

Informal Briefing to the Executive Board on the Ethics Function at UN-Women

19 August 2022



Update on the creation of an independent ethics function

Agenda

- 1. Establishment of an independent Ethics function at UN Women and the Organization's current ethics arrangement - Introduction by Mr. Mohammad Naciri, Chief of Staff, UN Women**
- 2. Briefing on activities related to UN Women by Ms. Elia Yi Armstrong, Director UN Ethics Office**
- 3. Update on the recruitment of UN Women Ethics Advisor by Mr. Prasun Chakraborty, Director Human Resources, UN-Women**

Promoting an Ethical Workplace

Empowered People Priority in Strategic Plan 2022-2025

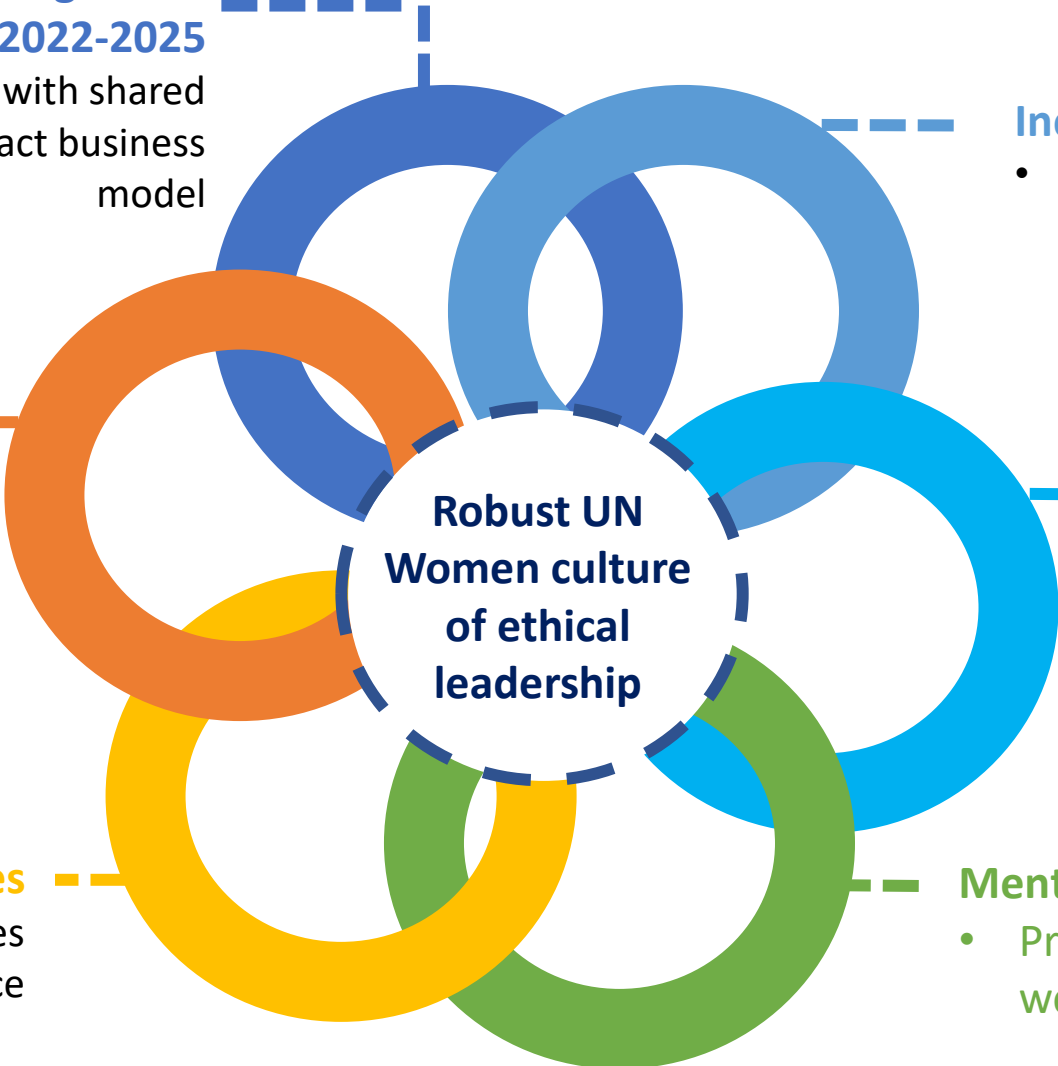
- Promotion of an ethical workplace with shared principles as key pillar of high impact business model

Leadership Journeys

- Strengthening of senior manager capacity to cultivate and practice feminist leadership

Conversations on Values

- Joint reflections on UN Women values to create an inclusive workplace



Inclusive Workplace Strategy

- Strengthening of leadership, focusing on people’s management, and promoting diversity, inclusion, and standards of conduct

Diversity and Inclusion

- Leveraging all difference to drive better individual/team outputs that lead to better organizational success

Mental Health & Well-Being

- Provision of mental health and well-being support

Ethics services at UN Women



*Since 2011, UN Ethics Office has been supporting UN Women with the provision of various Ethics services in accordance with the **Secretary-General Bulletin ST/SGB/2007/11** “United Nations system-wide application of ethics: separately administered organs and programmes”.*

UN Ethics Office and UN Women on Ethics at UN Women



Priorities – 1. Ethics Advice

Ethics Advice

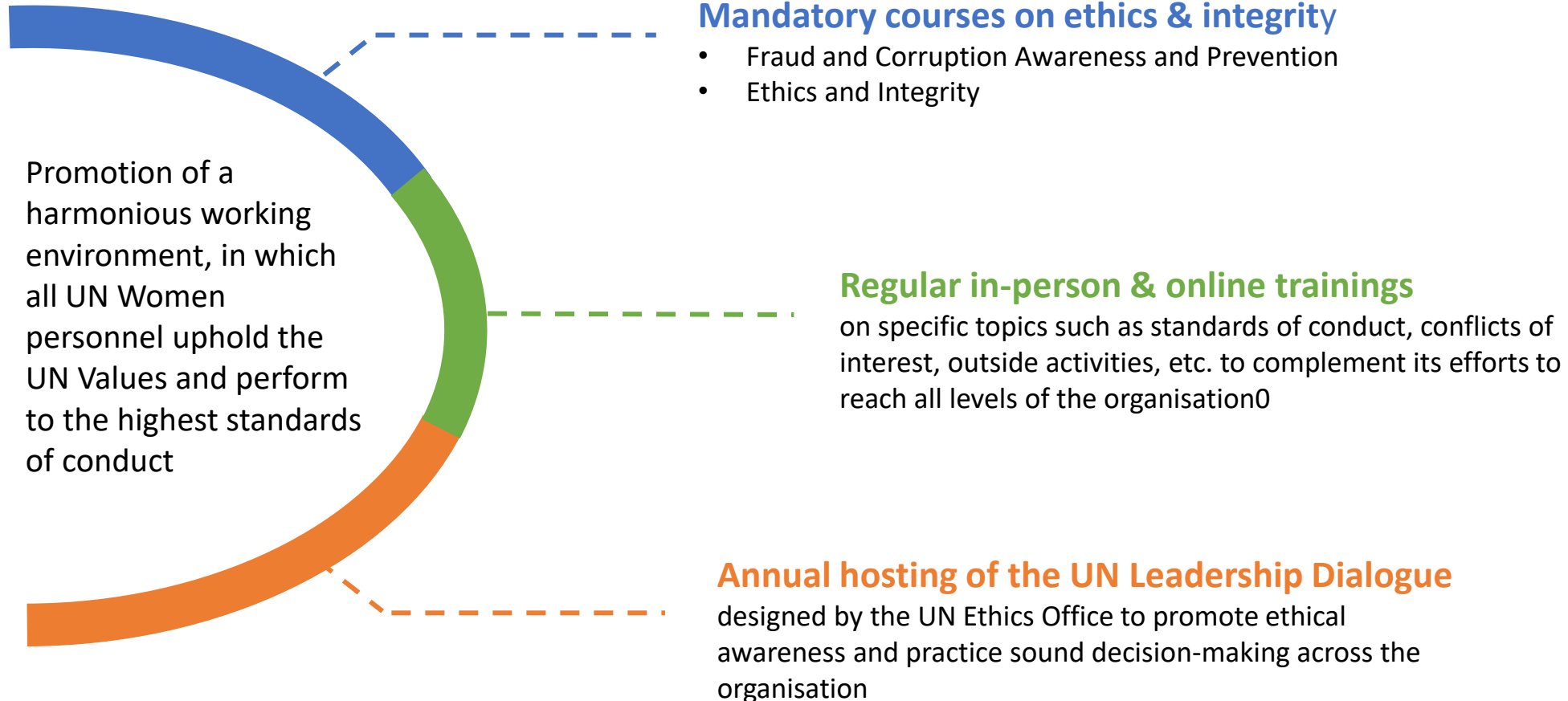
Providing confidential advice and guidance on ethics related issues, including conflicts of interest, outside employment and activities, receiving gifts and awards, use of social media, political activities, SLWOP, etc.

Priorities – 2. Protection against Retaliation

Under UN Women's [Protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations Policy](#), personnel have the right to be protected from retaliation. UN Ethics Office currently administers this policy.

Protection against Retaliation

Priorities – 3. Outreach



Priorities – 4. Financial Disclosure Programme

UN Financial Disclosure Programme (FDP)

Designed to identify, resolve and mitigate conflict of interest risks from staff members' personal financial assets, liabilities, investments, and outside activities.

Administered by the UN Ethics Office, in coordination with UN Women to ensure full compliance.

Requires qualifying UN Women personnel to submit an annual financial disclosure and declaration of interest statement.

Establishment of an in-house Ethics function: UN Women Ethics Advisor

The UN Women Ethics Advisor

Leads UN Women Ethics function and reports directly to the Executive Director.

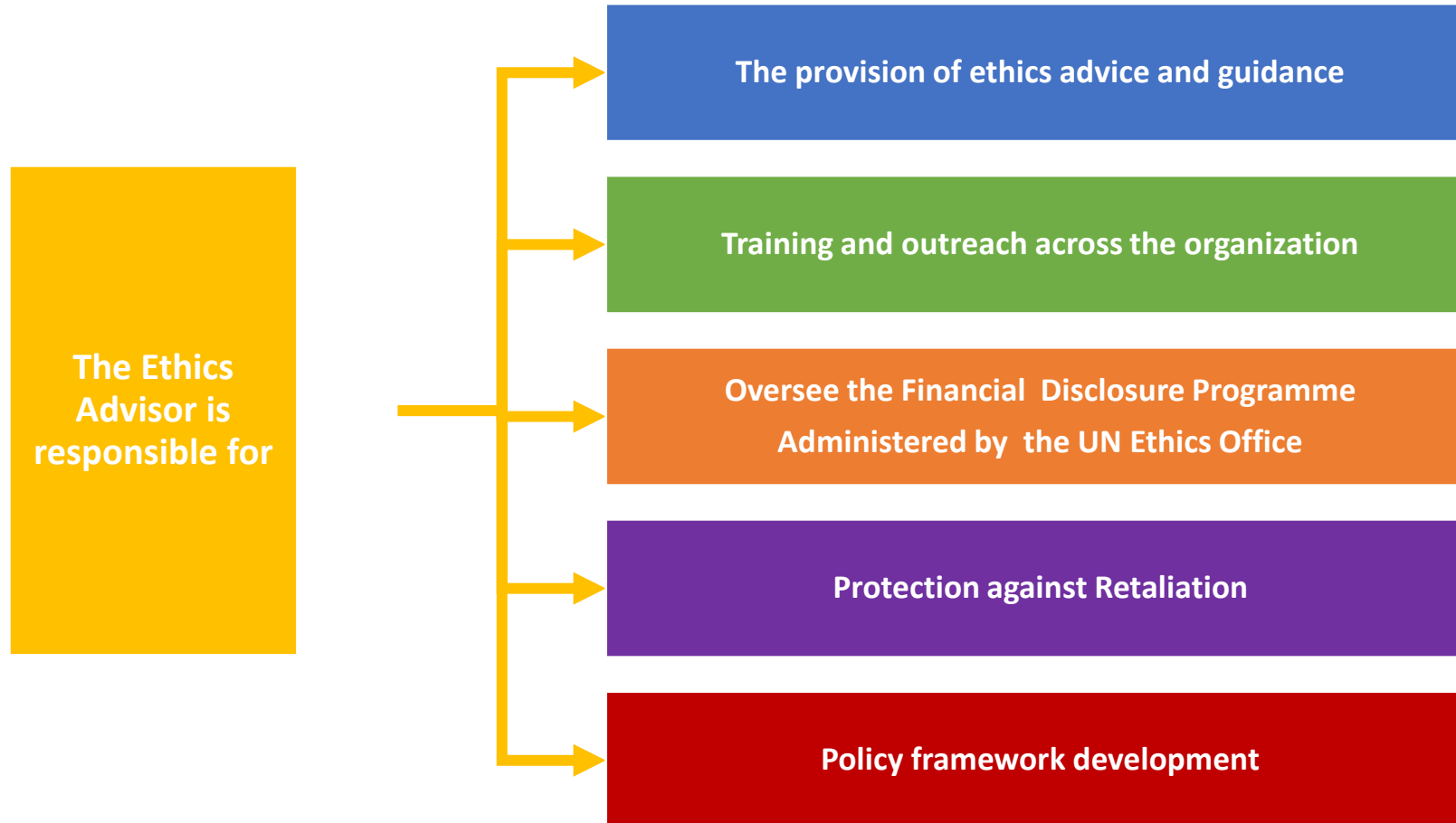
Is independent of any other official, division, office or other organizational entity.

Supports the Executive Leadership in ensuring that UN Women personnel observes and performs their functions with the highest standards of integrity.

Assists in promoting a culture of ethics, transparency, accountability and mutual respect.

Represents UN Women in the Ethics Panel of the United Nations.

Ethics Advisor Roles and Responsibilities



Thank you!