workforce
Holistically addressed all workplace-related issues guided by the 2022-2025 Strategic Plan priority

Global Leadership Feedback
Administered first ever global 360 feedback exercise for 200 managers, followed by one-on-one executive coaching sessions, to strengthen leadership capacities

Scenario-Based Capacity Building
Facilitated scenario-based capacity building workshops on the promotion of a respectful organizational culture in selected duty stations

Establishment of In-House Ethics Function
Established a dedicated independent ethics function within UN-Women to foster a culture of ethics, transparency, accountability and mutual respect across the organization

Early Peer Assistance
Continued participation in the “Respectful Workplace Facilitators” programme to provide personnel with an informal, confidential and trustworthy source of early assistance work-related concerns

UN-Women Actions in 2022
Zero Tolerance for Misconduct
Took prompt disciplinary actions to implement the zero-tolerance approach to misconduct where necessary
THANK YOU!