



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

**FOR THE YEAR ENDED
31 DECEMBER 2023**

Anna-Karin Jatfors, Director
Strategy, Planning, Resources
and Effectiveness Division

Photo | UN Women





CONTENT

1

IAS Opinion

2

Overarching Areas
for Improvement

3

Management
Actions
& Impacts

4

Investigation
Activities

5

Ethical and
Respectful
Workplace

IAS OPINION

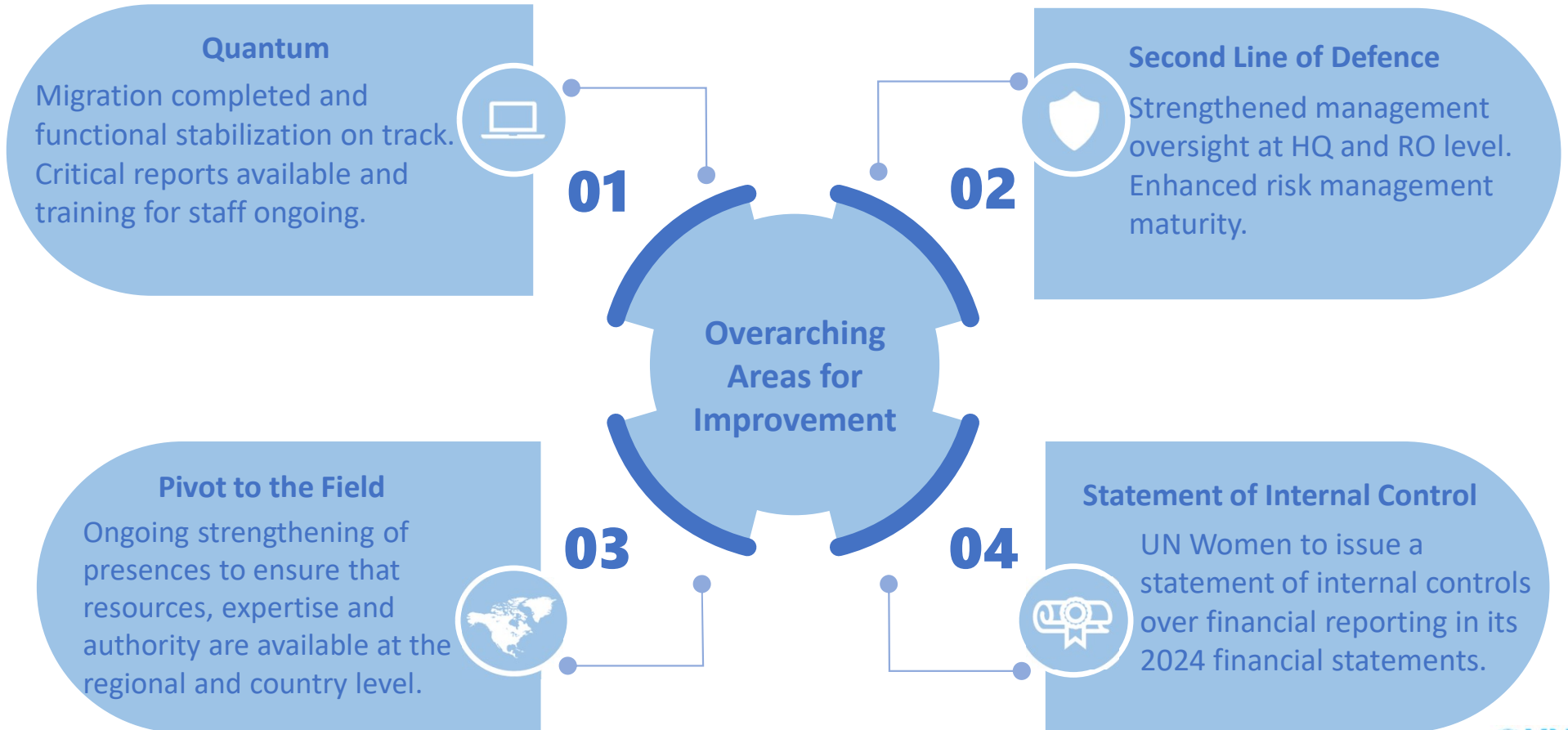


*“UN-Women’s **governance, risk management, and control processes** were generally **established and functioning** but needed some improvement.”*

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



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

MANAGEMENT ACTIONS & IMPACTS

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



MANAGEMENT ACTIONS & IMPACTS



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



INVESTIGATION ACTIVITIES



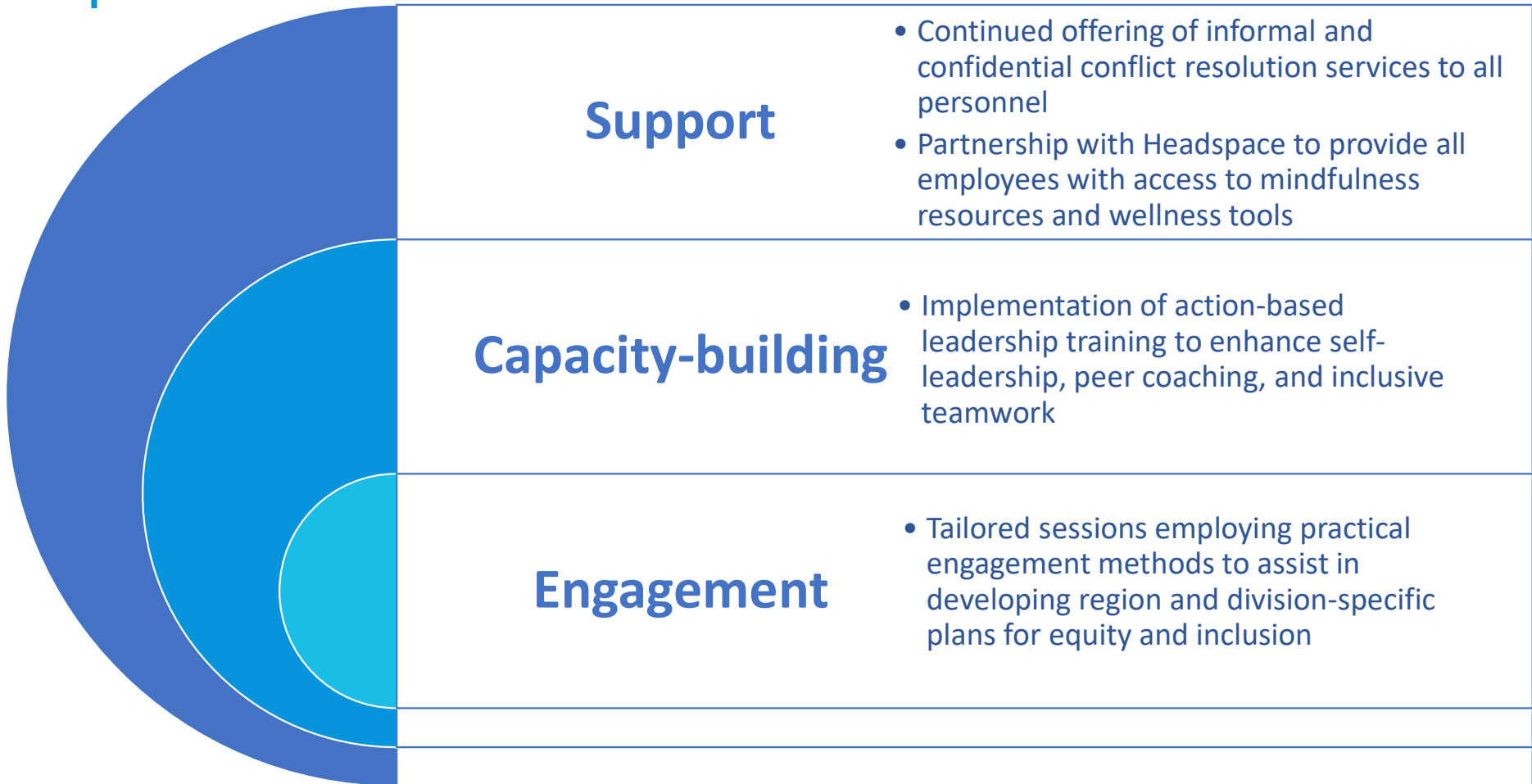
Corporate activities to address workplace-related matters

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





THANK YOU!



Photo | UN Women