

A diverse and inclusive workforce is part of UNICEF's DNA

UNICEF continuously strives to be a gender-equal, diverse and inclusive workplace for all



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Available in: English [Français](#)

Equity, inclusion and diversity are at the heart of what we do. For UNICEF, representation matters.



We know our diversity is what makes us stronger, more innovative and more creative. Our wealth of backgrounds, languages, cultures, abilities and ethnicities is the driving force behind our work for every child.

What we are doing on...

[Anti-Racism and Discrimination](#) | [Disability Inclusion](#) | [Gender Equality](#) | [Inclusion of LGBTQI+ Staff](#)

UNICEF is here to serve the world's most disadvantaged **children** and our global workforce **must reflect the diversity of those children**. The UNICEF family is committed to include everyone, irrespective of their gender identity, nationality, ethnicity, age, dis/ability, sexual orientation, religion, socio-economic background or any other personal characteristic.

We strive to level the playing field by removing barriers so that everyone has a fair opportunity to join UNICEF and leverage their individual strengths and talents. We can only deliver better results for children by intentionally focusing on diversity and by amplifying the voices of those who are least heard.

[Our core values](#) (charter also available in [French](#) and [Spanish](#)) of care, respect, integrity, trust and accountability guide the way we serve children and the way colleagues at UNICEF are expected to relate to one another. While no large organization is immune to bias, discrimination and misconduct, we make it a priority to create an environment where everyone feels safe, valued and respected.

UNICEF has a zero-tolerance policy against discrimination, harassment, sexual harassment and abuse of authority of any kind.





UNICEF has employee resource groups to support you

Once you join the UNICEF family, you can become a member of our employee-led networks where you will be able to exchange your experiences, ask for advice and advocate for change according to different diversity dimensions. A few examples of existing groups are:

1. Gender Push, a global network of colleagues who advocate for gender equality at the workplace
2. The Network of Employees with Disabilities
3. The Network of Parents of Children with Disabilities
4. UNICEF/UN GLOBE, a network of colleagues who identify as lesbian, gay, bisexual, transgender, intersex, questioning and others (LGBTQI+)
5. Young UNICEF, a network of professionals under 35 years old

These groups are actively consulted on issues of diversity and inclusion and have provided inputs for many policy changes. They are key for the continuous improvement of the



inputs for many policy changes. They are key for the continuous improvement of the organization.

Anti-Racism and Discrimination: UNICEF aims to be a truly inclusive organization that is equitable for all its people.

Racism and discrimination are unacceptable and given that equity, equality and human rights are core to UNICEF's mandate, the organization must continue to address these issues both in the communities in which we work and in our workplace. Together, we will continue to demonstrate leadership in strengthening our organizational culture and working to identify and address the structural barriers to making UNICEF a truly inclusive, diverse and equitable workplace for all.

UNICEF leadership and staff are calling for honest introspection and for change. It is a call for each one of us and the organization to listen, act, do more and do better – which will lead others to do the same.

As we strive to be a more just inclusive and equitable organization, we have much to build on.

[UNICEF's Mandate](#), [Core Commitments for Children](#) and the [UN Code of Conduct](#) outline the basic values and standards of respect and anti-discrimination that we all seek to uphold.

UNICEF is striving to be a disability-inclusive employer



UNICEF is striving to be a disability inclusive organization

Are you a person with a disability(ies)? When you apply for a job at UNICEF, you can choose to disclose a disability, and if needed request reasonable accommodation for your interview or test. Your human resources focal point will receive your request and help you.

In this message, Hannan Sulieman, our Deputy Executive Director for Management, presents our approach towards reasonable accommodation and the rights of employees with disabilities at UNICEF



UNICEF is committed to a gender-equal workplace

In 2022, UNICEF received the [EDGE Certification](#) for the third time, after becoming the first United Nations agency to earn it back in 2018. UNICEF announced its new certification with important successes from the previous 2 years, particularly in gender parity.

The Economic Dividends for Gender Equality –or EDGE– Certification process includes a comprehensive review of gender equality in four areas: gender balance at all levels; gender pay gap; policies and practices to ensure equitable career opportunities for everyone; and an analysis of an organization-wide survey of staff's experience and perceptions of gender equality in the workplace.

Since 2018, UNICEF has attained the second level of EDGE Certification, EDGE Move, placing



us amongst some of the most gendered-equal organizations globally.

This is in line with UNICEF's goal to ensure a fair, inclusive and safe work environment for all personnel, irrespective of their gender identity, and with the [UN Secretary-General's System-Wide Strategy on Gender Parity](#).

Watch the video to learn how UNICEF is committed to accelerating gender equality as well as strives to create a workplace free of discrimination and harassment.



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UNICEF works towards a workplace that is welcoming for employees who belong to the LGBTQI+ community

Watch this video-message from former UNICEF Executive Director, Henrietta Fore, marking the International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT)

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