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

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

Empowered People Priority in Strategic Plan 2022-2025

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

Inclusive Workplace Strategy

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

Leadership Journeys

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

Diversity and Inclusion

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

Conversations on Values

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

Mental Health & Well-Being

- Provision of mental health and well-being support
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

**Mandate**
- Provides independent, confidential, impartial, and professional resources for all UN Women personnel

**Independence**
- is independent from management and all other UN offices

**Division of HR as focal point**
- Provides and relays guidance on ethics matters in consultation with UN EO

**Internal communication**
- Develops and disseminates internal communication to raise awareness around ethics and integrity
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.
Priorities – 3. Outreach

Promotion of a harmonious working environment, in which all UN Women personnel uphold the UN Values and perform to the highest standards of conduct.

Mandatory courses on ethics & integrity
- Fraud and Corruption Awareness and Prevention
- Ethics and Integrity

Regular in-person & online trainings on specific topics such as standards of conduct, conflicts of interest, outside activities, etc. to complement its efforts to reach all levels of the organisation.

Annual hosting of the UN Leadership Dialogue designed by the UN Ethics Office to promote ethical awareness and practice sound decision-making across the organisation.
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.
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.

The Ethics Advisor is responsible for:

- The provision of ethics advice and guidance
- Training and outreach across the organization
- Oversee the Financial Disclosure Programme Administered by the UN Ethics Office
- Protection against Retaliation
- Policy framework development
Thank you!