UNICEF ETHICS OFFICE
Annual Report 2018
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2018: KEY MILESTONES

- Renewed leadership commitment to values-based culture
- Recorded requests for services notably increased from 2017 and more than doubled compared to 2016
- Training and outreach: 4 global webinars, increased face-to-face training sessions, one-on-one ethics leadership training; ELM2018
- Revised policy on whistleblower protection against retaliation
116 ethics training awareness sessions

- 53 group sessions, in person and remotely
- 30 managers and supervisors – one-on-one training
- 2,786 staff trained
- 19 Country offices
- 6 Regional offices
- 16 HQ/Divisions
- 2 GMT sessions

4 Global Webinars:

- Prevention of sexual exploitation and abuse and sexual harassment
- Abuse of authority and workplace harassment
- Whistleblower protection against retaliation
- Ethics, culture and values (in French)
Revised policy on whistleblower protection against retaliation

- Preventive measures
- No time limit for reporting misconduct
- **ALL** UNICEF Personnel (including consultants)

**12 inquiries received in 2018, compared to 6 in 2017**

- 1 case of *Prima Facie*

**3 requests for preventive measures**
CIFDP | Conflict of Interest and Financial Disclosure Programme

Gap Analysis of the CIFDP by KPMG in 2018

- Recommendations:
  - Reduction in number of filers
  - Stricter compliance timelines
  - Clear consequences for non-compliance
  - Improved IT security

- Implementation for 2019 cycle
2019: PRIORITIES AND CHALLENGES

- Culture change initiatives – coherence, global buy-in and momentum
- Aligning efforts between Ethics Office and relevant stakeholders (DHR, Ombudsman, OIAI) and coordinating with new players (PSEA coordinator, Culture Adviser)
- Assessment of Ethics Office resources and capabilities
THANK YOU