



UNICEF Ethics Office

Informal Briefing  
to the Executive Board  
June 2017

# Ethics Office Mandate & Principles

- Created end of 2007 under ST/SGB/2007/11 of 30 November 2007.
- Mandated to “*cultivate and nurture a culture of ethics, integrity and accountability*”.
- Governing principles are independence, impartiality and confidentiality.

# Ethics Office Terms of Reference

## – vis-à-vis staff –

- Develop standards, training and education on ethics issues.
- Give confidential advice & guidance as focal point for raising staff integrity awareness.
- Take responsibility under Whistleblower Protection Policy against retaliation.
- Administer financial disclosure program.

# Ethics Office Terms of Reference – vis-à-vis management –

- Principal Adviser, Ethics reports directly to Executive Director.
- Provide guidance to management so that UNICEF rules, policies, procedures and practices reinforce and promote UN standards of integrity.
- Provide an annual report on the activities of the Ethics Office to the Executive Director which is also shared with the Executive Board.

# Ethics Office – 2016 Key achievements

- Main focus on training, education and outreach. Significant increase in number of customized remote training sessions (28 customized remote training sessions).
- Increased visibility and awareness of the Ethics Office function through diversified communication methods (interviews, global messages, all staff accessible global webinars).
- Worked closely with management and staff association at all levels, including the GMT and the GSA, to gain their trust and support.



# Ethics Office – 2017 Global Priorities

- Continue to raise profile of Ethics Office function and mandate globally, through smart media and communications.
- Initiate review of UNICEF’s whistleblower protection policy, based on international best practices and, as a minimum standard, revised UN Secretariat policy.
- Launch mandatory PSEA online training within UNICEF globally.
- Work on further strengthening staff belief in accountability, fair and equal application of standards of conduct, and protection against retaliation.

# Ethics Office – Observations

- Achieving progress in key areas will not happen overnight and may be difficult to measure.
- Advocating for an even stronger speak-up culture will only be credible and successful if there is a listening culture – even if it means at times listening to, receiving and accepting what may look like “bad news”.
- Ethics Office success depends upon close collaboration with and strong support from relevant internal stakeholders at all levels across the organization and its ability to create synergies by leveraging such collaboration.

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