
Report of the Ethics Office

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54th Session of the Programme Coordinating Board

June 2024



Table of Contents

- Independence of the Ethics Office - outstanding issues
- Functioning of the Ethics Office
 - Confidential advisory services
 - Protection against retaliation
 - Ensuring the highest standards of conduct
 - Prevention of sexual misconduct
 - Declaration of Interest program
 - Ethics training, communications, and outreach
 - Standard setting and policy coherence
 - Ethics multilateral network
- Identified Priorities
- Key Achievements
- Conclusion

Establishing an independent Ethics Office

Outstanding issues

Independence of the Ethics Office - outstanding matters

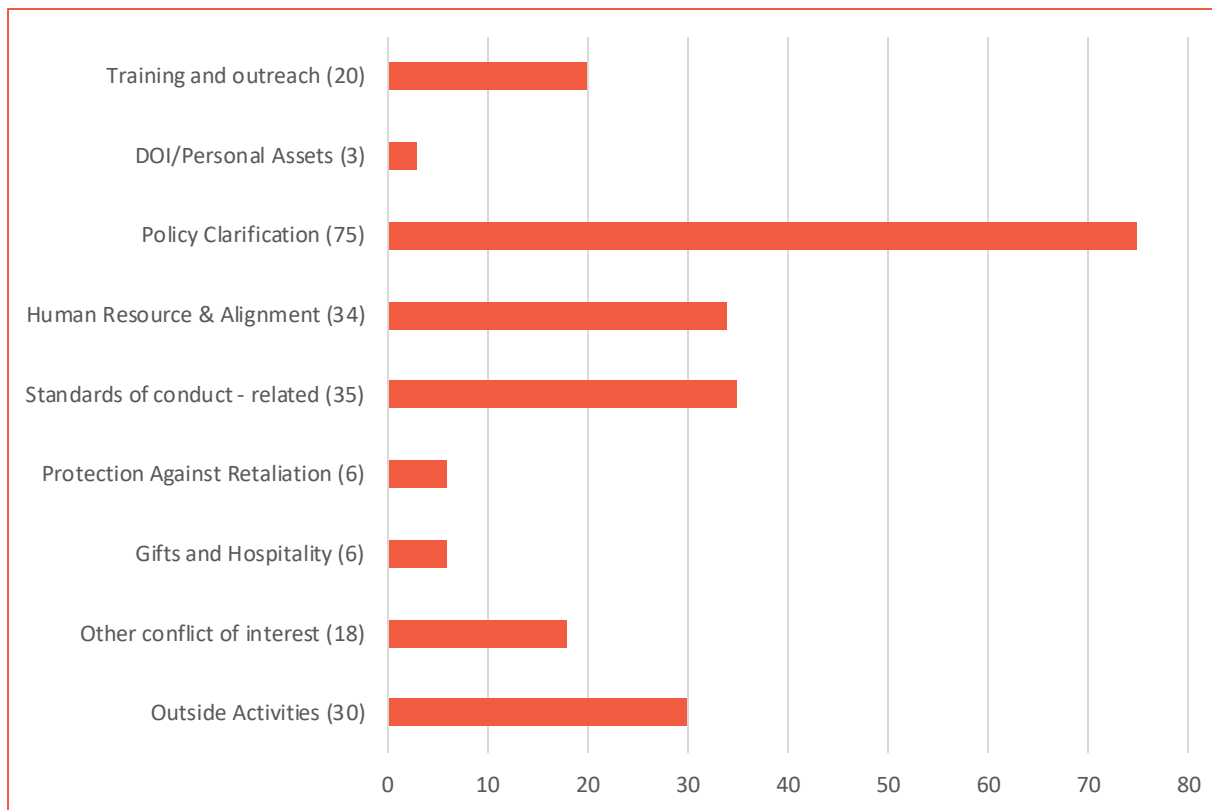
- The oversight committee to be involved in the recruitment of the heads of Ethics office .
 - Impending recruitment of Head of Ethics Office provides an opportunity to implement this recommendation.
- The contract of newly appointed heads of Ethics Offices should be issued for the full term.
 - Impending recruitment of Head of Ethics Office provides an opportunity to implement this recommendation.
- Administrative support and backup resources should be provided to the Ethic Office.
 - Recruitment of P3 Ethics Officer is underway.

Functioning of the Ethics Office

Confidential Advisory Services

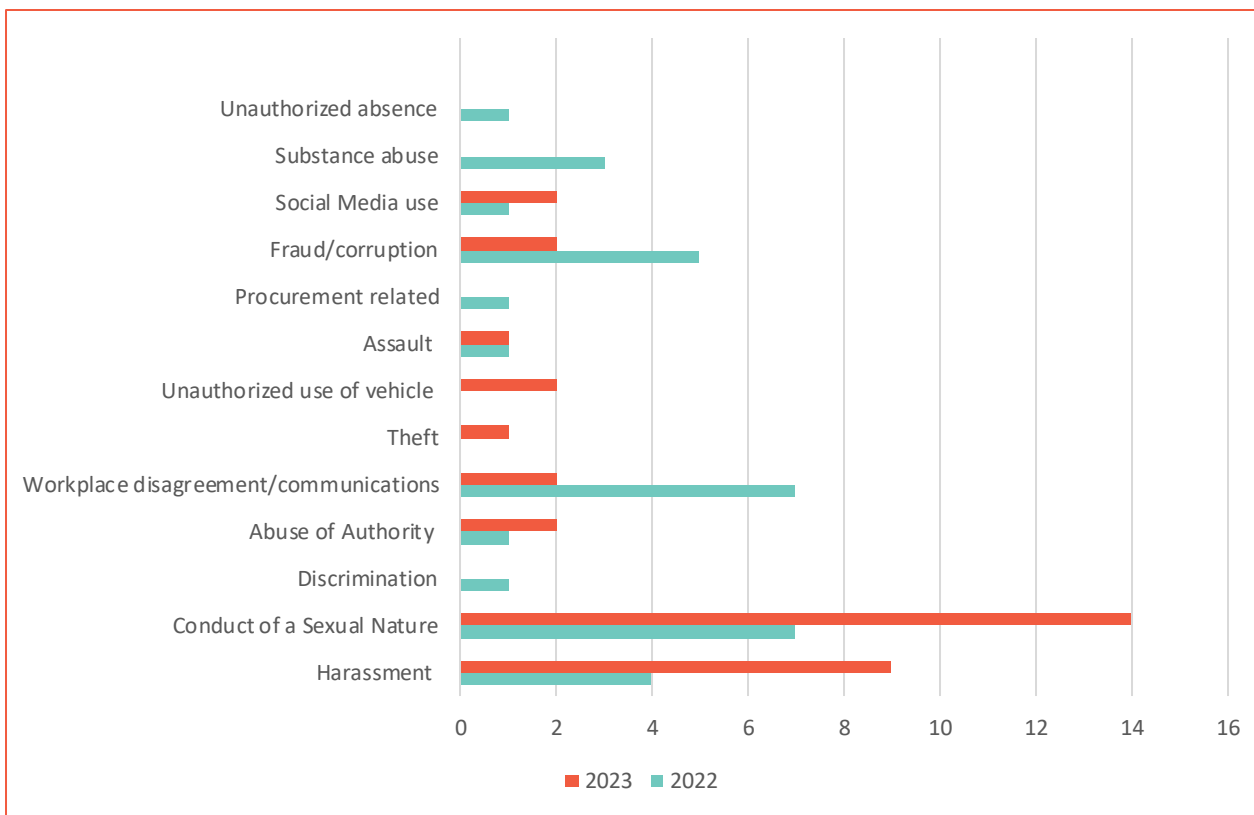
Increase in confidential advisory services by 59%

227 total requests for advice in 2023 compared to 143 in 2022 and 75 in 2021



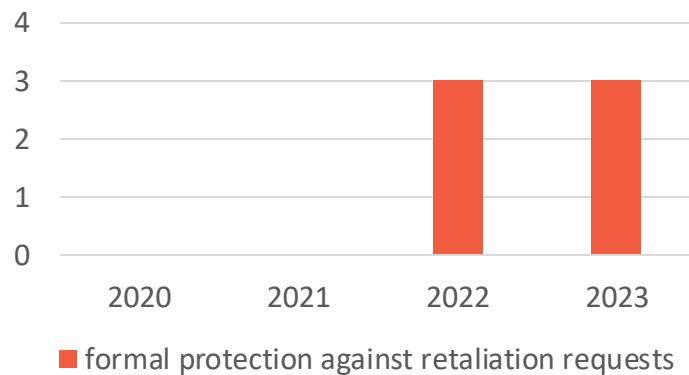
Confidential Advisory Services

Standards of conduct advisory services provided in 2022 and 2023



Protection Against Retaliation

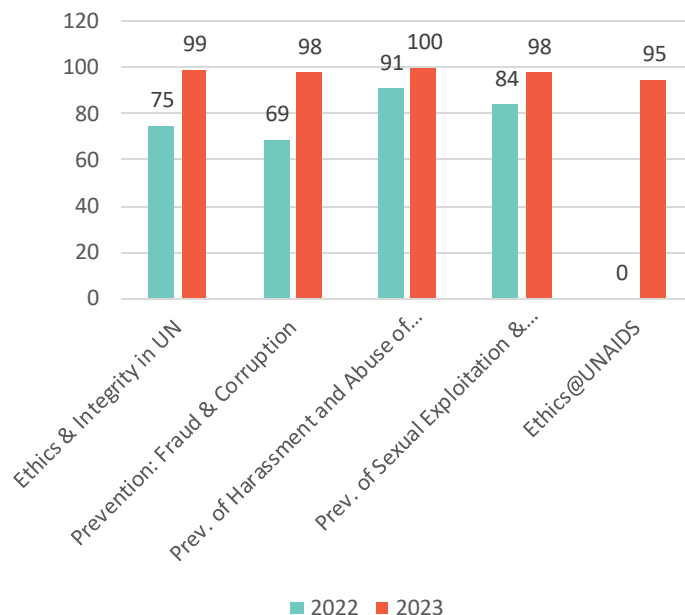
- Similar number of requests for protection against retaliation, 2 years running
- 6 requests for advice concerning retaliation
- 3 formal requests for protection against retaliation
- New policy on protection against retaliation launched



2023 Reporting Period, Other Activities

- Integrity Hotline on external website.
- Prevention of sexual misconduct (including SEA).
- Declaration of Interest Program (374 total staff).
- Training and outreach.
- Standard setting and policy coherence
- Ethics Multilateral Network and inter-agency
- Streamlining processes and procedures.

Completion Rate of mandatory training courses: 2022 and 2023.



Identified Priorities

Identified Priorities

- Continued focus on preventing and address Sexual Exploitation and Abuse
- Enhanced focus on protection against retaliation
- Continued promotion of the Integrity Hotline.
- Enhanced training and outreach.
- Prevention of all forms of misconduct.
- Contribute to strengthened safeguarding in UNAIDS.

Key Achievements

Key Achievements

- Steady increase in requests for advice: 75 in 2021 to 143 in 2022 and 227 in 2023
- Signs of increased trust: Protection against retaliation requests and increase in confidential advisory services.
- Global Staff Survey: 57-58% of respondents in 2022 comfortable speaking up and reporting v. 37% in 2020. 13% abusive conduct in 2022 v. 22% in 2020.
- General positive trend in standards of conduct. Global Staff Survey: percentage of respondents experiencing abusive conduct fell from 22% in 2020 to 13% in 2022.

Conclusion

Conclusion

There has been a significant increase in confidential advisory services provided by the Ethics Office in recent years.

Significant progress has been made in ensuring the independence of the Office, as well as in the areas of training and outreach.

The 2022 Global Staff Survey showed improvements in key areas, but more work is needed to ensure zero tolerance of all forms of misconduct.

The Ethics Office hopes to continue building on the progress made so far to foster a stronger culture of ethics and accountability at UNAIDS

Thank You