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**PROGRESS IN OVERARCHING AREAS**

**Quantum / ERP**
Migration completed and functional stabilization on track. Critical reports available and training for staff ongoing. Integrated with corporate systems & covers a broader scope than ATLAS.

**Overarching Areas**

**01**
- **Pivot to the Field**
  - Ongoing strengthening of presences to ensure that resources and expertise are available at the regional and country level.
  - Increased Delegation of Authority to Regional Offices.

**02**
- **Second Line of Defence**
  - Strengthened management oversight at HQ and RO level.
  - Enhanced risk management maturity, with risk management systematically integrated into corporate planning, monitoring and reporting.

**03**
- **Statement of Internal Control**
  - UN Women to issue a statement of internal controls over financial reporting in its 2024 financial statements.

**04**
MANAGEMENT ACTIONS & IMPACTS

**Principled Performance**
- Updated Internal Control Framework and Delegation of Authority Policy
- Budget Allocation Committee operationalized
- Systematic implementation of Cost Recovery Policy, including through Direct Project Costing
- Anti Fraud Policy revised and under internal review

**Advancing Partnerships and Resourcing**
- New corporate strategies on Partnerships & Resource Mobilization and on Private Sector Engagement
- Enhanced visibility and communication of results from all funding sources, including via Transparency Portal
- Accountability frameworks in place to track and report on Generation Equality commitments

**Empowered People**
- Strengthened HR function, with regional HR business partners driving decentralized HR processes
- Fast-tracking procedure to accelerate staff deployment during crisis situations
- Revised Consultant Policy
MANAGEMENT ACTIONS & IMPACTS

Business Transformation

• Use of Strategic Notes to drive results aligned with Strategic Plan and UNSDCF

• Country-level sustainability monitored through Strategic Note and QBR processes

• Corporate Coordination Strategy and UNCT - SWAP Action Plan used to drive gender mainstreaming strategies at country level

Products, Services and Processes

• Comprehensive Planning, Monitoring and Reporting Policy linking results at all levels

• Enhanced project design and programme partner management for sustained impact

• Evaluation and audit findings systematically used to inform strategic planning and implementation at all levels.
INVESTIGATION ACTIVITIES & WORKPLACE INITIATIVES

Corporate activities to address workplace-related matters

- A new in-house internal investigation function established to complement OIOS investigation services
- Appointment of the first-ever Ethics Advisor
- Zero tolerance for all forms of misconduct with timely disciplinary actions taken

Ethical & respectful workplace

- Informal and confidential conflict resolution services offered to all personnel
- Access to mindfulness resources and wellness tools
- Targeted training to enhance self-leadership, peer coaching, and inclusive teamwork – and to develop region- and division-specific plans for equity and inclusion
THANK YOU!