

About Us

UNICEF's Ethics Office promotes and supports staff in understanding and applying the highest ethical standards while carrying out their duties on behalf of children around the world.

Our work is grounded in the [Charter of United Nations](#), the [Standards of Conduct for International Civil Service](#) and UNICEF's core values of [Care](#), [Respect](#), [Integrity](#), [Trust](#) and [Accountability](#).

Leadership



El Cid Butuyan- Ethics Director

Cid joined UNICEF in June 2021 as the first Director of the independent Ethics Office following a career that has spanned integrity, ethics and legal practice.

Cid was previously at the World Bank where he spent over 15 years between the Integrity Unit and Legal Department.

Most recently he was Integrity Lead at the Green Climate Fund, and before that he worked at the Asian Infrastructure Development Bank, helping build the Ethics Office and function. He served in the public sector as Antitrust Commissioner of the Philippine Competition Commission, with the rank of Under Secretary/Deputy Minister and was an Impeachment Prosecutor in the historic first impeachment against a sitting Philippine President for plunder/grand corruption.

He was a Lecturer at Harvard Law School and Visiting Professor at University of Hawaii. He is a graduate of Harvard Law School and the University of the Philippines.

Ethics Office



Our Work

The guiding principles of the Ethics Office are independence, impartiality and confidentiality.

Our work focuses on five key areas:

Advice to Staff: The Ethics Office provides confidential advice and guidance to UNICEF Personnel on ethical issues, primarily related to conflicts of interests and workplace conduct and conflicts. Any UNICEF personnel can approach the Ethics Office for assistance in navigating an ethics question; they will be supported to describe the issue, identify the rules and regulations that may apply, examine their options and understand the potential outcomes or consequences. Our aim is to help UNICEF personnel be better equipped to make ethical decisions in the best interest of UNICEF.

Training and Outreach: We provide UNICEF personnel with training on the most common ethical issues they may face at work utilizing a broad range of methodologies appropriate for adult learning, including e-learning, virtual delivery, in-person delivery as well as targeted communications campaigns. Our goal is to equip UNICEF staff with the knowledge and tools that enable ethical, values-based decision-making.

Our Work

Policy Input: The Ethics Office routinely provides guidance to UNICEF Management to ensure that our rules, policies, procedures and practices are aligned with and reinforce the standards of integrity called for under the Charter of the United Nations.

Financial Disclosure: The Ethics Office administers UNICEF's Conflict of Interest and Financial Disclosure Programme (CIFDP), which aims to mitigate the risks to the organization that may result from a staff member's personal interests. We help staff identify, understand and avoid situations where there is an actual or potential conflict of interest, which helps protect both staff and UNICEF's interests and reputation. The CIFDP aims to promote public confidence in UNICEF and its staff.

Protection Against Retaliation (Whistleblower Protection): The Ethics Office receives and reviews complaints from UNICEF personnel who feel they are being retaliated against for reporting misconduct or failure of UNICEF personnel to comply with their obligations or for cooperating with authorized audits, investigations and other oversight activities. We also work with relevant Management to ensure interim protection measures are in place as needed.

Resources and Publications

Key UN Resources

- [United Nations Charter](#)
- [Standards of Conduct for International Civil Service](#) (ENG), (FRN), (SPN), (Arabic), (Russian), (Chinese)
- [2018 Staff Regulations and Rules of the United Nations](#) (ENG), (FRN)
- [UN Supplier Code of Conduct](#)
- [United Nations system-wide application of ethics: separately administered organs and programmes](#)

Key UNICEF Resources

- [Values Charter](#)
- [Policy on Whistle-blower Protection Against Retaliation](#)
- [Ethics Office Annual Reports](#)

Contact Us

If you have any questions or need any more information, or to inquire further about protection against retaliation/ whistleblower protection, you can contact us

by email: ethics@unicef.org

by mail: Director, Ethics Office, UNICEF, Three United Nations Plaza, New York, New York 10017 USA

To report suspected misconduct, fraud, or other wrongdoing related to UNICEF, please contact the Office of Internal Audit and Investigations

by email: integrity1@unicef.org

by mail: Director, Office of Internal Audit and Investigation (OIAI), UNICEF, Three United Nations Plaza, New York, New York 10017 USA