



25 April 2016

UNFPA Management Response

Report of the UNFPA Ethics Office 2015

(DP/FPA/2016/8)

Item 15. Reports of UNDP, UNFPA and UNOPS Ethics Offices

Executive Board of UNDP, UNFPA and UNOPS
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1. UNFPA is pleased to present its management response to the Report of the Ethics Office 2016 (DP/FPA/2016/).
 2. The management of UNFPA acknowledges with appreciation the work of the UNFPA Ethics Office and the accomplishment of its mandated activities for 2015 and commends the Ethics Office for its continuing work to promote a culture of integrity and encouraged ethical behavior among all staff.
 3. In particular, management would like to commend the Ethics Adviser for responding to 390 requests, a considerable increase from 218 requests in 2014 and 285 in 2012 and 2013. This increase is being attributed to the outreach missions to regions to make staff more aware of the Ethics Office's mandate.
 4. Management would like to share its appreciation for the work of the Ethics Office, which, even more than in the past, included the provision of training and education programmes away from Headquarters. It has also noted with great interest UNFPA's first *prima facie* case of retaliation, underlining the importance to protect staff from such actions. It further approves of the Ethics Office's strong collaboration within the Ethics Panel of the United Nations and the Ethics Network of Multilateral Organizations.
 5. Management appreciates the Ethics Office efforts to discharge its duties with consideration to the overall financial constraints of the organization. The management will continue, as it has done in the past, to exercise flexibility and facilitate the reallocation of Ethics Office overall budget among various budget lines, in order to enable the office to fulfil its mandate.
 6. Management welcomes the recommendation to review the participants of the Financial Disclosure Programme. As rightly pointed out by the Ethics Adviser, it is crucial to include all relevant categories of staff, while ensuring that non-relevant categories are not burdened with the detailed disclosure requirements.
 7. Management further agrees with the finding that policies and guidelines are implemented fairly and with integrity and will follow up on any case that it becomes aware. In this context it expressly encourages the Ethics Office's efforts to bring such cases to the management's attention.
 8. Management also agrees to the need to strengthen the skills of managers, including by developing their self-management and conflict resolution skills. While targeted courses are already in place to improve manager's skills, UNFPA will be focusing on further improving those within the limitations of a considerably reduced budget available for staff development.
 9. As in previous years, UNFPA compliments the Ethics Office on continuing to strengthen the services that it provides under its mandated areas of work and in turn will continue to provide strong support to its work. It recognizes the diligence of the Ethics Office 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. Management looks forward to further discussing the recommendations made by the Ethics Adviser and to a continuing fruitful collaboration.
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