



UNICEF Ethics Office

**Informal Briefing
to the Executive Board
June 2016**

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

– staff facing –

- 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 – management facing –

- 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 – 2015 Key achievements

- Introduction of mandatory Ethics and Integrity e-learning course.
- Webinar training of 150 Ethics Dialogue Facilitators (EDFs) in 71 countries, to act as multipliers for regular country office based Ethics dialogues.
- Over 2,600 UNICEF staff members (i.e. ca. 20 per cent of all UNICEF staff worldwide) received face to face ethics training, either from the Ethics Office or the EDFs.

Ethics Office – 2016 Global Priorities

- Continue ongoing engagement with and outreach to country offices and representatives.
- Complete roll-out of Ethics Dialogue Facilitators model and make sure it is sufficiently robust.
- Raise profile of Ethics Office function and mandate globally, through smart media and communications.
- Prove to staff globally that Ethics matter and that senior management “walks the talk”.

Ethics Office – Potential Challenges

- Achieving progress in key areas will not happen overnight and may be difficult to measure.
- Staff members' awareness and understanding of Ethics Office function & ethics issues still evolving.
- Risk of the “unknown knowns”: potential ethical dilemmas which may be known in part of the organization but are not brought up with the Ethics Office.

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