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

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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
Organizational Culture

Improved staff engagement and awareness
• Staff recognition – Humans of UNICEF programme
• Values Charter; Young UNICEF
• More frequent, coordinated communication 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

Increased capacity and sharper policies and processes
• Increased awareness and use of mediation
• Updated DHR policies and procedures
• Administrative Law Unit and Advisory Panel
• OIAI increased capacity

Stronger efforts against racism and discrimination
Protection from Sexual Exploitation and Abuse (PSEA) - Main areas of progress

1. Strengthened operational response at the country level
   • e.g. PSEA integrated in COVID-19 response plans, with a focus on enhanced reporting and victim assistance

2. Improved risk management & due diligence with partners
   • e.g. global roll out of PSEA assessments

3. Increased inter-agency collaboration
   • e.g. common IASC resources and tools; system-wide guidance on victim assistance; legal aid consultation; alignment with/support to UN system-wide initiatives; common UN PSEA assessment tool


STATUS OF THE 37 ACTION POINTS

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

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22
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Tackling Sexual Harassment (SH) - Main areas of progress

**UNICEF Strategy to tackle SEA/SH: Five Priorities**

- **Organizational culture of zero tolerance**
- **Safe, trusted reporting mechanisms**
- **Swift, credible investigations and sanctions**
- **Survivor-centred responses**
- **Working with partners to fight SEA/SH**

- **Strengthened systems** – e.g. full alignment with UN Model Policy on SH grounded in a zero-tolerance culture
- **Safe Reporting** – 36 SH cases reported in 2019; 11 in 2020 (as of end July)
- **Enhanced investigations and sanctions** – increased trust in our systems
- **Survivor-centred responses** – e.g. specialized training, case coordinator role; prioritization of SEA/SH cases for quickest response
- **Working with partners** – e.g. CEB Task Force on SH
Thank you!