

UNICEF Ethics Office

El Cid Butuyan, Director



Orientation for the 2024 Executive Board

11 January 2024



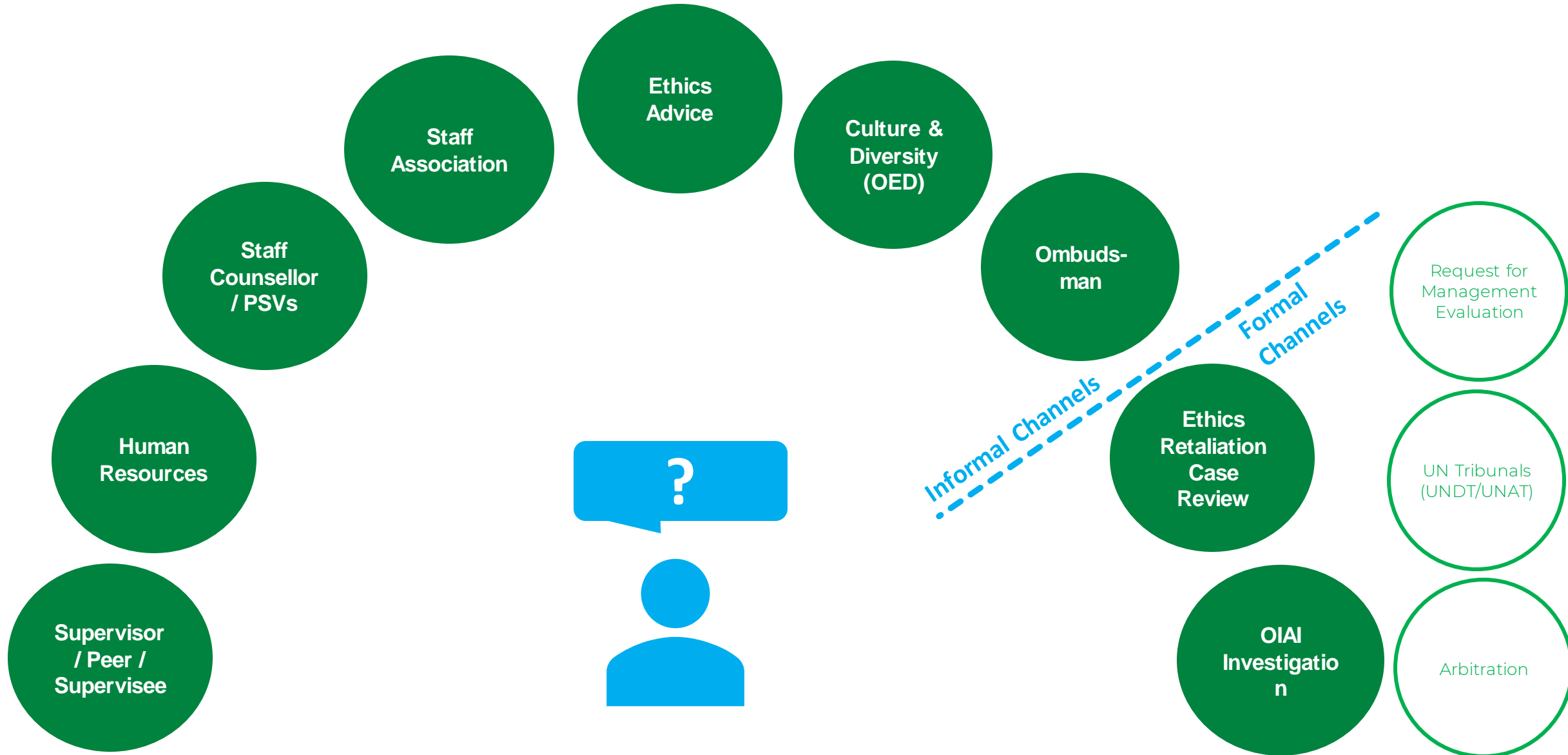
Ethics Office mandate and principles

Established under ST/SGB/2007/11 of 30 November 2007.

Mandated to “cultivate and nurture a culture of ethics, integrity and accountability”.

Governing principles of independence, impartiality and confidentiality.

Options to Address Workplace Concerns and Conflicts



Role of the Ethics Office



**CONFIDENTIAL GUIDANCE AND
ADVICE**



TRAINING AND OUTREACH



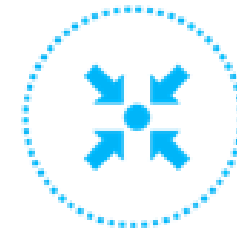
**ETHICS AND CULTURE CHAMPIONS
NETWORK**



**CONFLICT OF INTEREST FINANCIAL
DISCLOSURE PROGRAMME**



**PROTECTION AGAINST
RETALIATION**



**POLICY INPUT TO SENIOR
MANAGEMENT**

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 services (<u>1,020 in 2021 to 1,473 in 2022</u>), staff awareness of Ethics role and their trust in the team continues to grow
Delivering training in the most needed places	Training <u>more than doubled</u> (41 in 2021 to 87 in 2022 to <u>3,900 personnel</u>). Ethics Intro at 21 offices, prioritizing Level 2/3 emergency, 39 outreach sessions
Cultivating Ethics and Culture Champions across the globe	Ethics and Culture Champions Network (ECC) launched with Culture and Diversity Team, <u>more than 480 colleagues in 130 offices</u> fostering dialogue on ethics and culture
Acting as trusted advisor	Significant <u>increase in requests for advice on workplace issues</u> . <u>Consultations with more than 60 Country Representatives by the Director</u> . Proactive and collaborative approach increasingly seen as effective
Mitigating risks for UNICEF	<u>The</u> Conflict of Interest and Financial Disclosure Programme achieved 100% compliance among 1,630 personnel

Types of Ethics advice and guidance requests

	2021		2022	
	#	%	#	%
Outside activities	91	24%	98	19%
Workplace issues (incl. harassment, abuse of authority, discrimination)	176	47%	295	57%
Other conflict of interest	35	9%	10	2%
Others (Protection against Retaliation related inquiries, PSEA/SHA, personal investment, etc.)	58	16%	89	18%
Awards, Gifts, Favors, Honors, etc.	12	3%	24	4%
Total number of requests for conf. advice and guidance	372		516	

Shift from reactive to preventative approach

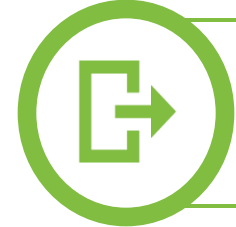
ETHICS OFFICE DOES



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



FOCUS ON NEEDS of the affected UNICEF staff



PURSUE INFORMAL RESOLUTION by referring and/or providing guidance to stop/correct the inappropriate behavior or emerging risks



PROVIDE SUPPORT throughout the entire process, including protection from retaliation

ETHICS OFFICE DOES 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 or other resolution mechanism without the consent of the affected personnel



REVIEW MANAGERIAL DECISIONS or performance evaluations



Thank you.



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unicef  | for every child