Follow-up to the ITF Report on Gender-Discrimination, Sexual Harassment, Harassment and Abuse of Authority: Where are we since June?

Geeta Narayan
Principal Advisor, Organizational Culture
Key Areas of Work

Sexual Exploitation & Abuse
Independent Panel Review of UNICEF’s response to SEA

Workplace Abuse
ITF on Workplace Gender Discrimination, Harassment and Abuse of Authority

Sexual Harassment
Morgan Lewis Review

Organizational Culture

Principles/Approach:

• Immediate, medium, long term actions
• Critical actions since June in:
  • Staff-driven organizational culture change
  • Internal communications
  • People management
  • Resolving disputes, reporting, investigating and disciplining
• Promoting our core values
• Sourcing best practices & solutions
• Building on what’s good in UNICEF culture
• Collaboration with the UN System
Progress since June: *Staff-driven and staff-responsive organizational culture change*

- Solicited and addressing issues from staff (different channels, groups)
- Engaging with Staff Associations at all levels
- Global Week(s) of Reflection
- Established informal Culture Consultation Group
- Working with Deloitte on organizational culture gaps, good practices, strategy, plan
Progress since June: Internal Communications

- Strengthening, diversifying, amplifying, using engaging tools
- Promoting 2-way communication, increased dialogue
- Providing clear, easily accessible Information
- Using formal and informal channels
- Initiating Conversations with DED-M
Progress since June: **People Management**

- Increased recruitment fairness & transparency (policy and procedures, staff reviews)
- Building managers’ people skills and knowledge
- Updated competency framework (for recruitment and accountability)
- Introduced Matrix Management (for checks and balances, creativity and growth)
- Improving data and analysis on workforce
- Clarified flexible work arrangements
- Creating national staff development programmes
Progress since June: Reporting and Resolving Conflict

Improving functioning, building trust and understanding

- Increasing mediation capacities
- Strengthened investigation functions and capacity
- Repositioning review and disciplinary measures function (Administrative law section)
- Establishing Advisory Panel on Disciplinary Measures
- Raising awareness and understanding (created roadmap + flowchart on resolving and reporting, investigations discipline)
Thank You