UNFPA Management Response


Reports of UNDP, UNFPA and UNOPS Ethics Offices

Executive Board of UNDP, UNFPA and UNOPS
Annual session 2015
New York
The management of UNFPA acknowledges with appreciation the work of the UNFPA Ethics Office for 2014 despite undergoing a time of transition. Despite the transition and the installation of a new ethics advisor, the Ethics Office continued its work and promoted a culture of integrity and encouraged ethical behavior among all staff.

We agree with the recommendations made in the report to further strengthen the organizational culture of integrity and compliance.

UNFPA continues to spend efforts towards the creation of work environments in which staff do not have to be afraid to speak up but are able to provide open, respectful feedback.

We also agree with the Ethics Office clarification that staff members are entitled to raise concerns or questions with the proper authorities; to seek written instructions to clarify; to challenge such instructions through the appropriate official mechanisms; and to record their disagreement in official files.
We would like to note that all managers and staff are being held accountable to act ethically and to create a work environment of trust, as restated in the new Competency Framework launched in 2014. UNFPA will also continue to require new staff to complete the online ethics course and require the certification of completion in the year-end performance appraisals.

In this context, we would also like to point out that the 2014 Global Staff Survey showed an increase in the perception of equal treatment of staff, accountability of management, protection from retaliation, and that appropriate action is being taken where harassment and/or abuse of authority have been reported, compared to the results of the 2012 survey.

We will continue to keep the issue of ethics high on the organizational agenda at all times and are cognizant that there are still significant improvements that can be achieved to ensure a culture based on the highest ethical standards.

Going forward, UNFPA will build on the positive findings in the report, in particular for senior managers to serve as positive ethical role models, in regard to ethics matters; reminding staff of the importance of reporting
misconduct; and consulting with the Ethics Office on specific matters or sharing information.

UNFPA will continue to use all opportunities to articulate its zero tolerance for unethical conduct and reprisals for whistleblowers as well as provide staff with the space and opportunity for regular discussions on the issue on respectful workplace and ethical conduct. We will continue to support accountability and ethical leadership concepts in all managerial skills development training programmes.

UNFPA compliments and encourages the Ethics Office to continue its diligence in undertaking its mandated activities, to continue working with staff, managers and senior management to foster a culture of ethics and integrity in UNFPA and to advise and guide staff.

We are looking forward to a continuing fruitful collaboration with the Ethics Office in the remainder of 2015.