MANAGEMENT RESPONSE TO THE ANNUAL REPORT ON INTERNAL AUDIT AND INVESTIGATIONS ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2023

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“UN-Women’s governance, risk management, and control processes were generally established and functioning but needed some improvement.”

IAS also noted “the growing maturity of UN-Women's corporate governance, transparency, and integrity during 2023.”

This underscores UN-Women's commitment to ensuring continuous improvements in adapting to an evolving operational landscape.
OVERARCHING AREAS FOR IMPROVEMENT

Quantum
Migration completed and functional stabilization on track. Critical reports available and training for staff ongoing.

Second Line of Defence
Strengthened management oversight at HQ and RO level. Enhanced risk management maturity.

Pivot to the Field
Ongoing strengthening of presences to ensure that resources, expertise and authority are available at the regional and country level.

Statement of Internal Control
UN Women to issue a statement of internal controls over financial reporting in its 2024 financial statements.
**MANAGEMENT ACTIONS & IMPACTS**

*Principled Performance*

- Updated Internal Control Framework and Delegation of Authority Policy
- Budget Allocation Committee operationalized to facilitate efficient resource management
- Upward trend in compliance with InfoSec standards and programme
- 97% compliance with UN-Women’s Business Continuity Crisis Management Application
MANAGEMENT ACTIONS & IMPACTS

Advancing Partnerships and Resourcing

New corporate strategies on Partnerships and Resource Mobilization and Private Sector Engagement promulgated

Robust country-level resource mobilization strategies developed and implemented

Focused and data-driven communication strategies to enhance regional and country-level advocacy efforts
**Business Transformation**

Use of Strategic Notes to drive results aligned with the UN-Women Strategic Plan and UNSDCF

Enhanced planning and monitoring of country-level sustainability, through Strategic Note and QBR processes and dedicated functional analyses

Corporate Coordination Strategy and UNCT - SWAP Action Plan utilized to drive gender mainstreaming strategies at country level
Empowered People

Regional HR business partners driving decentralized HR processes

Six new coordination specialist posts at regional level for heightened field support

Fast-tracking procedure to accelerate staff deployment during crisis situations

Revised Consultant Policy
MANAGEMENT ACTIONS & IMPACTS

Products, Services, and Procedures

Comprehensive Planning, Monitoring and Reporting Policy promulgated

Updated policies and procedures have improved project design and planning in line with programmatic objectives

Enhanced programme partner management, including through risk-based assessments, capacity development, and monitoring
Corporate activities to address workplace-related matters

A new in-house internal investigation function established to complement OIOS investigation services

An ethical organizational culture fostered by the appointment of the first-ever Ethics Advisor and addressing workplace issues comprehensively

Zero tolerance for all forms of misconduct with timely disciplinary actions taken
### ETHICAL & RESPECTFUL WORKPLACE

| **Support** | • Continued offering of informal and confidential conflict resolution services to all personnel  
• Partnership with Headspace to provide all employees with access to mindfulness resources and wellness tools |
| **Capacity-building** | • Implementation of action-based leadership training to enhance self-leadership, peer coaching, and inclusive teamwork |
| **Engagement** | • Tailored sessions employing practical engagement methods to assist in developing region and division-specific plans for equity and inclusion |
THANK YOU!

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