

Report of the Ethics Office of UNICEF for 2022

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Item 12: Report of the Ethics Office of UNICEF for 2022

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Mandate of the Ethics Office



**CONFIDENTIAL
GUIDANCE AND ADVICE**



**TRAINING AND
OUTREACH**



**ETHICS AND CULTURE
CHAMPIONS NETWORK**



**CONFLICT OF INTEREST
FINANCIAL DISCLOSURE
PROGRAMME**



**PROTECTION AGAINST
RETALIATION**



**POLICY INPUT TO SENIOR
MANAGEMENT**

Resourcing

- Executive Board decision 2022/14 reiterated decision of 2020/19 requesting UNICEF to provide sufficient financial and human resources to the Ethics Office
- The Board requested the Ethics Office to continue to report on adequacy of resources
- In 2022, one additional senior position was approved and filled at P-4 level
- In 2023, management recently approved the upgrade of two existing posts, and an additional senior post (funded for two years)



Key Milestones for 2022

In 2022, the Ethics Office met and, in many areas, exceeded its objectives for the year

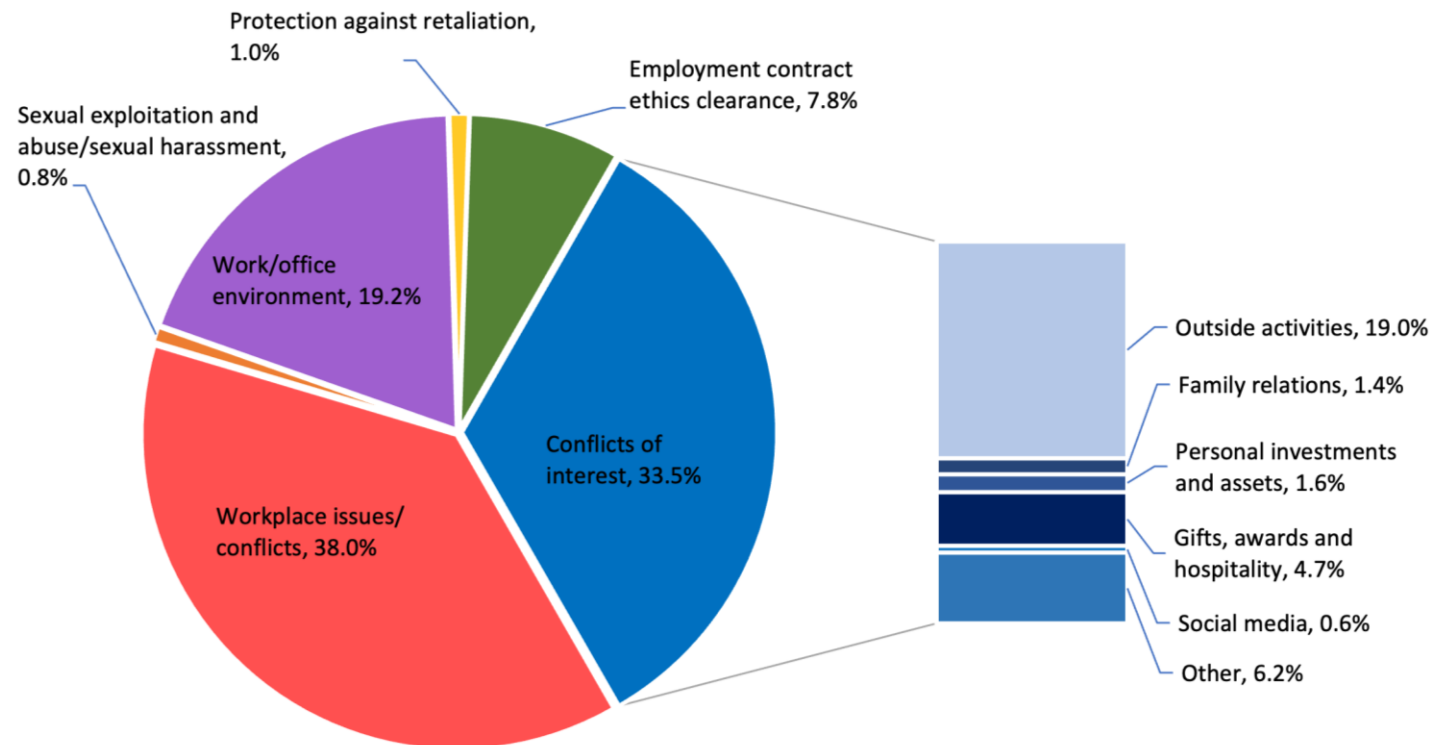
Strengthening and sustaining an ethical culture	Year-on-year increase in total number of ethics services provided (<u>from 1,020 in 2021 to 1,473 in 2022</u>), indicating the growing awareness among UNICEF personnel about the Ethics role and their growing trust in the team.
Delivering training in the most needed places	Number of training deliveries <u>more than doubled</u> (from 41 in 2021 to 87 in 2022), reaching 3,900 personnel globally, through “Introduction into Ethics at UNICEF” delivered for 21 offices; and 39 outreach and awareness-raising sessions for offices, and targeted groups prioritizing L2 and L3 emergency contexts.
Cultivating Ethics and Culture Champions across the globe	Ethics and Culture Champions (ECC) Network was launched in partnership with the Culture and Diversity Team. Currently, <u>more than 480 colleagues in 130 offices</u> are fostering dialogue on ethics and culture in the workplace.
Acting as trusted adviser	Significant increase in requests for advice related to workplace issues and conflict, <u>including consultations with more than 60 Country Representatives by the Director</u> . This indicates recognition of the Office’s proactive approach to address workplace conflict.
Mitigating risks for UNICEF	The Conflict of Interest Financial Disclosure Programme (COIFDP) saw 100% compliance among the 1,630 filers, enabling UNICEF to better identify, manage and mitigate risks related to COI.

Relevant data on Ethics services provided

Ethics services provided, by category

Category	2020	2021	2022
Confidential ethics advice	320	372	516
Requests from ECCs	23	24	20
Ethics training delivery	24	36	87
Support to COIFDP filers	49	84	118
External communication to the Ethics Office	not available	244	509
Press inquiries	0	4	2
Protection against retaliation	9	11	4
Reports to Ethics Office of alleged misconduct	75	110	71
Standard-setting and policy input	47	100	88
UN ethics coherence (consultations within the Ethics Panel of the UN)	8	35	58
TOTAL	555	1 020	1 473

Provision of confidential advice by subcategory, 2022 (n=516)



Highlights: Training, outreach and awareness-raising

<p>Delivery of training, outreach and awareness-raising</p>	<p>The Office conducted 87 face-to-face training and outreach sessions directly to more than 3,900 UNICEF personnel, prioritizing offices in L2 and L3 emergency contexts:</p> <ul style="list-style-type: none"> • “Introduction to Ethics at UNICEF”, a flagship training product, was delivered in 21 country offices and divisions • 39 outreach and awareness-raising sessions were conducted for country and regional offices and targeted groups
<p>Mandatory online courses</p>	<p>2,022 people completed the course on “Ethics and Integrity at UNICEF,” and 1,973 people completed the course on “Protection from Sexual Harassment and Abuse of Authority” in 2022.</p>
<p>Global Campaign: Ethics Month</p>	<p>The Office led UNICEF’s sixth annual Ethics Month, highlighting the theme of “Accountability in Action”, engaging over 5,300 UNICEF personnel in ethics dialogues throughout the month, including a conversation with senior management.</p>
<p>ECC Network</p>	<p>The ECC Network has more than 480 Champions across 130 offices, who facilitate dialogue on ethics and culture among their colleagues. During Ethics Month, ECCs facilitated dialogue in 63 offices, reaching over 3,200 UNICEF colleagues.</p>
<p>Communication and outreach materials</p>	<p>The Office manages a dedicated SharePoint site, Yammer group targeting UNICEF personnel, as well as a website available for external audiences.</p>

Strategic priorities in 2023/24

Expanding and extending training, outreach and awareness-raising

Increase focus on higher-risk groups including personnel in L2 and L3 emergency contexts, General Services staff, employee resource groups and offices that score on the low end of staff surveys.

Create and deliver new training content

Developing and rolling out a module on *ethical leadership* for country representatives in 2023 and expanding this to all 4,000 UNICEF managers in subsequent years, and a module on preventing and addressing sexual harassment in the workplace for in-person delivery, in partnership with other key stakeholders.

Nurture and strengthen the ECC Network

Continue cultivating ECCs with more frequent engagement, increased training and virtual spaces where they can bring issues and questions and share ideas. Two specific priorities for 2023 include “speak up” training to ECCs and more in-depth facilitator training.

Review and revise key policies

Undertake a comprehensive review and update as needed of the Executive Directive on Financial Disclosure and Declaration of Interest Statements and the whistle-blower protection policy to align with developments and current best practices.





Thank you.