

ETHICS OFFICE ANNUAL REPORT 2019

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Item 10

Report of the Ethics Office of UNICEF for 2019
Reference document: [E/ICEF/2020/22](#)

Key Milestones



Recorded requests for services continued to increase;

Training and outreach: Webinars, training, Ethics Month, launch of “A Road Map on where to go when” in four languages;

Standard setting and policy support: Advised on policies, procedures and processes including the revised competency framework;

Identified options and recommendations to strengthen institutional independence of the office.

Training, Education and Outreach

71 customized training and awareness sessions

- 851 staff trained in person
- 1,972 staff trained remotely
- 19 country offices
- 6 regional offices
- 17 HQ divisions

**2,823 UNICEF staff members
trained**

6 Global Webinars:

- Introduction of Ethics Office Roadmap
 - Political Activities
 - Gifts and Awards
 - Integrity and Working with Third Parties
 - Moving to a Culture of Courage
 - Child Safeguarding
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- **303 Ethics Dialogue Facilitators (EDF) globally**

Ethics Month - October 2019



Ethics Month 2019 (EM2019) focused on culture change through: **Ethical Awareness, Integrity and Behaviour Change**

2,300 staff members, or 15% of staff participated in Ethics Month 2019 activities

59 offices participated, including from HQ, CO and RO

EDFs in 53 country offices organized EM2019 events for staff.

Protection against Retaliation (PaR)



10 PaR cases received in 2019

including 3 prima facie cases

CIFDP | Conflict of Interest and Financial Disclosure Programme



Implemented the recommendations of KPMG following the gap analysis of the CIFDP in 2018;

Conducted three webinars for 60 heads of offices/divisions on the recommendations and changes introduced;

100 per cent compliance rate on filing requirements.

2020 Priorities

Strengthening of institutional independence of the office and implementation of endorsed recommendations;

Coordination of newly created roles and units in OED to prevent overlap;

Continued assessment of the organization's initiatives towards change in behaviour, attitude and perception at all levels.



Thank You

Ethics Office