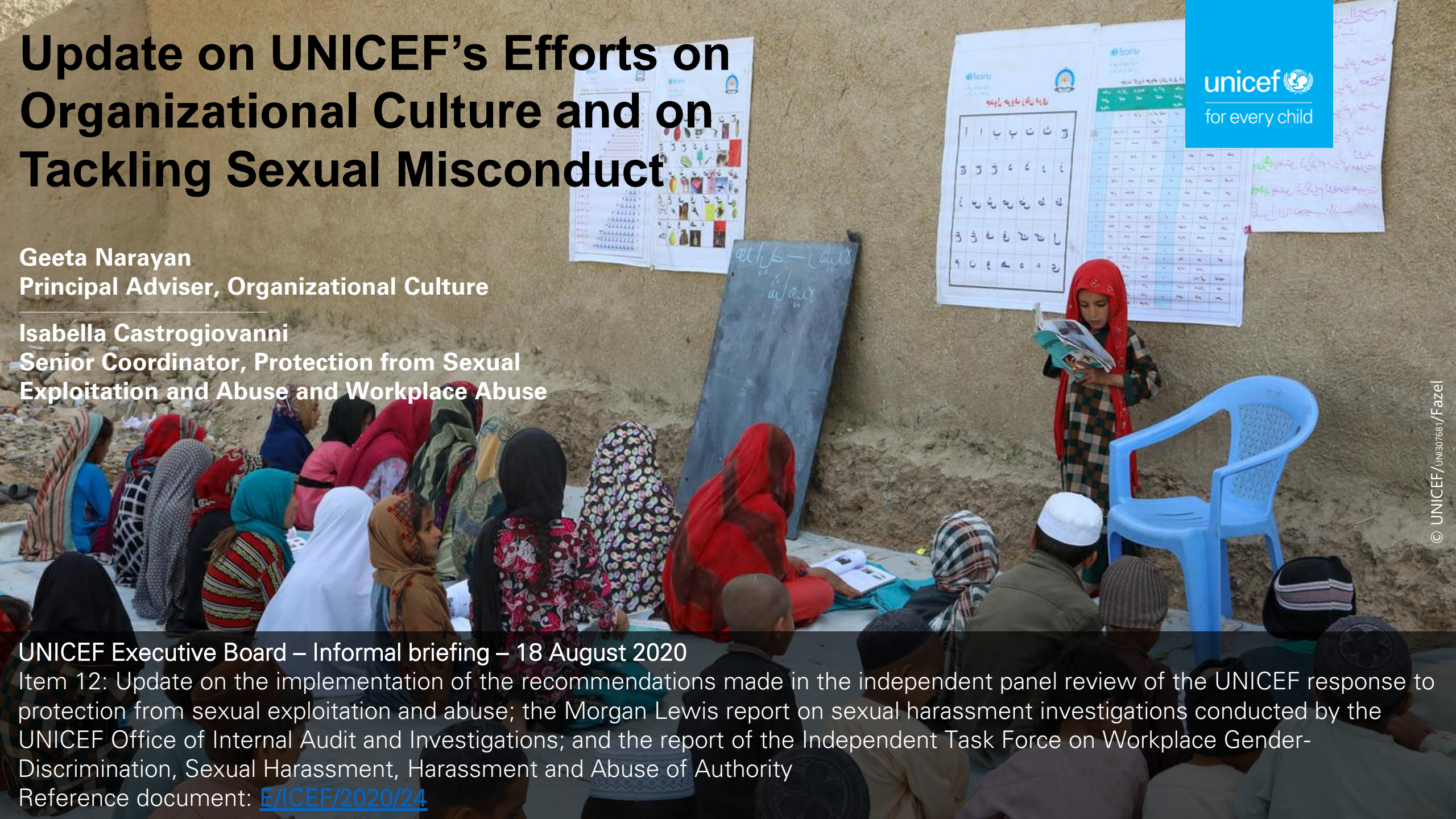


Update on UNICEF's Efforts on Organizational Culture and on Tackling Sexual Misconduct



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UNICEF Executive Board – Informal briefing – 18 August 2020
Item 12: Update on the implementation of the recommendations made in the independent panel review of the UNICEF response to protection from sexual exploitation and abuse; the Morgan Lewis report on sexual harassment investigations conducted by the UNICEF Office of Internal Audit and Investigations; and the report of the Independent Task Force on Workplace Gender-Discrimination, Sexual Harassment, Harassment and Abuse of Authority
Reference document: [E/ICEF/2020/24](https://www.unicef.org/cepr/2020/24)

Organizational Culture – main areas of progress

Improved staff engagement and awareness

- Staff recognition - Humans of UNICEF
- Values Charter
- Young UNICEF expanded
- More frequent, coordinated engagement with staff

Swift and effective COVID-19 reorientation

- Rapid pivot to working from home
- Senior Leaders dialogues
- Staff Counselling support

Contribution to UN system-wide culture efforts

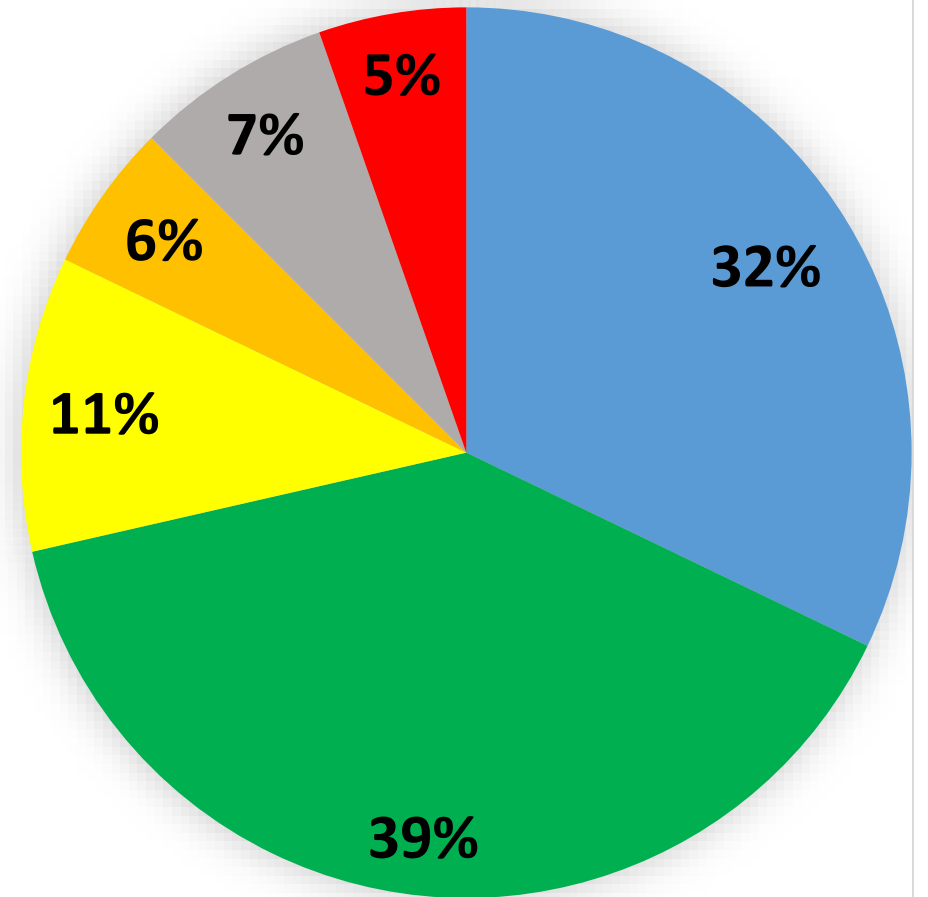
- Contribution to UN inter-agency thinking and reforms

Increased capacity and sharper policies and processes

- Increased awareness and use of mediation
- Updated DHR policies and procedures; Do's & Don'ts
- Administrative Law Unit and Advisory Panel operational
- OIAI increased capacity

ITF Report – Status of Actions (N=56)

- Completed
- On track/ongoing
- Delayed
- Not yet started/major delay
- Not enough data
- Action not accepted



Anti-Discrimination & Anti-Racism

- Established Internal Task Team
- Created Engagement Group
- Identified initial actions on anti-Black racism
- Holding regional focus group discussions
- Sharing experiences with inter-agency partners
- Global Staff Survey data



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Protection from Sexual Exploitation and Abuse (PSEA) - Main areas of progress

RESPONSE

- E.g. PSEA integrated in COVID-19 response plans; accelerated country-level action with a focus on strengthened **reporting** and **victim assistance**

RISK MANAGEMENT

- E.g. ongoing global **roll out of PSEA assessments with implementing partners** and support to strengthen their institutional PSEA capacities

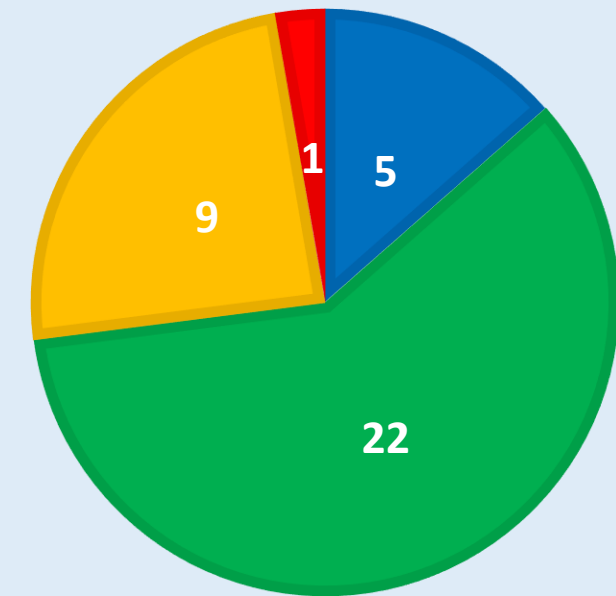
INTER-AGENCY INITIATIVES

- E.g. new IASC learning package released; common IASC resources and tools developed; system-wide guidance on victim's assistance prepared; legal aid consultation conducted; alignment with/support to UN system-wide initiatives

UNICEF Management Response to the 2018 PSEA Independent Panel Review Report

STATUS OF THE 37 ACTION POINTS

- Completed
- On track/ongoing
- Delayed (but in progress)
- Not yet started



Tackling Sexual Harassment (SH) - Main areas of progress

UNICEF Strategy to tackle SEA/SH: 5 Priorities

Organizational Culture of Zero Tolerance

Safe, trusted reporting mechanisms

Swift, credible investigations and sanctions

Survivor-centered responses

Working with partners to fight SEA/SH

- **ORGANIZATIONAL CULTURE** – e.g. full alignment with UN Model Policy on SH; 94% completion of mandatory SH eLearning course; engagement with senior leaders
- **REPORTING** – 36 SH cases reported in 2019; 11 in 2020 (as of July)
- **INVESTIGATIONS AND SANCTIONS** – strengthened investigations services and increased trust in our systems
- **SURVIVOR-CENTRED RESPONSE** – internal investigation procedures reviewed to adapt a more victim-centered approach; prioritization of SEA/SH cases for quickest response
- **WORKING WITH PARTNERS** - CEB Task Force on SH - 2019 UN system-wide survey on SH reporting completed (Q3); joint review of UN mandatory course.

Some areas to accelerate

- Compliance/deterrence and Prevention
- Invest in culture change
- Raise awareness and understanding among all personnel
- Restructure the safeguarding portfolio
- Further strengthen metrics to track progress
- Improve the performance management system
- Adapt to the transformations due to COVID-19



Thank you.