



# **MANAGEMENT RESPONSE TO THE 2023 REPORTS ON INTERNAL AUDIT AND INVESTIGATIONS ACTIVITIES AND FROM THE ADVISORY COMMITTEE ON OVERSIGHT (ACO)**

**FOR THE YEAR ENDED  
31 DECEMBER 2023**

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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



01

## 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.



02

## 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.



03

## Statement of Internal Control

UN Women to issue a statement of internal controls over financial reporting in its 2024 financial statements.



04

Overarching  
Areas

# 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

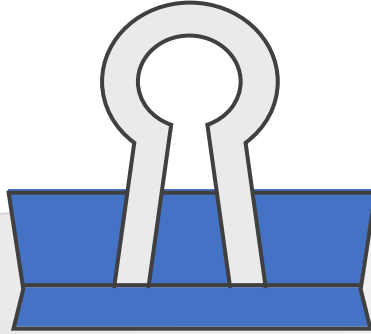
- Use of Strategic Notes to drive results aligned with Strategic Plan and UNSDCFs
- Country-level sustainability monitored through Strategic Note and QBR processes
- Corporate Coordination Strategy and UNCT - SWAP Action Plan used to drive gender mainstreaming strategies at country level



## Products, Services and Processes

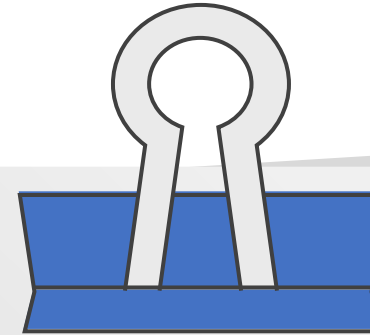
- Comprehensive Planning, Monitoring and Reporting Policy linking results at all levels
- Enhanced project design and programme partner management for sustained impact
- Evaluation and audit findings systematically used to inform strategic planning and implementation at all levels.

# 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!**