

1946 2021



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Update on UNICEF efforts on Organizational Culture and on Tackling Sexual Misconduct

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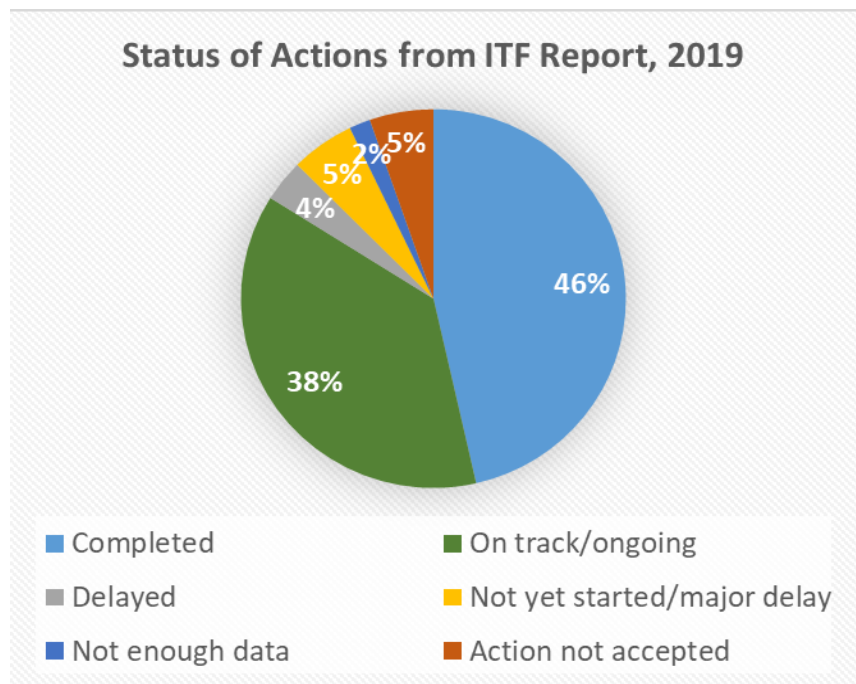
UNICEF Executive Board – 2021 annual session (1-4 June 2021)

Item 11: Update on the implementation of the recommendations made in the independent panel review of the UNICEF response to protection from sexual exploitation and abuse and the report of the Independent Task Force on Workplace Gender-Discrimination, Sexual Harassment, Harassment and Abuse of Authority

Reference document: [E/ICEF/2021/14](#); Background note.

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Organizational culture



Improved monitoring and follow-up actions on culture:

- Global Staff Survey follow-up conversations with 55 country offices
- Implementation of United Nations Disability Inclusion Strategy
- Pulse Check – global launch in June
- EDGE recertification and follow-up

Increased capacity, awareness, skills

- Increased awareness and use of mediation; Global Mediation Pledge
- 682 national staff benefitted from new career development programmes
- +600 senior leaders and managers reached with coaching, training, feedback assessments, etc.
- 95% of employees completed e-learning on sexual harassment and abuse of authority

Improved employee engagement

- +5,000 employees participated in regional dialogues and consultations on organizational improvement (including culture)
- Conversation with DED Management in May on mediation
- Humans of UNICEF

Contribution to UN system-wide culture efforts

- HLCM task force on the future of work: Flexible work arrangements; senior leadership commitments
- CEB task force on sexual harassment
- Inter-agency disability group and UNDIS network
- SG's task force on racism and dignity for all; SG's task force on LGBTIQ+



Anti-racism and discrimination

Task Team key results:

- 15 expert speakers on different diversity issues
- Global meeting (March 2021) – highest-ever attended such event (2,400)
- Communications platforms, tools, ‘safe spaces’ to listen to staff; learning materials curated
- Recommendations: 35 recommendations on programme, supply, human resources, partnerships, communications, and United Nations-wide actions

Next Steps:

- UNICEF to review recommendations and identify, prioritize initial actions for 2020 and future years
- Implement, monitor, report, communicate with all personnel
- Share agreed recommendations with other United Nations agencies, initiate joint work in key areas (e.g., learning on diversity, equity and inclusion)



Protection from sexual exploitation and abuse and sexual harassment

PSEA Independent Panel Review – Implementation status of recommendations



↑ **94%** of country offices reporting **PSEA progress**;
83% positive staff views on responses to independent reviews



PSEA better embedded in humanitarian response



>2,000 civil society **partners PSEA risk-assessed**



400% ↑ in access to PSEA **reporting channels**;
SEA reports stable, sexual harassment ↓ **58%**



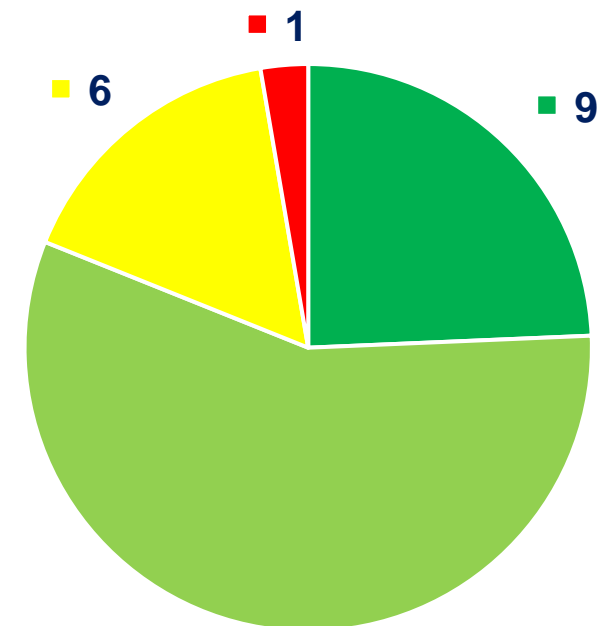
Fortified, victim-friendly investigations capacity



↑ 50% countries with high-quality procedures for
SEA **victim assistance**



Regular working, high-level inter-agency
collaboration



■ Completed

■ On track/ongoing

■ Delayed

■ Not yet started



Care



Respect



Integrity



Trust



Accountability

Challenges

Organizational culture (including racism and discrimination)

- Lack of confidence/trust in systems and outcomes; fear of retaliation
- Perceived tolerance of misconduct, especially by senior staff
- Staff perceptions of change 'lagging'
- Denial/seeing it as relevant for only some regions – especially for racism
- Internalize culture and values-based behaviour into mindsets

PSEA/SH

- Socio-cultural and legal tolerance of sexual exploitation and abuse
- Community awareness
- Community-based complaint mechanisms
- Victim assistance – gaps in service categories and reach
- Prevention
- Detection and reporting

+ Inter-agency coordination; Resourcing; COVID-19

Thank you.



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report of Independent Task Force

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