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

Annual Session 2024, Informal Briefing

Presenters:
Prasun Chakraborty, Director, Human Resources
Mounia Lakhdar-Hamina, Workplace Relations Advisor, Human Resources
Reporting & investigation mechanisms are survivor-centred and effective

- Reporting mechanisms are safe and accessible
- Communities are informed about how to safely report
- Investigations are victim/survivor-centred
- Investigations are timely and result in appropriate accountability measures
Inclusion of the safeguards required by the UN Protocol on Allegations of SEA involving IPs in UN Women’s Selection of Programme Partners Procedure

Provision of training and support to IPs through in-country PSEA focal points

Active participation in the inter-agency working group to set up a global PSEA framework for cooperation with governments

Adequate safeguards and appropriate actions ensure effective tackling of SEA when working with implementing partners
Efforts to address SEA and SH across the organization are continuously strengthened.

**Risk Assessments and Management**
SEA and SH risk assessment for 100% of UN Women risk units through Enterprise Risk Management framework.

**In-Country Focal Point Network Coordination**
Coordination of a robust network of 118 in-country and regional PSEA and SH Focal Points, including through regular practical capacity-building sessions.

**Personnel Training**
Mandatory online training on PSEA and SH for all staff, complemented through scenario-based in-person workshops.

**Recruitment Safeguards**
SEA and SH vetting through the Clear Check database and reference checks.
Quality, victim/survivor-centred support is operationalized

Prompt support for victims/survivors through comprehensive assistance referral provision

Facilitation of specialized victim/survivor assistance capacity building for in-country PSEA and SH focal points
Inter-agency coordination and collaboration on PSEA and SH are strengthened

- Active participation in in-country PSEA Networks through PSEA and SH focal points
- Purposeful engagement in the CEB Taskforce on Addressing SH
- Enhanced involvement in SEA Working Group and IASC Technical Advisory Group on PSEA
- Continued facilitation of global policy advocacy session on ending SH
- Expansion of the gender equality and SH prevention campaign, jointly with PGA
Culture change that addresses the root causes of SEA and SH is advanced.

- Targeted enhancement efforts for diversity, inclusion, and shared leadership, informed by the results of UN Women’s Global Workforce Survey.
- Leadership and team development support to cultivate high performing and inclusive teams.
- Ongoing mental health and well-being support offerings through in-person and online counselling and stress management resources.
- Promotion of disability and inclusion in the workplace by leveraging system-wide collaboration.
- Continued organizational culture training across all regions through scenario-based capacity building workshops.