



UPDATE ON UN-WOMEN POLICIES AND PROCEDURES TO TACKLE SEXUAL EXPLOITATION AND ABUSE AND SEXUAL HARASSMENT

Executive Board Annual Session 2025, Informal Briefing

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UN-WOMEN'S COMMITMENT TO PREVENTING AND RESPONDING TO SEA AND SH

Focus on victim/survivor- centered approach

Safe reporting, timely support, safeguards with partners, and integrated risk assessments

Continued inter-agency collaboration

to improve coordination, accountability, and effective response across the UN system



Strengthening organizational culture

to promote a safe, inclusive, and accountable work environment; prioritized as a strategic goal

Enhanced joint reporting with UN agencies

aligning with UN-wide standards and action plans

OUTCOMES ON SEA AND SH



Reporting

SEA and SH reporting mechanisms are safe, accessible, and survivor-centred



Investigations

Investigations are survivor-centred, timely, and result in appropriate accountability measures



Implementing partners

Adequate safeguards and appropriate actions ensure the effective tackling of SEA when working with implementing partners



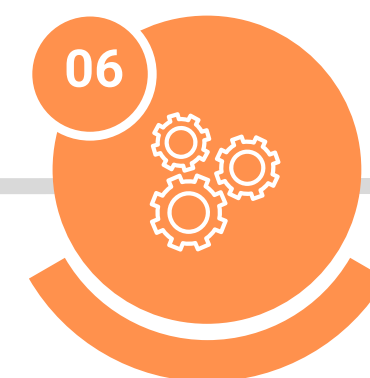
Risk-informed practices

Efforts to address SEA and SH across the organization are continuously strengthened including through reinforced capacity, evidence-based and risk-informed approaches



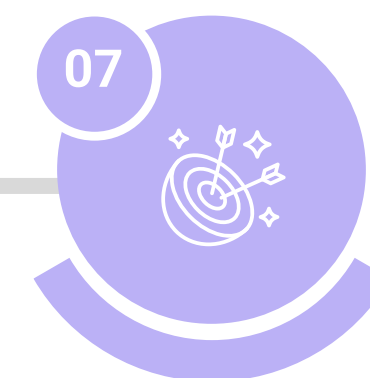
Victim-centred approach

Quality, victim/survivor-centred support is operationalized



Interagency coordination

Interagency coordination and collaboration on PSEA and SH are strengthened



Organizational culture

Culture change that addresses the root causes of SEA and SH is advanced

OUTCOME 1: REPORTING



SEA and SH reporting mechanisms are safe, accessible, and survivor-centred



Formal reporting through OIOS upheld confidentiality and victim/survivor-centered approaches, available via multiple channels (hotline, online, mail)



SEA Allegations were systematically tracked via the UN iReport SEA Tracker, enhancing transparency



Informal reporting pathways for SH were accessible without time limits, supporting a survivor-centered approach



PSEA Focal Points led **community engagement** through targeted awareness efforts, further supported by a practical field guide

OUTCOME 2: INVESTIGATIONS



Investigations are survivor-centred, timely, and result in appropriate accountability measures



OIOS provides **victim/survivor-centred, timely investigations**; In 2024, UN-Women adopted a **hybrid model**, complementing OIOS—thus strengthening effectiveness and sustainability



All investigators are trained in handling SEA and SH cases **ensuring confidentiality and keeping the victim/survivor informed and supported**; SH cases are managed by female investigators



Continued prompt action in accordance with the **zero-tolerance approach**



No disciplinary cases involving staff members, or third parties were reported in 2024; The report was shared with all personnel and published on UN-Women's accountability website

OUTCOME 3: IMPLEMENTING PARTNERS



Adequate safeguards and appropriate actions ensure the effective tackling of SEA when working with implementing partners



Consolidated PSEA safeguards across partnerships by building implementing partner capacity through training, guidance, and awareness activities



PSEA focal points supported implementing partners at country-level using risk assessment tools and providing victim/survivor-centered case management guidance

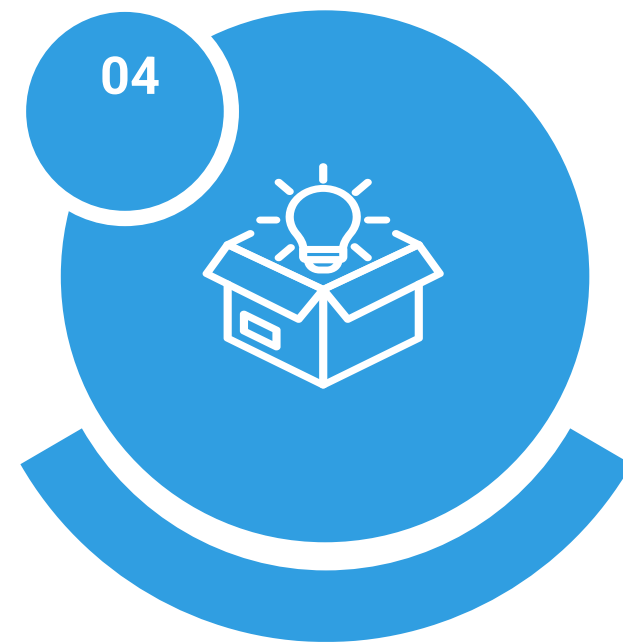


Integrated all provisions of the UN Protocol on SEA involving Implementing Partners into risk-based capacity assessment for government and civil society partners



Ongoing monitoring through quarterly reviews and active participation in coordination mechanisms **ensured continuous safeguarding and accountability**

OUTCOME 4: RISK INFORMED PRACTICES



Efforts to address SEA and SH across the organization are continuously strengthened including through reinforced capacity, evidence-based and risk-informed approaches



98% of risk-owning units assessed risks related to SEA and SH through UN-Women's ERM framework,—ensuring aligned mitigation and response measures across operations



A global network of 118 PSEA/SH focal points supported internal coordination, training, and capacity-building at all levels

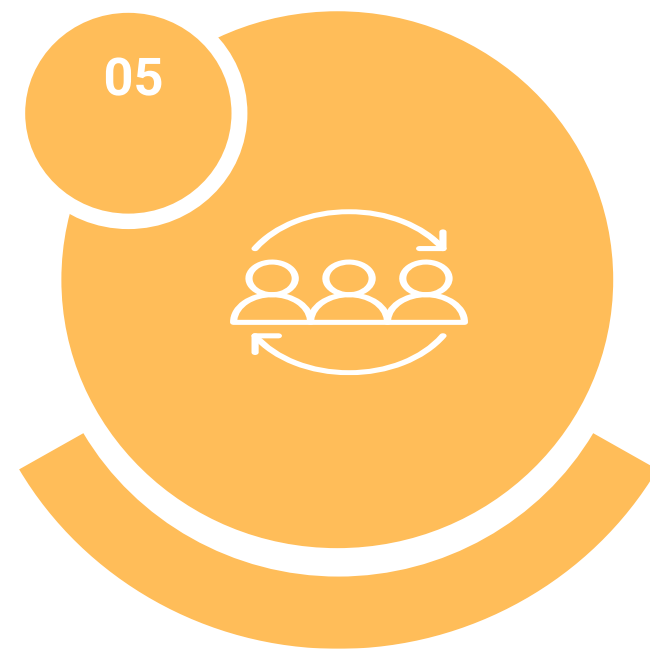


82.5% of UN Women staff completed **mandatory PSEA and SH training**, complemented by scenario-based workshops



Continued vetting of all candidates through ClearCheck and/or reference check as part of the recruitment process; the organization will transition to **ClearCheck 2.0**, and pilot the **Misconduct Disclosure Scheme**

OUTCOME 5: VICTIM/SURVIVOR-CENTRED APPROACH



Quality, victim/survivor-centred support is operationalized



Prioritized rights-based, culturally sensitive assistance for SEA and SH victim/survivors, in collaboration with GBV partners and civil society



Support was timely, consent-based, and tailored to local contexts, with **PSEA and SH Focal Points facilitating access** to medical, psychosocial, and legal services through referrals

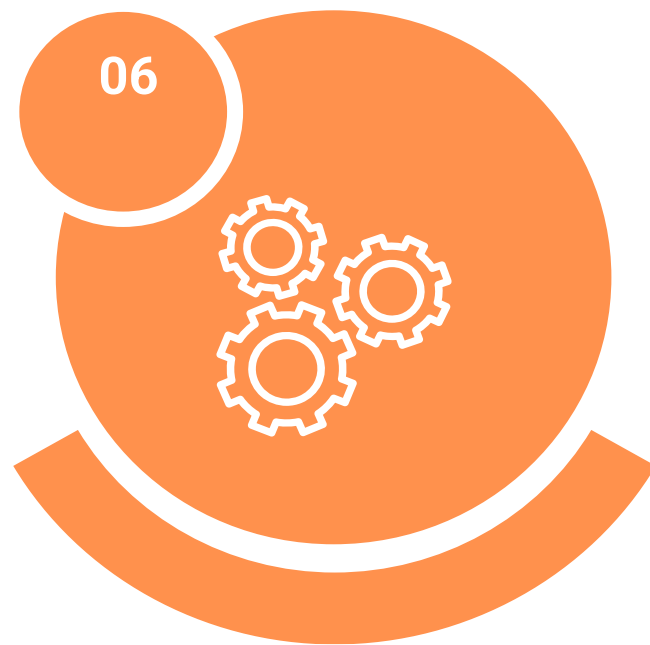


Capacity-building and Community of Practice strengthened Focal Points' roles, **aiming to prevent re-traumatization and to ensure respectful, inclusive support**



UN Protocol on Victim Assistance is integrated into UN-Women's policy repository for organization-wide access; PSEA Focal Points support its implementation at country-level

OUTCOME 6: INTERAGENCY COLLABORATION



Interagency coordination and collaboration on PSEA and SH are strengthened



Contributed to developing a **PSEA and SH Performance Indicator** as part of **UN SWAP 3.0**, aligned with the **Gender Equality Acceleration Plan**



PSEA Focal Points engaged in **inter-agency PSEA(H) networks**, contributing to the development and implementation of action plans

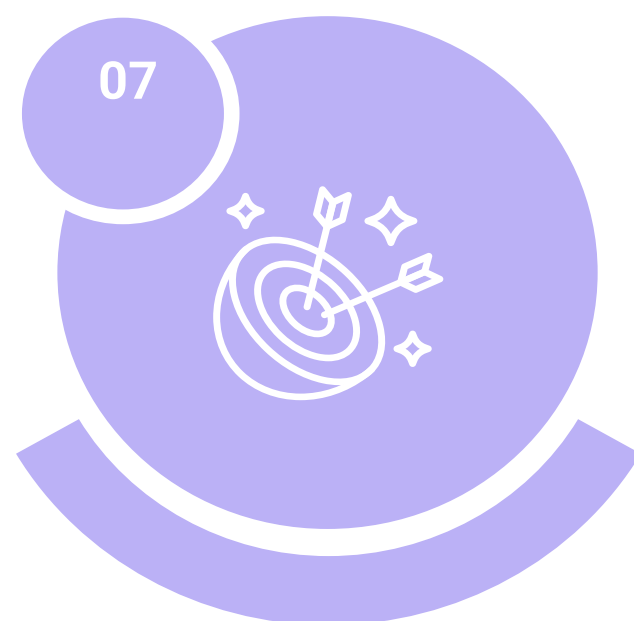


Active member of the SEA Working Group, the IASC-TAG and the UN Executive Group on SH, led the Knowledge Sharing and Collaboration Workstream and managed the UN Knowledge Hub on SH



Continued **support to public and private partners including through global initiatives** such as Safe Cities and Safe Public Spaces

OUTCOME 7: ORGANIZATIONAL CULTURE



Culture change that addresses the root causes of SEA and SH is advanced



A safe, inclusive culture fosters trust and accountability—key to preventing SEA and SH and ensuring safe reporting and victim/survivor centred response



In line with EB Decision 2024/8, UN Women presented an **update on its organizational culture efforts as a standalone strategic priority in 2025**



Staff surveys, including the 2024 PSEA Perception Survey, **informed ongoing actions to improve organizational culture, transparency, and accountability**



Internal taskforce on SH serves as a **platform for sharing practices, addressing challenges and coordinating efforts**

Thank You