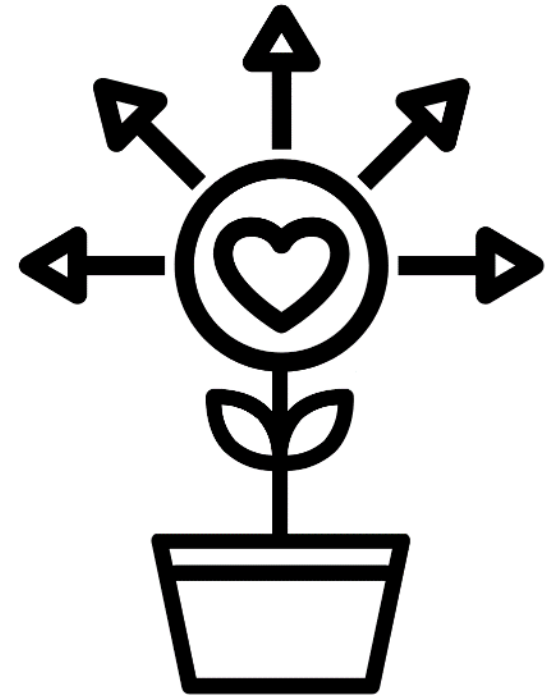


---

# Report of the Ethics Office

June 2021

---



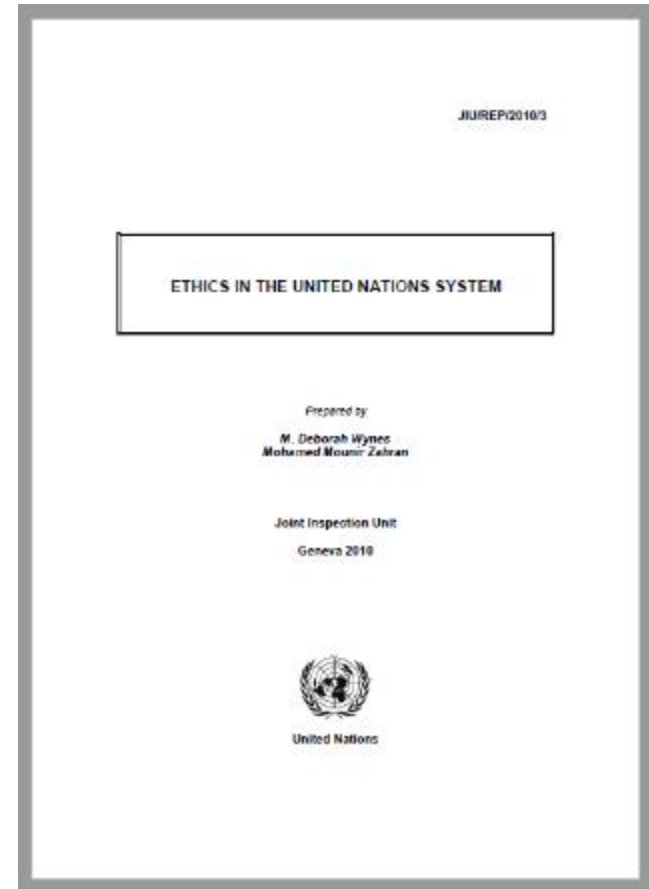
# First-ever independent Ethics Report to the PCB

- Significant milestone – shows increasing maturity of ethics function, accountability
- Key take-aways:
  - 1) Creating fully ethical UNAIDS is unfinished business
  - 2) Senior leadership must transform its own culture, too
  - 3) PCB has key oversight role
- Report's three topics:
  - 1) Independent Ethics Office
  - 2) Five lines of business
  - 3) Reflections on recent management staff survey – and implications



# UNAIDS has made good progress in establishing an independent Ethics Office

- Launch of distinct Ethics Office
- Internal/external recruitment of new director, with ethics qualifications and experience, underway
- Term limits now in place
- Direct report to PCB, unchanged by management
- Opportunity for informal access to PCB anticipated through new independent, external oversight advisory committee



# Ethics Office has a very full plate – providing services in five lines of business

- Advice and guidance (124 enquiries)
- Declaration of interests programme (94% complete)
- Administration of whistleblower protection policy (zero claims, but high retaliation concern)
- Education and outreach (~75% completion rate on mandatory courses)
- Standard setting and policy support (multiple inputs)



## Like the HIV response, the ethics function is about both prevention and treatment

- Preventing ethical missteps means less need to treat them
- Credit to Management for inviting Ethics Office as observer for meetings of Senior Leadership Team and Alignment Task Team
- Management to be commended for implementing its recent staff survey
- In this context, will offer reflections on the results of the staff survey – and implications



# Management staff survey results are troubling

- Results are significant...
  - 88%: proud to work for UNAIDS, **yet...**
  - 22%: said had experienced misconduct
  - 47%: felt safe in reporting misconduct
  - 40%: feel Leadership leads by example
  - 30%: feel staffing decisions made in a fair and transparent manner
- ...but not revelatory – commonality of concerns across platforms makes results even more significant as signpost for change
- Has implications for inclusive workplace environment and for major initiatives, such as alignment



- In considering results, important to recall that harassment does not require intent

# Will UNAIDS walk the talk?

- Management has acknowledged substantial challenges and taken certain commendable actions
- But much work remains to be done
- Members of senior leadership need to transform culture of senior leadership itself
- Every senior leadership decision and action, individual and organizational, must be both beyond reproach and perceived to be so
- Executive Director's embrace of accountability for herself and the Senior Leadership Team is laudable



## Key recommendations

- PCB has a vital role to play in holding Executive Director, Senior Leadership Team and all of Secretariat accountable for creating equal, safe and empowering environment
- Ethics Office is staffed with only one person – an additional staff member would allow for greater oversight and action on ethics and integrity issues





Thank You