



Management Response to Annual Report on Internal Audit and Investigation Activities

For the year ended 31 December 2020

Presented by: Anita Bhatia

Deputy Executive Director for Resources Management, UN
System Coordination, Sustainability and Partnerships



Content of Presentation

- ❖ Context and Overview
- ❖ Management Response to 4 Overarching Areas for Improvements
- ❖ Positive Impacts from Actions to Key Recommendations
- ❖ Internal Audit Opinion and UN-Women Achievements for 2020
- ❖ Investigations Activities

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



Programme and project management

- Improved programme results with holistic global programme design
- Standardized results-oriented narrative donor reporting
- Responsive to beneficiaries' urgent needs
- Ensured delivery of agreed results



Implementing partner management

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

Positive Impacts from Actions to Key Recommendations



Governance arrangements

- Fit-for-purpose office set-up to support the Strategic Plan 2022-2025
- Transitioning to decentralized and matrixed management approach
- Clear roles and responsibilities in business processes



Cybersecurity, Information System integration and data management

- Minimized cybersecurity risks with elevated staff awareness
- Timely detection of security related exceptions and risks
- Strengthened field capacity on information security and IT resilience
- Increased safeguarding of organizational data
- Fully integrated corporate systems tailored to business process needs

Positive Impacts from Actions to Key Recommendations



UN System Coordination

- Standardized tools to scale-up global, regional and country level gender mainstreaming performance and accountability
- Steadfast gender mainstreaming engagement in CCA/UNSDCF, UN Gender Working Groups and Opportunity and Issue-Based Coalitions (OIBCs)
- Embedded UN gender mainstreaming coordination capacity at field level



Risk Management

- Reinforced risk management governance and oversight
- Timely escalation of emerging critical risks to higher management
- Risk management as a meaningful managerial tool
- Risk-informed planning and decision making
- Risk management in project design with standardized risk register for UN-Women Project Document

Internal Audit Opinion and UN-Women Achievements for 2020

IAS's 2020 Overall Opinion:

“The Entity’s governance, risk management and control processes were generally established and functioning but needed some improvement”

93%

Prior Year Recs Implementation
Rate

Above corporate target of **90%**
for **consecutive 6** years

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!