UN ZAMBIA CODE OF CONDUCT

VISION

The United Nations in Zambia is driven by the vision of a unified UN presence that acts, speaks and delivers as one, fully drawing on the comparative advantages of UN agencies and harnessing the expertise across the UN system. The underlying purpose of the One UN initiative in Zambia is to better support national development priorities through more coherent and effective UN technical assistance and policy advice.

THE UN SYSTEM IN ZAMBIA

The UN Country Team (UNCT) in Zambia ensures inter-agency coordination and decision making at the country level. The UNCT includes representatives of all UN funds and programmes, specialized agencies and other UN entities accredited to Zambia, as well as representatives of the Bretton Woods institutions and the International Organization for Migration. The UN System also encompasses non-resident UN agencies supporting programme activities in Zambia.

The UNCT is led by the UN Resident Coordinator (RC), who is responsible for coordination of the UNCT in strategy, planning, implementation and monitoring and evaluation of development programmes at the country level, as contained in the United Nations Development Assistance Framework (UNDAF). The implementation of the UNDAF and the transition towards ‘Delivering as One’ in Zambia is supported by inter-agency groups such as the Programme Management Team (PMT), UNDAF Outcome Groups, the Monitoring and Evaluation Working Group, the UN Communications Group (UNCG), the Operations Management Team (OMT), and the Disaster Management Team (DMT).

1 Non Resident Agencies: IAEA, IFAD, ITC, OHCHR, UNCCD-Global Mechanism, UNCTAD, UNDP, UNESCO, UNHabitat, UNIDO, UNODC, UN-Women, WHO
2 Guidance Note on Resident Coordinator and UN Country Team Working Relations (UNODC, 2008); Dispute Resolution Mechanisms for UN Country Teams (UNDG, 2009)

CORE PRINCIPLES OF INTERACTION

The principles of interaction outlined in the Code of Conduct apply to all UN staff members. The present Code of Conduct has been developed to support and guide the work of the UNCT in implementing the One UN initiative. The core principles of interaction aim at ensuring productive relationships and clarifying the expected set of personal qualities and business process standards required by UN staff members. The Code of Conduct complements related agency specific standards. The UNCT is expected to actively support compliance with the Code of Conduct. Any dispute resolution will be guided by relevant UNDG guidance notes. The UN in Zambia commits to the following core principles of interaction:

Integrity and ethics: We will comply with the UN Charter and UN Standards of Conduct for the International Civil Service of UN Staff members.

Coordination for results: We will work towards common and strategic UN Impact/results on the ground, through shared programmes, policies, knowledge and capacities.

Strengthening inter-agency collaboration: We will encourage all UN staff members, irrespective of rank and title, to share their knowledge and participate actively in inter-agency groups and activities to achieve results and promote inter-agency learning.

Cooperation and trust: We will collaborate constructively, respectfully and in the spirit of 'Delivering as One'. UN staff members will pro-actively promote the interests of the whole UN system and respect confidentiality when required.

Team-work: We will exercise those skills and attributes which lead to good team-work: clear communication, good listening skills, flexibility and respect for appropriate channels of communication.

Respect for Diversity: We will recognize and appreciate the diversity of agency mandates, while promoting coherence and synergy of activities and programs. We will invest the necessary time and effort to understand the mandates, policies and programme modalities of each agency.

Speaking as One: All participation in Cooperating Partners Groups, Sector Advisory Groups and similar fora will be as, and on behalf of, the UN System. We will foster an environment where team members respect each other’s work and avoid criticizing other agencies externally, while encouraging a constructive and respectful internal dialogue.

Transparency and Accountability: We will enhance transparency and accountability at all levels of the decision-making process, both within individual agencies and in relation to commitments to the UNCT and the cooperation agreements outlined with the Government of Zambia.

Participatory approach: We will strengthen its participatory approach to management and delegate the necessary decision-making authorities to members of inter-agency coordination groups to enable them to achieve agreed deliverables. UN staff associations will be expected to play a major role in the management of staff-related processes.

Open communication and information sharing: We will maintain and foster open communication and regular and effective information sharing with all staff members, within and across UN agencies.

Professional development: We will encourage and nurture opportunities for professional growth through individual and group learning activities, which to the extent possible will be taken forward through inter-agency efforts and initiatives.

We, the representatives of UN agencies in Zambia commit ourselves and our staff to the principles of interaction contained in the Code of Conduct.

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