

End-of-Year Management Letter on Protection from Sexual Exploitation and Abuse (SEA) and Reporting of SEA Allegations

In accordance with Section 4.6 of the Secretary-General's Bulletin on "Special measures for protection from sexual exploitation and sexual abuse" (ST/SGB/2003/13) and in accordance with CF/EXD/2004-002, I, Henrietta H. Fore, hereby certify that UNICEF has reported to the Secretary-General all allegations of sexual exploitation and abuse (SEA) that have been brought to its attention and has taken all appropriate measures to address such allegations, in accordance with established rules and procedures for dealing with cases of staff misconduct.

Furthermore, UNICEF has made available to all its staff members and affiliated personnel training focused on the prevention of sexual exploitation and abuse (PSEA). UNICEF has also raised the awareness of its staff members, affiliated personnel and beneficiaries of assistance, insofar as applicable, through appropriate means, regarding the prohibition of SEA and ways of reporting such acts.

In addition, UNICEF has taken the following steps to strengthen effective prevention and response to SEA in 2018:

- In my role as PSEA Champion for the Inter-Agency Standing Committee (IASC), I advanced a plan to accelerate country-level implementation of PSEA across all humanitarian settings, which was endorsed by IASC Principals in December. We look forward to its implementation, and have committed \$11 million of our funds to this shared endeavour.
- To strengthen our engagement with partners for PSEA, UNICEF co-chaired the task force that developed the United Nations Protocol on Allegations of SEA Involving Implementing Partners, which was endorsed by the United Nations High-Level Steering Group in February 2018. The adoption of the Protocol is under way: UNICEF revised the terms of its Programme Cooperation Agreement with civil society organizations; and the UN Partner Portal, a new inter-agency web platform developed to facilitate United Nations partnerships with civil society, incorporates partner declarations and verification on PSEA.
- To ensure that our policies and systems are the most robust they can be, I commissioned an independent review of UNICEF's approach to PSEA and made it public. UNICEF accepted all the outcome recommendations and will be implementing them in the months ahead. We are presenting the review, its recommendations and our plan of action to our Executive Board.

- To better investigate allegations of SEA, we have increased our investigative capacity, we are building skills, and setting new targets. Already augmented by 40 per cent, we will add more human resources to the investigation team in 2019. We continue training our investigators, sharing best practices and exploring pooled capacity. Moreover, we have accelerated investigation timeline targets and are more frequently informing the staff body about investigations and discipline.
- To improve vetting of UNICEF personnel during recruitment, we have changed the way we work to incorporate PSEA in vacancy announcements, self-disclosure, reference checks, adoption of the ClearCheck vetting database and on-boarding.
- To promote awareness and compliance among all personnel, mandatory PSEA training must now be renewed annually. We have also revised our management training. In addition, our performance framework is being refreshed to integrate a new vision of our values.
- To send clear and consistent messaging on PSEA and promote both a speak-up and a listening culture, I convened two all-staff meetings on PSEA in 2018 and directly engaged senior staff at Global Management Team meetings. Management also conveyed these messages through the regional management teams, ethics office and staff representatives.

Recognizing the importance of transparency and accountability in the United Nations system with respect to fighting sexual exploitation and abuse, this has been done in good faith.



Henrietta H. Fore
Executive Director
31 January 2019