



Executive Board of the United Nations Entity for Gender Equality and the Empowerment of Women

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Organizational matters

Report on the annual session of 2024, 18 to 20 June 2024¹

I. Organizational matters

1. The annual session of 2024 of the Executive Board of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) was held at United Nations Headquarters, New York, from 18 to 20 June 2024. The Executive Board adopted the annotated provisional agenda and workplan for the annual session ([UNW/2024/L.4](#)) and the report on its first regular session of 2024 held from 12 to 13 February 2024 ([UNW/2024/1](#)). The Executive Board approved the provisional agenda and workplan for the second regular session of 2024, to be held on 10 and 11 September 2024 ([UNW/2024/CRP.3](#)).
2. The Executive Board adopted seven decisions (2024/2, 2024/3, 2024/4, 2024/5, 2024/6, 2024/7, and 2024/8) as contained in the annex to the present report.

II. Opening statements

3. The President of the Executive Board opened her last Annual Session by thanking the Under-Secretary-General/Executive Director and Deputy Executive Directors for their leadership and commitment to defend women's human rights around the world. She said she was honoured to serve alongside her fellow Bureau members and travel together to Eastern Europe for the Executive Board's field visit this year.
4. In her opening statement, the Under-Secretary-General/Executive Director thanked the President for her leadership and recognized her invaluable contributions and commitment to gender equality and the empowerment of women. She thanked the Vice-Presidents of the Bureau for their steadfast support to UN-Women and congratulated the Bureau for their successful field visit to Moldova, Ukraine, and Poland. While noting that crises disproportionately affect women, she mentioned that UN-Women is proud to stay and deliver across crisis contexts and highlighted the Entity's work in Afghanistan, Gaza, Haiti, Myanmar, the Sahel, Sudan, Ukraine, and

¹ Note: The present document was processed in its entirety by UN-Women.



Yemen. Looking ahead to the Summit of the Future, Beijing+30, CSW69, and the 25th anniversary of Security Council Resolution 1325, the Head of UN-Women underscored the importance of meeting ambition with results and called upon all to hold themselves accountable for real change in the lives of women and girls.

5. Discussing her annual report, the Under-Secretary-General/Executive Director noted that it provides powerful examples of the ways in which UN-Women has enabled, influenced, supported, and empowered. Referring to UN-Women's coordination role in the United Nations, she highlighted how the Entity's position in the Inter-Agency Standing Committee (IASC) has ensured that some 80 per cent of humanitarian response plans and 80 per cent of United Nations Sustainable Development Cooperation Frameworks (UNSDCF) in 2023 included gender equality priorities. She further highlighted results of UN-Women's normative work, noting that the Security Council has integrated language on women, peace and security into 55 per cent of its resolutions in 2023. She continued to describe how UN-Women has worked with partners to advance legal rights for women and girls, while mentioning that, as a result, in 78 countries 2.8 billion women and girls now have a more supportive legislative and policy environment. After stressing the importance of the women's movement and grassroots organizations, she added that Generation Equality continues to drive commitments and resources and accountability and has spurred \$47 billion of investment to date. She further shared that UN-Women implemented a record of \$1.09 billion over the first two years of the Strategic Plan 2022–2025 and thanked funding and program partners for their confidence and trust. She further noted that 85 per cent of strategic plan development results indicators and 78 per cent of organizational efficiency and effectiveness indicators for which the Entity had data showed good performance in 2023. She added that UN-Women had received a 12th unqualified audit opinion from the United Nations Board of Auditors and met both 2022 and 2023 milestones for the implementation of internal and external audit recommendations. The Under-Secretary-General/Executive Director then discussed the headline results of the Mid-Term Review (MTR), highlighting the impact of the Entity's work on leaving no one behind, social norms change, climate change, private sector engagement, and technology and innovation. She shared that the MTR highlighted advances in organizational efficiency and effectiveness, including strengthened internal governance and risk management and control processes. She noted that it identified the need to better deliver, measure, and communicate country and global results and promised delegations that the MTR will inform UN-Women's next Strategic Plan. In closing, the Head of the Entity provided Member States with an update on UN-Women's pivot to the field, noting that an extensive analysis of global functions recently took place. This analysis outlines that potential relocation from New York to other duty stations would generate efficiencies and effectiveness. The process is expecting to make significant progress in terms of decisions on relocating global functions during this year, with the actual relocation expected to be completed by the end of 2025. She stressed that communication, both with personnel and Staff Council representatives, as well as with the Executive Board will remain an important element in this process.

6. Upon opening the floor, numerous Member States thanked the Under-Secretary-General/Executive Director for her commitment to gender equality and the empowerment of women and girls, while reaffirming their continued support for UN-Women's triple mandate. Several delegations complimented UN-Women on the progress made in the first two years of the implementation period of its Strategic Plan and welcomed the comprehensive Mid-Term Review that sheds light on UN-Women's performance and current challenging operating context. Member States welcomed the new Women's Economic Empowerment Strategy and encouraged the Entity to provide appropriate resources for the implementation of this strategy. Delivering a joint statement on the recent field visit to Moldova and Ukraine, the Bureau

commended UN-Women for the work carried out in both countries and outlined four recommendations, including recommending more efforts to better position the Entity within the UN humanitarian family, ensuring adequate capacities at the country-level, and taking an active role in Headquarters discussions around the humanitarian-development-peace nexus. Another group statement highlighted the impact made so far by Generation Equality, stimulating new financial commitments and delivering concrete changes for gender equality in the framework of the SDGs at local, national, regional, and global levels. Speakers welcomed the UN system-wide Gender Equality Acceleration Plan and asked what measures will be implemented to ensure that adequate funding is dedicated to gender equality and to make sure that funding at the UN level does not come at the expense of funding UN-Women's core resources. Delegations underscored the importance of capitalizing on upcoming milestones like the Summit of the Future and Beijing+30 to accelerate progress for gender equality. One speaker stressed that support to States should be carried out exclusively upon the request of States themselves and called upon UN-Women to strictly adhere to its mandate and to use intergovernmentally agreed language.

III. Review of governance and oversight of the Executive Boards of UNDP/UNFPA/UNOPS, UNICEF and UN-Women

7. The Inspector from the Joint Inspection Unit (JIU) presented the report on the review of governance and oversight of the Executive Boards of the UNDP/UNFPA/UNOPS, UNICEF and UN-Women ([JIU/REP/2023/7](#)). He summarized the findings in the report which comprises 10 recommendations and 21 informal recommendations focused on strengthening the governance of the three Executive Boards and their oversight functions. The recommendations are grouped into six main components focusing on the Executive Board's (1) role and responsibilities; (2) composition and structure; (3) Secretariat; (4) meeting; (5) oversight functions; and (6) risk management. He advised that a cross-board committee is needed to assess and prepare an action plan to address the implementation of these recommendations.

8. In response to the presentation, a delegation welcomed the report's recommendations, especially around consolidation of processes to reduce the resources needed by agencies and Member States to fulfil responsibilities. They asked what opportunities UN-Women sees to streamline the Executive Board's processes and practices. A different delegation stressed that the decision on the review should enable the Executive Board to review and follow up on the JIU report in a coherent, harmonized, and effective manner, emphasizing the need for an inclusive and cross-regional process.

9. The Under-Secretary-General/Executive Director thanked the JIU for their presentation and welcomed the opportunity to hear the Executive Board's views on this report. She noted the usefulness of reviewing the effectiveness of the Entity's governing body and expressed appreciation for the opportunity to further strengthen the governance of the Executive Boards of the different agencies under review. She assured delegations that UN-Women stands ready to support the process as requested and concluded by expressing pride for UN-Women having been singled out positively in the report, quoting the report's finding that UN-Women's Executive Board had the highest level of satisfaction with its meetings among the six agencies.

IV. Evaluation

10. The Director of the Independent Evaluation and Audit Services (IEAS) presented the report on the evaluation function of the United Nations Entity for Gender Equality and the Empowerment of Women, 2023 (UNW/2024/4). The report highlights key developments in evaluation strategy at the midpoint of implementation of performance indicators; and provides updates on partnerships for gender-responsive evaluation in the UN system and for national evaluation capacity-building. The 2024 programme of work and budget for the Independent Evaluation Service (IES) was outlined. In 2023, the IES completed four corporate evaluations, finalized a meta-synthesis of evaluations on advocacy and communications, joined the Interagency Humanitarian Evaluation Group, and led the first joint synthesis of evaluation-evidence of SDG5. The office completed 38 decentralized evaluations, consisting of six country portfolio evaluations and three regional thematic evaluations. In 2023, evaluation key performance data indicators were in good shape and financial resources invested in evaluation reached 2.3 percent of the overall program budget, aligning with UN-Women's Evaluation Policy. The overall implementation rate of evaluations fell, but the reasons were clear and rational and coincided with an increase in the number of planned evaluations in 2023.

11. The Director of the IEAS presented the corporate evaluation on UN-Women's support to women's political participation (UNW/2024/CRP.4). The evaluation examined the impact, effectiveness, relevance, coherence and sustainability of UN-Women's support to women's political participation at the country level. The evaluation included an equity-focused lens on gender equality and "leave no one behind". The evaluation's findings led to nine conclusions, including that UN-Women has aligned well with contextual drivers and worked with political actors to build networks of influence and that UN-Women's reputation for being politically impartial, flexible and open has enabled the Entity to build broad coalitions with political actors. The evaluation found that resistance to women's political participation remains a salient issue in many countries, requiring comprehensive and sustained efforts to preserve gains. As a result, the evaluation made five recommendations.

12. Speaking on behalf of management, the Deputy Executive Director expressed appreciation for the high-quality evaluations of the IES, emphasizing the benefits they bring to the Entity's planning processes. She highlighted the upward trajectory of Key Performance Indicators (KPIs) and increase of Management responses which currently stand at 92 percent. She shared that the new planning, monitoring and reporting policy released in 2023 requires that findings from evaluations be considered in the formulation of strategic notes and work plans at all levels. She shared an update on the actions that UN-Women committed to in the management response to the corporate evaluation on UN-Women's contribution to women's economic empowerment which was presented in 2023. Looking forward, she informed that evaluations would feed into the development of the Strategic Plan 2026–2029 and emphasized that UN-Women will continue to strengthen resource-based management and monitoring capacity and systems to enhance the evaluability of UN-Women's work. Regarding the corporate evaluation on UN-Women's support to women's political participation, she highlighted that UN-Women accepts the five recommendations outlined and proposed a set of key actions in response. She concluded by saying that the proposed activities will strengthen the Entity's work in addressing the systemic barriers to women's political participation.

13. A delegation speaking on behalf of 22 Member States thanked the IES for its report which confirmed that UN-Women has established a quality and impactful evaluation function and recognized the IES for its strong performance. They

expressed gratitude to UN-Women management for their response and requested a written management response report in addition to the presentation shared. The group of countries congratulated UN-Women and IES for reaching the financial target bracket set out in the evaluation policy and emphasized the importance of sustaining this positive trend towards the top end of the bracket. They encouraged UN-Women management and IES to pay close attention to the KPIs which need a little push to fully achieve 2025 targets. On the lower evaluation implementation rate, the group noted that this might be due to too many small-scale decentralized project evaluations and asked how the IES and UN-Women management work together to ensure evaluation planning at country level is done in a more strategic manner and less driven by single project evaluations. They welcomed the emerging trend of professionalization of evaluation capacities at country level and encouraged UN-Women management to continue investing in evaluation capacities at country level ensuring they are backed by strong monitoring systems. The joint statement encouraged UN-Women management to further strengthen results-based management capacities, especially at country level. They welcomed the showcasing of concrete examples of how evaluation findings are being used in the Annual Report and emphasized the importance of incorporating evaluation evidence into corporate strategic planning and change processes, including at country level, ensuring that the upcoming strategic plan is based on evidence and lessons learned. The group concluded by appreciating the IES' commitment and active support to the reform agenda, system-wide and joint evaluations at all levels, as well as their efforts to partner on gender-responsive evaluations.

14. In response, the Director of IEAS thanked the group of Member States for their intervention and appreciation of evaluation and independent evidence. She agreed with the group on the importance of moving away from the multiplicity of small project evaluations and focusing more on larger corporate evaluation and discussed how thematic and geographical earmarking can drive evaluation in a more cohesive and fundamentally useful manner. The Deputy Executive Director confirmed that UN-Women will transmit the written management response report as requested and noted Member States' emphasis on strong monitoring systems, as well as the other advice shared in the joint statement. The Director of the Policy, Programme and Intergovernmental Division (PPID) stated that UN-Women is integrating evaluation findings into the formulation of strategic notes, biannual work plans, as well as into capacity building for staff in countries and regions.

V. Audit and investigation matters

15. The Director of the IEAS presented the report of the Internal Audit Service (IAS) on internal audit and investigation activities for the period from 1 January to 31 December 2023 (UNW/2024/3). As requested by the Executive Board in its decision (UNW/2015/4), and in relation to internal audit activities, this report included: (a) an opinion, based on the scope of work undertaken, on the adequacy and effectiveness of the Entity's framework of governance, risk management and control; (b) a concise summary of work and the criteria that support the opinion; (c) a statement of conformance with the internal audit standards being adhered to; and (d) a view on whether resourcing of the function is appropriate, sufficient and effectively deployed to achieve the desired internal audit and investigation coverage. The report provided an update on the status of management implementation of internal audit recommendations. Based on the internal audit work performed in 2023, the IAS's annual overall opinion is that the Entity's governance, risk management and control processes were generally well established and functioning but needed some improvement. In preparing their 2023 opinion, the IAS made four overall

observations on: (1) Quantum; (2) enhancing the entity's second line of management; (3) making technical capacity available at decentralized levels; and (4) finalizing a statement of internal control process.

16. On the caseload of investigations in 2023, the Office of Internal Oversight Services (OIOS) registered an intake of 63 new allegations for UN-Women. 64 cases were closed with 52 being closed after preliminary assessment and 12 being closed after investigation. The OIOS referred 43 cases to UN-Women. Of the 12 cases closed after investigation, 8 cases presented findings that were indicative of misconduct, one case was closed as unsubstantiated, and 3 cases were investigated and closed through completion memorandum. The Director informed that in 2024 the resourcing situation for more sustainable and effective investigation services has improved and that going forward the investigation function of UN-Women will be carried out by OIOS and UN-Women's internal investigation function.

17. The Chair of the Advisory Committee on Oversight (ACO) presented the Report of the Advisory Committee on Oversight for the period from 1 January to 31 December 2023 ([UNW/2024/3/Add.1](#)). This report reviewed the functioning of the Entity's oversight function, as well as its internal control accountability, including governance, risk management and control systems. Overall, the ACO concluded that the oversight function continues to provide useful results to the Entity. The Committee encouraged UN-Women to continue relying on the oversight function's work and findings to achieve a robust governance and risk management framework. On key observations, the Committee found that the IAS continues to provide high quality audits and advisory work but noted with concern the high number of past due audit issues. On evaluation, the Committee highlighted that the IES continues to contribute to corporate evaluation and its role in the overall UN System. On investigations, the ACO emphasized the need for sustainable funding for the new in-house investigation function and urged management to fully address the key recommendations from the 2021 Review of the Anti-Fraud Programme. On ethics, the Committee called for monitoring of the function's staffing capacity. Regarding key observations on governance, risk management and controls, the ACO highlighted the need for management to pay attention to the following key improvement areas: (1) under resource level risk; (2) strengthening of the HR function; and (3) the prompt implementation of pivoting to the field with a strong second line of defence function. Other significant governance and control matters include managing the transition risk arising from organization restructuring, embedding the in-house ethics function, implementation of the statement of internal control, addressing the system functionality gaps under Quantum phase two, and better communication and localization of the Generation Equality program.

18. The Deputy Executive Director expressed appreciation for the work done by the ACO, IEAS, and OIOS. She noted that UN-Women has already taken significant steps to address key issues which were identified, such as the successful migration of Quantum and the enhancement of the maturity of UN-Women's enterprise risk management. She further noted that UN-Women is monitoring the impact of the growth in other resources relative to all resources and is looking at developing mitigating measures. She shared that UN-Women would deliver a statement of internal controls for financial reporting together with its 2024 financial statements.

19. The Director of SPRED presented the management response, providing an update on progress made in the key overarching areas identified for improvement and management's actions. The four areas covered were Quantum, UN-Women's second line of defence, pivot to the field, and the statement of internal controls of financial reporting. On the observations of the ACO report, the Director shared UN-Women's actions around principled performance, advancing partnerships and resources, empowering people and product services and processes. On investigations, activities

and workplace initiatives, she highlighted the establishment of the new in-house investigation function as well as the appointment of an ethics advisor as important steps in strengthening UN-Women's organizational integrity. She concluded by sharing that UN-Women continues to invest in conflict resolution services and wellness resources, as well as targeted training programs.

20. A delegation speaking on behalf of 17 Member States began their remarks by thanking the IAS and ACO and commending the IAS on its results from the external quality assessment, where they received the highest grade possible. The delegation congratulated UN-Women for the overall assurance opinion from the Internal Audit Service. The group of countries inquired about what UN-Women is doing to address the remaining long outstanding recommendations, noting that several are related to the Anti-Fraud Programme. They underlined the importance of focusing on strengthening the second line of defence functions and ensuring sufficient and stable capacity at the decentralized level and welcomed management's reflections on how to improve these areas. The group noted with appreciation the establishment and funding of a hybrid model for investigation and encouraged UN-Women to ensure sustainable funding. Noting that the number of allegations concerning prohibited conduct has almost doubled in 2023, the group requested insights into the possible reasons behind this increase and how UN-Women plans to address it. The joint statement noted with concern that UN-Women's human resource function continues to suffer from significant resource limitation and asked what UN-Women is doing to address these challenges in a sustainable manner and for the long term. They concluded by appreciating the increased focus on anti-fraud awareness raising and training by the IAS. Speaking in their national capacity, another delegation indicated support for the ACO's recommendations on the Generation Equality initiative, highlighting the need for greater clarity on the integration and alignment of the initiative with UN-Women's 2022–2025 Strategic Plan and improved communications with all key stakeholders, including the Executive Board. The Member State welcomed the ongoing efforts to further strengthen governance around Generation Equality and UN-Women's convener role, and looked forward to new developments in 2024, especially around the localization of the initiative. Another Member State emphasized the importance of evaluation and reaffirmed their commitment to provide equal opportunities for women in the economy, education, and social development. Another delegation requested UN-Women to elaborate on the corporate systematic approach to direct cost recovery and what this entails, including how and when it is being rolled out. A different speaker questioned why ten out twelve recommendations have not been implemented and expressed their deep concern regarding the conclusions of the ACO on the Generation Equality initiative. Finally, a different speaker looked forward to more support for the risk management function and inquired on what steps UN-Women is taking to address the ACO's concerns around risk management in the field.

21. Responding to questions from Member States, the Deputy Executive Director agreed that there is need to further strengthen the second line of defence, the HR function, and other functions that are needed to implement recommendations. She noted that the increase in the number of reported prohibited conducts is a result of increased awareness among staff. She further noted that under the approved overall cost recovery policy, UN-Women is fully implementing indirect cost recovery but has not adequately implemented direct cost recovery. On Generation Equality, she informed that UN-Women is looking forward to the consolidation of results and that the initiative will be fully integrated into the next Strategic Plan. The Director of SPRED noted that the outstanding audit recommendations are related to internal governance and the organization's broader oversight mechanism and shared that these tend to take longer to implement due to the cross-divisional collaboration and consultations required at all levels. She added that UN-Women is currently updating

its anti-fraud policy which is expected to be ready at the end of 2024. Of the 12 recommendations, she informed that 7 have actions which have been completed. On risk management at the country level, the Director highlighted that there is increased training, individual risk assessments, and dedicated risk focal points within all country offices. The Director of Investigations Divisions with the OIOS added that the increase in prohibited conduct is a consistent trend across UN entities. She informed that most of the cases are related to harassment, and more are being referred to UN-Women as they do not warrant an investigation.

VI. Ethics

22. The Ethics Advisor presented the report on ethics in accordance with Executive Board Decision 2022/5. She outlined the role of the ethics function and its main responsibilities within UN-Women and detailed the activities of the function following the initial establishment period. The Ethics Advisor confirmed the continued organizational independence of the ethics function, affirming that the function was able to carry out its activities free from external interference. The Ethics Advisor reported that additional temporary funding to expand the function had been secured and that this would enable greater outreach for the function to field and regional offices. She thanked the Under-Secretary-General/Executive Director for supporting an independent and empowered ethics function and for her leadership in promoting an ethical organizational culture within UN-Women.

23. During the management response, the Under-Secretary-General/Executive Director thanked the Executive Board for their steadfast support of UN-Women's commitment to upholding the highest standards of ethics and integrity. She commended the Ethics Advisor for enhancing the accountability framework within UN-Women and welcomed the revision of the protection against retaliation policy. The Head of Entity noted with appreciation the collaboration between the ethics function and the Human Resources Division in creating an outside activities policy and underscored the organization's readiness to support the implementation of the policy. She went on to emphasize the importance of training initiatives and was pleased to report that the Ethics Advisor was granted additional funding to expand these activities. The Head of UN-Women noted with appreciation the collaboration between the UN-Women ethics function and other ethics functions throughout the UN System. Finally, she extended UN-Women's full support to the Ethics Advisor in her independent duties and to maintaining this valuable cooperation.

24. After opening the floor, a delegation speaking on behalf of 24 Member States commended UN-Women for proactively building on the JIU recommendations and establishing an ethics function to uphold integrity and accountability within the Entity and towards Member States. The delegation underlined their support for the Ethics Advisor, acknowledging the pivotal role the ethics function has in increasing trust and capacity within UN-Women. The delegation commended the work of the Ethics Advisor, especially considering the limited capacity within the ethics function and asked how expanded capacity for the ethics function may increase engagement with regional, country and liaison offices. They inquired about how UN-Women wishes to engage with the Office of the Ombudsman for the United Nations Funds and Programs on financial, technical and institutional levels. Another delegation acknowledged the positive work of the ethics function and inquired of management if there are plans to ensure sustainable financing and funding for this function. Another speaker asked if the Ethics Advisor was involved in the review and revisions to the financial rules and regulations of the organization and to highlight the most urgent ethical organizational risk.

25. Responding to Member States comments and questions, the Ethics Advisor reported that the ethics function is in the process of hiring a temporary P2 Ethics Analyst for one year. The Ethics Advisor added that she engages in outreach to field and regional offices through various online methods, including through all personnel broadcasts and the use of UN-Women intranet. She went on to add that translation is an area that requires further support to support outreach to offices in the field. She further stated that she anticipates supporting the review and revision of the financial rules and regulations once they are at a more advanced stage. She then stated her opinion that the largest ethical risk facing the organization is a lack of personnel awareness of certain obligations, noting that requests for advice is the most common type of service asked of the ethics function. In her response, the Under-Secretary-General/Executive Director stated that UN-Women is dedicated to ensuring the long-term sustainability of the ethics function. She added that UN-Women collaborates closely with the Ombudsman Office, including through funding and implementing the Respectful Workplace Facilitators Programme.

VII. UN-Women's operational response at the regional level

26. In her opening remarks on UN-Women's operational response in the Asia Pacific Region, the Deputy Executive Director outlined the regional context and noted that Asia Pacific is home to some of the fastest economic growth in the world. She highlighted that Asia Pacific remains the world's most disaster-prone region in the world and emphasized that millions still bear the weight of poverty, further exacerbated by an uneven bounce back from COVID-19. She outlined the efforts of UN-Women in the region in several areas, including Women's Economic Empowerment and Women, Peace and Security, while touching on some of the challenges in Afghanistan and Myanmar.

27. In her presentation, the Regional Director for Asia and the Pacific detailed the challenges facing women and girls in the region, highlighting higher levels of intimate partner violence, low women's participation in public life, and a greater share of women living in poverty. She emphasized UN-Women's disaster risk reduction in the region is the best practice for the whole organization and added that the organization's partnership with the private sector is particularly strong across the region. The Regional Director shared that a priority for the organization is to improve women's access to decent work in the region. She highlighted the challenges to women and girls in Afghanistan and Myanmar, underscoring the importance of collaboration across the United Nations System as well as UN-Women's leadership role in these contexts. The Regional Director then highlighted UN-Women's work across the region in the areas of climate action, ending violence against women, WPS, women's economic empowerment and women's political empowerment. In conclusion, she highlighted Beijing+30 as the Regional Office's priority in the coming months to leverage the other aspects of its work.

28. After opening the floor, one Member State acknowledged the progress achieved by UN-Women in the region and noted with concern the operational difficulties in Afghanistan and Myanmar, as well the climate related challenges facing the region. Another Member State welcomed an update on how UN-Women's pivot to the field is taking shape in Asia and the Pacific, including potential impacts on UN-Women's footprint in the region. The delegation asked the organization's views on the Gender Equality Acceleration Plan rollout in the region and for more information on UN-Women's engagement with the private sector in the region. A further Member State congratulated UN-Women for their efforts in the region and emphasized the importance of predictable and sustained funding to build on achieved progress.

29. In response, the Deputy Executive Director thanked Member States for their comments around climate change and noted that UN-Women is actively involved in the COP processes. She underscored the importance that resources have in helping expand presence in the region, noting that this is key in the context of leave no one behind. Responding to a question around UN-Women's partnership with the private sector, the Regional Director stated such engagement is driven through the women's empowerment principles (WEP), and UN-Women works with the private sector in the care economy. The Director of the Programme Division stated that the Gender Equality Acceleration Plan will be localized in the region through several accountability mechanisms. This includes a biennial country strategic dialogue with the Deputy Secretary-General which will be operationalized by UN-Women and supported by the Resident Coordinator System. The plan will be implemented through the Common Country Analysis which will ensure that gender equality analysis is integrated into cooperation frameworks, enabling UN-Women to act within its coordination mandate. Regarding climate change, the Director emphasized UN-Women's bottom-up approach in bringing a gender lens to disaster risk reduction through empowering women's rights organizations to strengthen their leadership at the community level. The Deputy Executive Director added that the primary goal of the Pivot to the Field is to ensure that more resources are allocated to the regional and country level. She stated this process will be finalized in the coming months and promised to update the Executive Board on this during the Second Regular Session 2024.

VIII. Implementation of General Assembly resolution [72/279](#) on the repositioning of the United Nations development system

30. The Deputy Executive Director presented an update on the implementation of the General Assembly Resolution [72/279](#) on the repositioning of the United Nations Development System. She noted that UN-Women partnered with other United Nations Entities to rollout the Business Operation Strategy 2.0. In addition, UN-Women has 80% of its country presence on common premises and shared that the Organizations efficiency gains will exceed 2023 levels. She added that UN-Women has provided gender accountability guidance to 76 United Nations agencies and over 85% of United Nations Country Teams. The Deputy Executive Director stressed that funding for SDG5 remains below target. In conclusion, the Deputy Executive Director emphasized the importance of strengthening funding for core resources for financing gender equality.

31. After opening the floor, a delegation speaking on behalf of 32 Member States called for renewed action on making progress towards achieving the Sustainable Development Goals. The group called upon UN entities to continue to increase collaboration and joint programming, moving away from siloed and sectoral ways of working towards integrated approaches. They stressed the importance of sustainable funding for the United Nations Development System and Resident Coordinator System. The group asked what could be done to reduce competition between United Nations Entities and increase alignment with cooperation frameworks. They requested to know how the Resident Coordinator System can be enhanced through changes and headquarters and field level. Another speaker welcomed the use of the United Nations Development System Reform Checklist as a useful tool and appreciated UN-Women's collaboration with the Resident Coordinator System and United Nations Country Teams. Finally, an additional speaker expressed strong support for the Gender Equality Acceleration Plan, United Nations SWAP and Gender Equality Marker as important parts of gender mainstreaming throughout the United Nations Development System.

32. Responding to Member States' comments, the Deputy Executive Director noted the importance that UN-Women places on alignment with National Cooperation Frameworks and coordination with United Nations Country Teams. She added that the Entity plans to reflect on how to improve its coordination mandate as part of the upcoming Beijing+30 process and Summit of the Future. The Director of United Nations System Coordination Division added that UN-Women will further focus on coordination in the next upcoming Strategic Plan through enhancement of the Development Results Framework. On the topic of joint and pooled funding, the Director stated that the main issue is that of proper resourcing of pooled funding. The Director of SPRED mentioned that UN-Women was actively involved in the development of the United Nations Sustainable Development Goal Indicators and that this is being done in conjunction with the development of its next Strategic Plan. The Director of Management and Administration emphasized UN-Women's commitment to coordination, noting that several P4 positions had been created at the regional level in the context of a zero-growth budget. He noted that these efforts are also part of UN-Women's Pivot to the Field.

IX. Update on policies and procedures to tackle sexual exploitation and abuse and sexual harassment

33. The Under-Secretary-General/Executive Director delivered an update on UN-Women policies and procedures to tackle sexual exploitation and abuse and sexual harassment. She emphasized that UN-Women has a prevention focused and victim/survivor-centred approach. Sharing examples of UN-Women's activities in this field, the Head of UN-Women mentioned maintaining tailored capacity building for 118 in-country sexual exploitation and abuse and sexual harassment focal points and facilitating scenario-based workshops for all personnel. She stressed the importance of interagency collaboration, for example through the network of over 500 UN Gender Focal Points and shared examples of how UN-Women has remained purposely engaged in coordination structures on preventing sexual exploitation and abuse and sexual harassment, leveraging its triple mandate. In her concluding remarks, the Under-Secretary-General/Executive Director emphasized UN-Women's commitment to tackle sexual exploitation and abuse and sexual harassment as reflected in both its Strategic Plan and its actions.

34. After opening the floor, one delegation speaking on behalf of 45 Member States expressed appreciation for the continued efforts of UN-Women on ensuring the prevention and protection from, and response to, sexual exploitation and abuse and sexual harassment. The group recognized the ongoing work from UN-Women to ensure a victim/survivor-centred approach and welcomed that sexual harassment risks have been incorporated into its enterprise risk management systems. The joint statement further appreciated the high rate of systematic assessments of SEA and SH and risks within UN-Women and the establishment of response plans. The group stressed that institutionalization should include sufficient resourcing at all levels as well as visible and consistent commitment from senior leadership to create a safe and empowered speak out organizational culture of zero tolerance for inaction on SEAH. They encouraged further capacity building of implementing partners and increased results-based reporting with a focus on cultural change. The group concluded by commending the work already done, but identified opportunities for deepened interagency collaboration, particularly at the country level. Another speaker praised UN-Women's inclusion of a new indicator related to sexual exploitation and abuse in the Integrated Results and Resources Framework (IRRF) and requested to know if comprehensive training on this indicator had taken place yet.

35. Responding to Member States' comments, the Deputy Executive Director highlighted that UN-Women is actively engaged in interagency processes such as by leading the work on enhanced coordination in the CEB Task Force on Addressing Sexual Harassment, as well as one of the results areas in the UN Executive Group to prevent and respond to sexual harassment. She stated the Entity is extremely committed to leveraging its experience and expertise, both from the programmatic and the gender parity side, to deliver on this work. The other Deputy Executive Director stressed the importance of prevention of sexual exploitation and abuse, and that UN-Women must mirror its mandate to protect women's rights outside and within the Entity. She further shared that the partner selection process includes due diligence on PSEA. The Deputy Executive Director noted that UN-Women has been tasked with delivering several trust funds and reaffirmed that the same principles of due diligence are applied there as with implementing partners. The Director of Human Resources added that UN-Women takes the lead in facilitating trainings at the country level through focal points that support the country teams. He stated that a dedicated key performance indicator on PSEA/SH was included in the IRRF in alignment with the 2021 QCPR requirement and that progress has been made since its inclusion. He concluded by emphasizing that UN-Women uses ClearCheck for all its recruitment processes, as well as a robust reference check and other procedures in its hiring process. Regarding the question on successes and challenges in the system-wide work, the Senior Advisor and Focal Point for Women in the UN System responded by stating that the CEB Task Force has made substantial progress, including the formation of the first ever UN System Model Policy on sexual harassment, creation of the ClearCheck Screening Database and Code of Conduct as well as the development of the UN System wide Knowledge Hub on addressing sexual harassment. The Hub has 9600 clicks per month, and it features over 230 resources to enhance transparency and ensure effective knowledge-sharing. The Senior Advisor added that UN-Women conducts capacity-building for the UN-Women-led network of 500 UN Gender Focal Points to ensure implementation of a victim-centred approach in addressing sexual harassment. She further added that based on UN-Women's system-wide monitoring through the Secretary-General's Report on the Improvement in the Status of Women in the United Nations System, most UN entities are aware of, and use, the products developed by the CEB Task Force. However, implementation and under-reporting remain challenges across the board, based on the survey results.

X. Field visit

36. The Ambassador and Permanent Representative of Ukraine to the United Nations and former President of the UN-Women Executive Board in 2023, H.E. Mr. Sergiy Kyslytsya, noted with appreciation the recent UN-Women Executive Board field visit to Moldova, Ukraine, and Poland and presented a photo slideshow from the recent field visit. He then presented the report of the UN-Women Executive Board field visit to Vanuatu and New Zealand in 2023. The delegation was comprised of the President, three Vice-Presidents, and additional members of the Executive Board representing the Latin American and Caribbean States and Western Europe and Other Group. The main purpose of the field visit was to provide the Executive Board with increased knowledge and understanding of the impact of the programming portfolio of UN-Women in Vanuatu, as well as the UN-Women Multi-Country Office in Fiji and its Regional Office in Bangkok, and how UN-Women contributes to the implementation of the host country's national development priorities. The Ambassador highlighted that the field visit to New Zealand in Vanuatu demonstrated the unique and effective triple mandate of UN-Women, delivering on normative commitments, operational responses at the country level and the coordination of the

United Nations system in gender equality. He added that the delegation witnessed firsthand how UN-Women's wide-ranging collaboration with a broad spectrum of stakeholders in Vanuatu helps the country advance in gender equality commitments and presented three recommendations for the consideration of UN-Women: (a) UN-Women should strengthen its capacity to support women and girls as active agents in climate change mitigation as well as their resilience in times of crisis; (b) UN-Women should work closely with other United Nations organizations and international actors to ensure all climate change response measures are gender-responsive; (c) National Committees should be encouraged to assess their accountability provisions and analyse their strategies to align activities with UN-Women's overall vision.

XI. Closing

37. In her closing statement, the Under-Secretary-General/Executive Director reminded delegations that it was World Refugee Day, while underscoring the importance of the rights of women and girl refugees in the collective effort for gender equality. She thanked the President for her steadfast leadership of the Executive Board and the Vice Presidents for their efficient coordination within their regional groups and recognized the facilitation of the negotiations by delegates of the Permanent Missions of Côte d'Ivoire, Panama, Poland, Sweden, and Tajikistan. She expressed appreciation for the Executive Board Secretary and his team for their smooth and professional organization of the annual session. She thanked all UN-Women colleagues for their contributions and preparations.

38. The Head of UN-Women noted the new language and requests from Member States around organizational culture, diversity, inclusion and equity, racial discrimination and racism in the UN system, and around the implementation of UN-Women's triple mandate at country level and pledged to keep the Executive Board updated on these issues at future sessions. She noted the strong support for UN-Women's coordination mandate and assured delegations that the Entity will fully utilize its comparative advantage within the UN System and across its network of partners and allies. She expressed appreciation for the positive reception of her annual report and recognized the feedback on the Entity's work in crises. She reiterated her commitment to do more in this area wherever it be needed.

39. In closing, the Under-Secretary-General/Executive Director highlighted the upcoming 30th anniversary of the Beijing Platform for Action as well as the Summit of the Future, and the need to take bold, meaningful, and transformative actions to accelerate Agenda 2030. She called on stakeholders to capitalize these opportunities and to make sure to include all women, particularly young women and girls, at the heart of proposed solutions.

40. In her closing remarks, the Executive Board President thanked the Head of UN-Women for her commitment to defending women's rights. She then conveyed her appreciation for the efficient proceedings and the quality of discussions on each agenda item. She thanked the Bureau, the Vice Presidents, and their experts, for their support during and in the lead up to the session, including for the skilful facilitation of the decisions. She thanked the Executive Board members and observers for their constructive engagement and contributions throughout the session, as well as the Executive Board Secretary and Secretariat team for their support. She noted that this would be her last UN-Women Executive Board session and expressed great satisfaction in having had the honour to be the President of the Executive Board. The President concluded by thanking the briefers for their rich presentations and hard work, which helped to ensure the high quality of the Executive Board's deliberations.

41. The session was then adjourned.

Annex I

2024/2

Annual Report of the Under-Secretary-General/Executive Director of the United Nations Entity for Gender Equality and the Empowerment of Women on the implementation of the Strategic Plan 2022–2025, including the mid-term review of the Strategic Plan

The Executive Board,

1. *Takes note* of the report of the Under-Secretary-General/Executive Director of the United Nations Entity for Gender Equality and the Empowerment of Women on progress made on the implementation of the Strategic Plan 2022–2025, including the midterm review of the Strategic Plan, and commends UN-Women on its strong performance to date;

2. *Takes note with concern* of the funding gap in regular resources, and encourages all countries in a position to do so to increase voluntary contributions for the full and effective implementation of the Strategic Plan 2022–2025, and encourages strengthened partnerships in this regard;

3. *Calls upon* UN-Women to make full use of its comparative advantage and to continue the full implementation of its triple mandate, in accordance with [A/RES/64/289](#), which includes normative support, UN system-wide coordination and operational activities;

4. *Requests* UN-Women to further analyze and make progress towards achieving the performance targets, including the adjusted targets, in its current Strategic Plan, 2022–2025, and present these findings and lessons learned in the context of consultations with the Executive Board for consideration in developing the Strategic Plan 2026–2029;

5. *Requests* that UN-Women in accordance with its mandate, start preparations early for the next strategic plan, 2026–2029, in full consultation with the Executive Board, taking into account the lessons learned from the midterm review, the quadrennial comprehensive policy review of operational activities for development of the United Nations system ([A/RES/75/233](#)), the outcome of the 2024 QCPR, and further requests that UN-Women present a roadmap before the second regular session 2024 for consultations planned in the preparation of the next strategic plan, 2026–2029;

6. *Decides* to transmit the report to the Economic and Social Council.

20 June 2024

2024/3

Assessment on how the Executive Board executes its governance and oversight functions

The Executive Board,

1. *Recalls* its decision 2022/8, which requested the bureau of UN-Women, in consultation with the relevant bureaux of United Nations development system entities, to provide options and cost estimates for an assessment, including the feasibility of a third-party assessment by an entity external to the United Nations system with independent expertise on governance and oversight, of how the Executive Board, in collaboration with UN-Women as well as the United Nations system, executes its governance and oversight functions, with a view to ensuring that these functions are aligned with the highest international standards and best practices;

2. *Welcomes* the report of the Joint Inspection Unit (JIU) entitled “Review of the governance and oversight of the Executive Boards of the United Nations Development Programme/United Nations Population Fund/United Nations Office for Project Services, the United Nations Children’s Fund and the United Nations Entity for Gender Equality and the Empowerment of Women” (JIU/REP/2023/7) and takes note of its recommendations;

3. *Stresses* the importance of inclusive and meaningful participation and consultation of Board members and observers, in particular of programme countries, including through cross-board and cross-regional consultations, and stresses the need for phased, inclusive, transparent and balanced processes when proposing action on the JIU review;

4. *Stresses* that improvements to the way the Executive Board execute its governance and oversight functions should contribute to the achievement of the 2030 Agenda and the Sustainable Development Goals by enabling UN-Women to deliver effectively and efficiently on its mandate and by ensuring that it is responsive to the needs and priorities of programme countries;

5. *Commits*, therefore, to a two-track process that constitutes (a) an information gathering exercise and (b) the establishment of a working group;

6. *Confirms* that consultations and information notes on the report do not prejudice any decision of the Executive Board on how to address the JIU report and its recommendations;

7. *Decides* to include an item for decision on the progress of the consideration of the JIU report on the agendas of every formal session, until decided otherwise;

8. *Requests* the Bureau to provide, in consultation with the bureaux of the participating Boards, an update on the implementation of this decision at the second regular session 2024;

With regard to additional information required:

9. *Requests* the management of UN-Women to provide, in an information note, its initial views of the JIU report;

10. *Requests* the Directors/Heads of the independent offices of UN-Women to provide, in an information note, their initial views of the JIU report;

11. *Requests* the Bureau to organize, in coordination with the bureaux of UNDP, UNFPA, UNOPS and UNICEF, a joint informal consultation of the Executive Boards with the JIU on the review by the first regular session 2025, while taking into consideration other United Nations processes, to ensure inclusive and meaningful participation, particularly of programme countries;

12. *Requests* the Bureau to undertake an open and inclusive consultation with Executive Board members and observers on information and analysis needs relating to the JIU report and its recommendations, to support the JIU working group;

With regard to the working group:

13. *Decides* to participate in the joint working group to study and report on the JIU report, as established by the decision of the Executive Board of UNDP, UNFPA and UNOPS (2024/12);

14. *Requests* the Bureau of UN-Women, in collaboration with the bureaux of UNDP, UNFPA, UNOPS and UNICEF, to develop, through a cross-board and cross-regional consultative process, a terms of reference that enables the operationalization

of the working group and to present it to the Executive Board, for adoption at the first regular session 2025;

15. *Decides* that the Bureau, in consultation with the regional groups and in collaboration with the bureaux of participating boards, will facilitate the nomination of Executive Boards' members and/or observers to participate in the working group, up to an aggregate total of 15, with equal representation of the five regional groups, to be confirmed by the participating boards through a silence procedure, ahead of the first regular session 2025;

16. *Requests* that the secretariat provide information and support services, when and as requested by the JIU working group, to further its work;

17. *Requests* the working group to provide regular updates to the participating Boards, as necessary, starting after the first regular session 2025.

20 June 2024

2024/4

Report on the evaluation function of the United Nations Entity for Gender Equality and the Empowerment of Women 2023

The Executive Board,

1. *Takes note* of the 2023 report on the evaluation function of UN-Women and the Independent Evaluation Service 2024 programme of work and budget;

2. *Takes note* that UN-Women continues to maintain an independent, credible and useful evaluation function and of its contribution to systemwide gender-responsive evaluation efforts and national evaluation capacity development, taking into account national plans, needs and priorities, and encourages UN-Women to continue to make use of evaluation results including in its decision-making processes;

3. *Recalls* previous Executive Board decisions on the Report on the evaluation function, and requests UN-Women to continue its efforts to achieve a high evaluation performance with a specific focus on key performance indicators which can be further improved in order to reach the 2025 targets;

4. *Takes note with appreciation* that UN-Women in 2023 has allocated at least 2 per cent of its total programme expenditure to the evaluation function, as specified in the evaluation policy, encourages UN-Women to continue to maintain this level of financial resources, and further requests UN-Women to continue working to safeguard the independence of the Independent Evaluation Service and ensuring evaluation expertise in the Advisory Committee on Oversight (ACO);

5. *Encourages* the IES to continue to seek opportunities with other United Nations agencies to conduct further joint evaluations, including Cooperation Framework evaluations, and independent system-wide evaluations in line with General Assembly resolution [72/279](#) on repositioning the United Nations Development System;

6. *Expresses* continuing support for strengthening the evaluation function in UN-Women and the utilization of evaluations, in line with the Evaluation Policy as endorsed by the Executive Board in 2020.

20 June 2024

2024/5

Report on internal audit and investigation activities for the period from 1 January to 31 December 2023

The Executive Board,

1. *Takes note* of the report and related annexes on internal audit and investigation activities for the period from 1 January to 31 December 2023;
2. *Takes note* of the Advisory Committee on Oversight's annual report;
3. *Takes note* of the management response to these two reports;
4. *Urges* UN-Women management, based on the concerning gaps identified by the Advisory Committee on Oversight, to strengthen its second line of defense, enhance investment in its ability to implement oversight recommendations, ensure sufficient and stable capacity in particular at the decentralized level, and takes note of its intention to issue its first Statement of Internal Controls;
5. *Urges* UN-Women to expedite the implementation of the remaining recommendations from the 2021 Anti-fraud programme audit and requests UN-Women to report back to the Executive Board at the Annual Session 2025;
6. *Expresses* its continuing support for the UN-Women Independent Evaluation and Audit Services (IEAS), reiterates the importance of its full independent and direct access to the Executive Board and of the full independence of the IEAS, including through the current practice that the Office comply with the standards of the International Professional Practice Framework by the Institute of Internal Auditors;
7. *Takes notes with appreciation* that steps have been taken to strengthen the investigation function, by the establishment and funding of a hybrid model for investigation and encourages UN-Women to ensure sustainable and long-term funding to this function;
8. *Takes notes with concern* that UN-Women's Human Resources function continues to suffer from significant resource limitations and urges UN-Women to ensure long-term and sufficient resources to this function.

20 June 2024

2024/6

Annual Report on the ethics function

The Executive Board,

1. *Takes note* of the report on the ethics function activities for the period 1 July through 31 December 2023;
2. *Takes note* of the management response to this report;
3. *Urges* UN-Women to ensure sufficient long-term resources to the Ethics Function to enable the sustainable and independent implementation of the Ethics Function's mandate;
4. *Requests* UN-Women to provide an update to the Executive Board at the first regular session on how the organization is improving organizational culture, and on its actions to prevent and respond to all forms of discrimination, and decides to include the update as a recurring item for decision, starting in 2025;
5. *Further requests* that the annual address by the Chair of the Staff Council be included formally under the new agenda item on organizational culture, to allow

integration of the perspective of all personnel into discussions on organizational culture;

6. *Recalls* the Joint Inspection Unit review of the organizational ombudsman services across the United Nations system (JIU/REP/2015/6) and its recommendation 5, notes the separate mandate of the Office of the Ombudsman for United Nations Funds and Programmes, as per ST/SGB/2016/7, and invites the Office to present its annual report at the annual session starting in 2025, as part of the agenda item on organizational culture;

7. *Invites* UN-Women to provide the Office of the Ombudsman with all necessary resources to adequately perform its mandate, as per its cost-sharing agreement;

8. *Takes note* of the JIU note on the review of measures and mechanisms for addressing racism and racial discrimination in United Nations system organizations: managing for achieving organizational effectiveness (JIU/NOTE/2022/1/Rev.1), and expresses concern that despite progress in combating racism and discrimination in certain parts of the United Nations system, racism and racial discrimination remain major and underrecognized problems in United Nations organizations;

9. *Takes note* of the management responses by UN-Women to the recommendations of the JIU note;

10. *Urges* the management of UN-Women to implement the entity-specific recommendations 2, 3, 5 and 6 outlined in the note;

11. *Also urges* the management of UN-Women, in collaboration, where possible, with the management of all relevant entities and through the UN System Chief Executives Board for Coordination, to further efforts to achieve the system-wide recommendations 1 and 4;

12. *Requests* the management of UN-Women to develop timelines for the implementation of the entity-specific recommendations mentioned above, to be presented at the first regular session in 2025;

13. *Also requests* the management of UN-Women to present an update on the Entity's efforts to implement all recommendations by the JIU at the annual session of the Executive Board in 2025;

14. *Invites* the bureau, in coordination with the bureaux of UNICEF, UNDP, UNFPA, UNOPS and WFP, to consider the work of the agencies on addressing racism and racial discrimination as a topic for the joint meeting of the boards;

15. *Decides* to add an agenda item on addressing racism and racial discrimination for information at the first regular session 2025 and for decision at the annual session 2025.

20 June 2024

2024/7

Implementation of General Assembly resolution 72/279 on the repositioning of the United Nations Development System

The Executive Board,

1. *Takes note of* the update provided by UN-Women on the implementation of General Assembly resolution 72/279 and related mandates on the repositioning of the United Nations development system (UNDS) in the context of the quadrennial comprehensive policy review of operational activities for development of the United

Nations system, including Annex 1 on the UNDS Reform Checklist, as requested in decision 2023/6;

2. *Recalls* its decision 2023/6 and requests UN-Women to continue to implement resolutions [72/279](#), [75/233](#) and [76/4](#) and to support the efforts of the UNDS in implementing related mandates;

3. *Takes note* of the commitment of UN-Women to the United Nations development system repositioning and encourages UN-Women to take further steps to continue to work closely with other UNDS entities, under the leadership of the Resident Coordinator in the country, including through effective information sharing for better coordination to support countries whilst delivering on its mandate in achieving the Sustainable Development Goals, in line with the UNSDCFs and national plans, needs and priorities;

4. *Calls on* UN-Women to strengthen efforts to implement the Management and Accountability Framework, notes the evolving nature of the Framework, and calls on the organization to share its experiences in implementing the Framework at all levels;

5. *Further calls upon* UN-Women to take further steps to align its programming and configuration of its capacities as well as budgeting structures with the Cooperation Frameworks and to strengthen monitoring and reporting on how its entity-specific activities contribute to collective UN country team results in line with national priorities and needs;

6. *Also requests* UN-Women to continue to strive for inter-agency harmonization of reporting on implementation efforts and results of the repositioning of the United Nations development system, including improved delivery of development programming at the country level;

7. *Recalls* the QCPR and stresses the importance of integrated solutions to address complex, multi-faceted challenges impacting achievement of the Sustainable Development Goals, and requests UN-Women to continue supporting collaboration in joint analysis, needs assessments, planning, including collective outcomes and programme delivery, and update the Board within existing reporting mechanisms;

8. *Further requests* UN-Women to continue to update the Executive Board annually on its implementation efforts on the repositioning of the United Nations development system and to include this as an item for decision during the annual session.

20 June 2024

2024/8

Update on UN-Women policies and procedures to tackle sexual exploitation and abuse and sexual harassment

The Executive Board,

1. *Takes note* of the update by UN-Women on policies and procedures to tackle sexual exploitation and abuse and sexual harassment, and action plan;

2. *Welcomes* the new uniform template and approach to reporting on actions to prevent and respond to sexual exploitation and abuse and sexual harassment, and requests UN-Women to include, in reporting, a brief synthesis outlining interagency progress and shared challenges and to better align reporting to future protection against sexual exploitation and abuse and sexual harassment action plans;

3. *Recalls* decision 2023/7 and requests UN-Women to continue, with firm commitment and support from leadership:

(a) to take action to ensure a victim/survivor-centred, system-wide and coherent approach to preventing and responding to sexual exploitation and abuse and sexual harassment, and to continue to foster an inclusive and respectful organizational culture where all personnel are empowered and encouraged to report sexual exploitation and abuse and sexual harassment and protected against retaliation;

(b) to report within existing reporting mechanisms to the Executive Board about all cases in a transparent and accountable manner and to consistently use the iReport SEA Tracker for allegations of sexual exploitation and abuse;

(c) to increase its system-wide collaboration efforts on prevention, protection, and response, including through conducting joint assessments of implementing partners, joint capacity building of implementing partners, and community engagement;

4. *Welcomes* that risks associated to the topic have been incorporated into respective enterprise risk management systems or safeguarding mechanisms, and encourages UN-Women to maintain the high rate of sexual exploitation and abuse risk assessments and take appropriate mitigation measures;

5. *Recalls* decision 2023/7 on piloting the Misconduct Disclosure Scheme, and further encourages UN-Women to pilot the scheme, and report on the results of the pilot and lessons learned, within existing reporting;

6. *Requests* UN-Women to continue to update the Executive Board, under the agenda item policy and programme matters, on its actions to prevent and respond to sexual exploitation and abuse and sexual harassment and decides to include this as a recurring item for decision during the annual session.

20 June 2024