



Management Response to Annual Report on Internal Audit and Investigation Activities

For the year ended 31 December 2020

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Context and Overview

Leveraging on the audit and advisory results, UN-Women has:

- ❑ Embedded lessons learned into the formulation of **Strategic Plan 2022-2025**
- ❑ Continued to undertake improvements in governance, risk management and compliance for a stronger **Second Line of Defense**
- ❑ Recognized to deliver more efficiently with greater **standardizations** and facilitate **scaling for impact** through strengthened capacity at field level



Management Response to 4 Overarching Areas for Improvements

Enhanced Second Line of Defense:

SPRED lead analysis on strengthening Second Line of Defense workplan

Started with integrated planning and budgeting processes within SPRED

Development of a Statement on Internal Controls:

Identifying specific gaps and requirements to establish the Statement of Internal Controls



Increase management absorption capacity:

Determining options to address findings with a prioritized list of critical areas

Well-managed resource investments and organizational changes to be implemented over time

Strengthen capacity, particularly in the field:

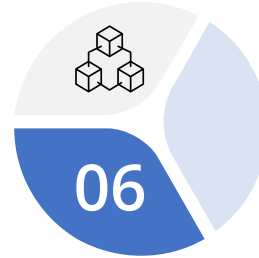
Fit-for-purpose Presence Governance Framework for better aligned capacity and sustainability of UN-Women's field foot-print

Closer to ground support for the implementation of strategic priorities

Positive Impacts from Actions to Key Recommendations

Project and Programme Mgt

- Improved programme results with holistic global programme design
- Responsive to beneficiaries' urgent needs
- Ensured delivery of agreed results

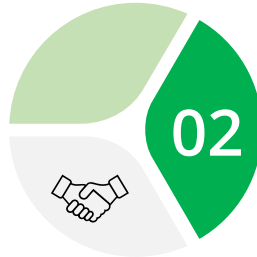


Risk Management

- Risk management as a meaningful managerial tool
- Risk-informed planning and decision making
- Risk management in project design

Implementing Partner Mgt

- Strategic engagement and simplified risk-based selection process for sustained results
- Standardized Partner Agreement
- Minimized partnering risks



93%

Prior Year Recs
Implementation Rate

Above corporate target for **6**
consecutive years

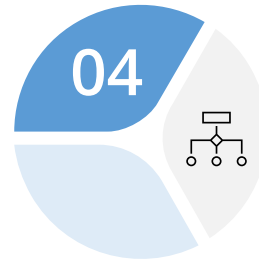


UN System Coordination

- Standardized tools to scale-up gender mainstreaming
- Embedded UN coordination capacity at field
- Steadfast engagement across greater UN networks

Cybersecurity, Info System & data mgt

- Minimized cybersecurity risks with elevated staff awareness
- Timely detection of security related exceptions and increased safeguarding of organizational data
- Fully integrated corporate systems tailored to business process needs



Governance arrangement

- Fit-for-purpose office set-up to support the Strategic Plan 2022-2025 with decentralized management approach

Investigations

The organization took note of the information presented on the investigation activities carried out by OIOS in 2020.

UN-Women's commitment to an inclusive and supportive work environment has continued to guide the Entity's efforts to address workplace related concerns in a holistic manner, fostering a harmonious and respectful organizational culture.

Transparency maintained with the 2020 Disciplinary Report; prompt and appropriate actions taken to implement the zero-tolerance policy in substantiated investigation cases disclosed.

Investigations

Key initiatives conducted in 2020

Active organizational discussion on racism and discrimination against different groups

Second phase of the Respectful Workplace Facilitators pilot programme coordinated by the office of the Ombudsman for Funds and Programmes

Roll-out of the 2020 annual UN Leadership Dialogue Programme on the topic of civility and dignity in the workplace, designed to drive and promote a robust culture of ethics in the organization

Establishment and coordination of a network of (47) UN Women country and regional focal points, who serves as our first line of support on the ground



THANK YOU!