

Report of the Ethics Office of UNICEF for 2020

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UNICEF Executive Board
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Item 9: Report of the Ethics Office of UNICEF for 2020
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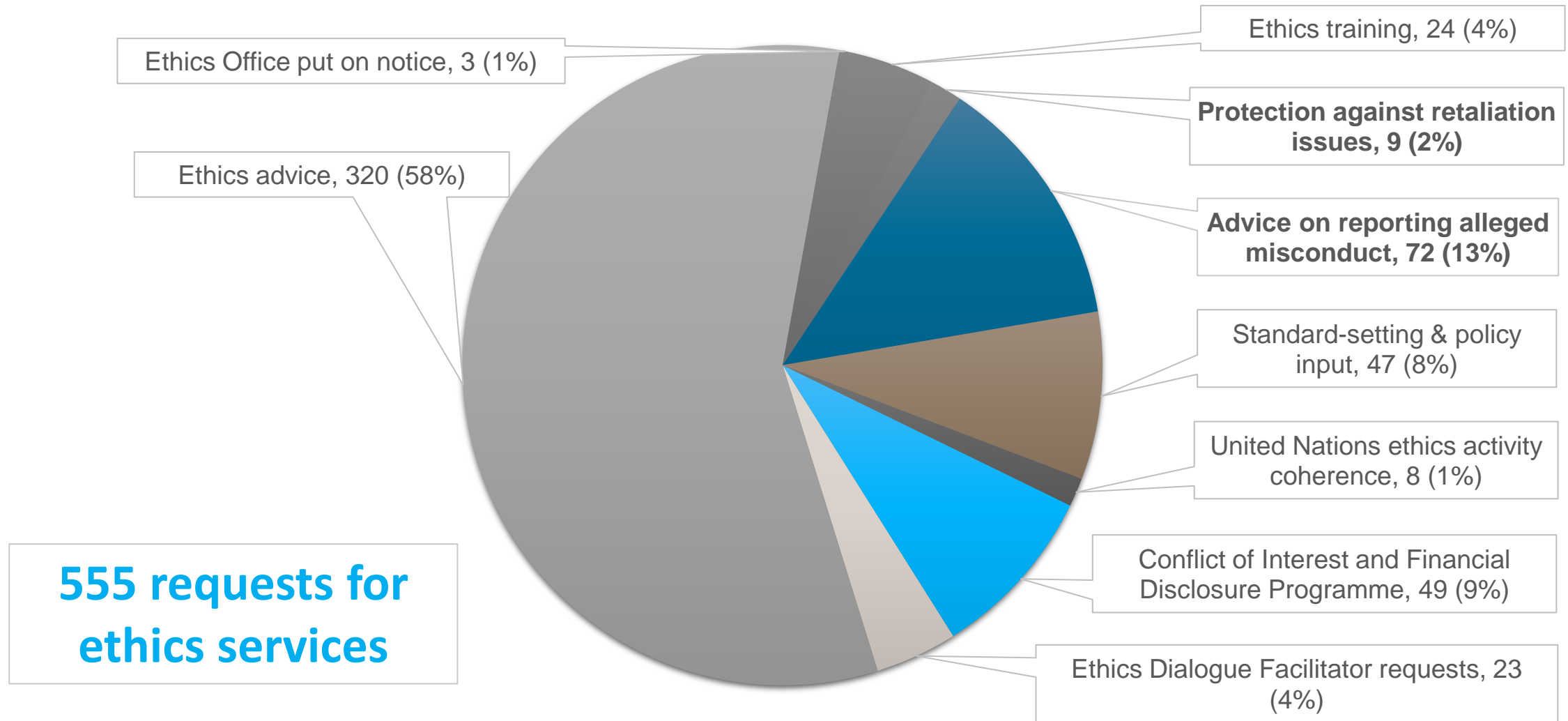
unicef 
for every child



Key Milestones

- Strengthened institutional independence as separate unit
- More than one third of UNICEF personnel benefited from training and outreach activities
- Ethics Month 2020 included participation by 5,133 personnel in 54 headquarters, regional & and country offices (123% increase in participation)
- Enhanced cross-divisional collaboration on ethics, organizational culture and values
- Conflict of Interest and Financial Disclosure Programme (CIFDP) – 100% compliance rate on filing requirements

Ethics Service Data



THE ETHICS OFFICE WILL



ADDRESS INAPPROPRIATE BEHAVIOURS
before they rise to the level of misconduct or
ripen to full conflict



FOCUS ON NEEDS
of the affected UNICEF personnel



PURSUE INFORMAL RESOLUTION
refer and/or apply process to stop/correct the
inappropriate behaviour or address emerging
risks



OFFER SUPPORT
throughout the entire process

THE ETHICS OFFICE WILL NOT

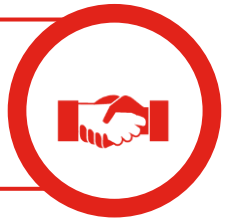
CONDUCT FACT-FINDING
investigations, nor make any factual
determinations



ACT AS AN ADVOCATE
for any party, to preserve its Independent
and impartial status



**REFER MATTERS FOR INVESTIGATION,
MEDIATION OR OTHER MECHANISMS**
without the consent of the affected personnel



REVIEW MANAGERIAL DECISIONS
or performance evaluations



ADVICE/CONSULTATION

01



IDENTIFIES the nature of the problem and advises on the best way it can be resolved

OPTIONS MAY INCLUDE:

- coaching, advice and guidance
- referring the matter for investigation, mediation or other informal resolution or to the appropriate support service
- with consent of personnel, assist in early interventions to address issues

MEASURES

02



ADVISES/CAUTIONS personnel and managers about inappropriate behaviour that is out of line with values, but do not rise to the level of misconduct

WORKS with management to secure protective or remedial measures

PRESERVES anonymity and confidentiality, when appropriate

MONITORING

03



FOLLOWS UP REGULARLY with involved parties to verify the effectiveness of the interventions and offer additional support

MONITORS the status of the affected individual to prevent retaliation, and to provide immediate support if retaliation is suspected

KEEPS CONFIDENTIAL records of interventions that are only accessible to the Ethics Office

*** NO ACTION IS TAKEN WITHOUT THE CONSENT OF THE AFFECTED PERSONNEL**

Thank You.

Ethics Office