
Annex

Code of Ethics for United Nations Personnel

Preamble

Reaffirming the purposes, values and principles of the United Nations, as enshrined in its Charter, and the importance for the United Nations of securing the highest standards of efficiency, competence and integrity;

Pursuant to paragraph 161 of the 2005 World Summit Outcome document¹ urging the Secretary-General to scrupulously apply the existing standards of conduct and develop a system-wide code of ethics for all United Nations personnel;

Recognizing that it is imperative for the United Nations to cultivate and nurture a culture of ethics, integrity and accountability and thereby enhance the trust in, and the credibility of, the United Nations;

Reaffirming the Standards of Conduct for the International Civil Service as well as standards of conduct provided for in the relevant Staff Regulations and Rules and other relevant issuances of the United Nations;

The present Code of Ethics sets out the values and principles to guide the conduct and behaviour of United Nations personnel.

Values

Independence

United Nations personnel shall maintain their independence and shall not seek or receive instructions from any Government or from any other person or entity external to the United Nations and shall refrain from any action which might reflect negatively on their position as United Nations personnel responsible only to the United Nations.

Loyalty

Loyalty to the purposes, values and principles of the United Nations is a fundamental obligation of all United Nations personnel. They shall be loyal to the United Nations and shall, at all times, discharge their functions and regulate their conduct with the interests of the United Nations only in view.

Impartiality

United Nations personnel, in the performance of their official duties, shall always act with impartiality, objectivity and professionalism. They shall ensure that expression of personal views and convictions does not compromise or appear to compromise the performance of their official duties or the interests of the United Nations. They shall not act in a way that unjustifiably could lead to actual or perceived preferential treatment for or against particular individuals, groups or interests.

¹ See General Assembly resolution 60/1.

Integrity

United Nations personnel shall maintain the highest standards of integrity, including honesty, truthfulness, fairness and incorruptibility, in all matters affecting their official duties and the interests of the United Nations.

Accountability

United Nations personnel shall be accountable for the proper discharge of their functions and for their decisions and actions. In fulfilling their official duties and responsibilities, United Nations personnel shall make decisions in the interests of the United Nations. They shall submit themselves to scrutiny as required by their position.

Respect for human rights

United Nations personnel shall fully respect the human rights, dignity and worth of all persons and shall act with understanding, tolerance, sensitivity and respect for diversity and without discrimination of any kind.

Principles

Conflict of interest

United Nations personnel shall arrange their private interests in a manner that will prevent actual, potential or apparent conflicts of interest from arising, but if such a conflict does arise between their private interests and their official duties and responsibilities, the conflict shall be disclosed and resolved in favour of the interests of the United Nations.

Abuse of authority

United Nations personnel shall not use the authority entrusted to them, in particular by taking advantage of colleagues, beneficiaries or other individuals or groups, for financial, political, sexual or other gain.

Gifts, honours, favours or other benefits

United Nations personnel shall not solicit or accept gifts, honours, favours and/or other benefits from sources external to the United Nations that may bring into question their independence, impartiality and integrity, unless the acceptance of such gifts, honours, favours and/or other benefits is pursuant to applicable policies and regulations.

United Nations resources

United Nations personnel shall only use or allow the use of the resources of the United Nations, directly or indirectly, including its property, for authorized purposes.

Confidentiality of information

United Nations personnel shall not use information that is not generally available to the public for private gain, financial or otherwise, to benefit themselves or others

with whom they have personal, family or other ties, nor shall they disclose such information to the public without authorization. That duty continues to apply after the expiration of their service with the United Nations.

Post-employment

United Nations personnel shall not act in such a manner as to take improper advantage of their official functions and positions, including privileged information obtained from such functions and positions, when seeking employment or appointment after leaving their service with the United Nations.

Administration of the Code

The present Code of Ethics will be applicable to all United Nations personnel.

For the purposes of this Code, United Nations personnel includes United Nations staff and related personnel, such as United Nations Volunteers; personnel or employees of non-United Nations entities or individuals who have entered into a cooperative arrangement with the United Nations (including interns, international and local consultants as well as individual and corporate contractors); experts on mission, including United Nations police officers; and members of national formed police units, corrections officers, military observers and military members of national contingents serving in United Nations peacekeeping missions.

The values and principles contained in the present Code of Ethics shall be reflected in the applicable standards of conduct provided for in the relevant staff regulations and rules and other relevant issuances of the United Nations, including the obligation to report any breach of the Organization's regulations and rules to the officials whose responsibility it is to take appropriate action.

The present Code of Ethics shall enter into effect on ... (*date/month/year*).
