

Ethics in WFP



WFP

World Food Programme

Rome, September 2017

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Agenda

- Structure of the Ethics Office
- Ethics and Standards of Conduct in WFP
- Mandate of the Ethics Office



What is ethics in an organization?

*"Relativity
applies to
physics, not
ethics."*

Albert Einstein

NobleQuotes.com

- about how we do what we do
- based on institutional values, principles and standards
- a strong ethical culture
 - enables discouragement, deterrence and avoidance of misconduct—in other words, preventative
 - fosters a harmonious workplace—also, preventative in nature
 - fundamental to an effective, competent, and trustworthy organization

What is ethics in WFP?

WFP's Ethical DNA is based on:

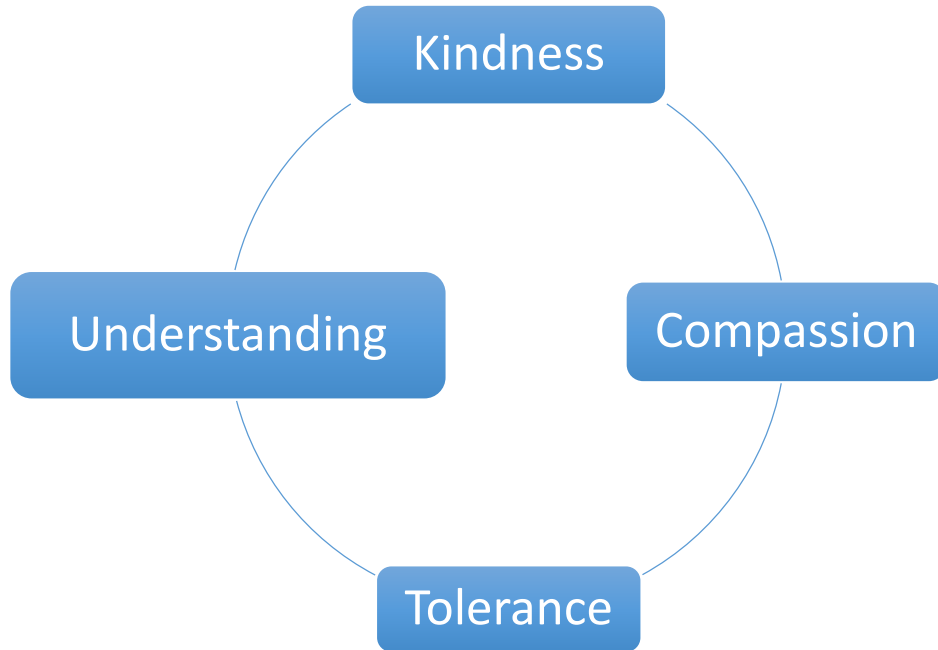
- ❖ UN Charter
- ❖ Standards of Conduct for the International Civil Service (2013)
- ❖ High ethical standards: respect of the highest standards of integrity, impartiality, independence, competence, discretion
- ❖ WFP Code of Conduct and applicable administrative issuances/rules/guidelines
- ❖ Humanitarian Principles
- ❖ "Do No Harm"



What is ethics in WFP?



Our Humanitarian Principles--When we commit ourselves to humanity, we commit to:



We commit to “do no harm”

CORE HUMANITARIAN PRINCIPLES

Humanity	WFP will seek to prevent and alleviate human suffering wherever it is found and respond with food assistance when appropriate. It will provide assistance in ways that respect life, health and dignity.
Neutrality	WFP will not take sides in a conflict and will not engage in controversies of a political, racial, religious or ideological nature. Food assistance will not be provided to active combatants.
Impartiality	WFP's assistance will be guided solely by need and will not discriminate in terms of ethnic origin, nationality, political opinion, gender, race or religion. In a country, assistance will be targeted to those most at risk, following a sound assessment that considers the different needs and vulnerabilities of women, men and children.
Independence	WFP will provide assistance in a manner that is operationally independent of the political, economic, military or other objectives that any actor may hold with regard to areas where such assistance is being provided.

Role of the Ethics Office

Assist the Executive Director in ensuring WFP personnel act with the highest standards of integrity--Nurture a strong ethical culture as related to all our work—within and with partners

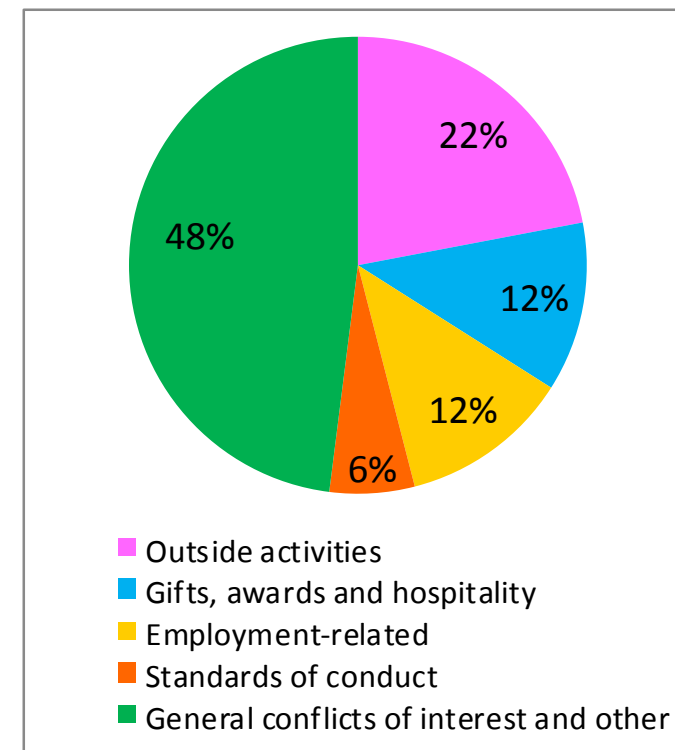


Advise WFP personnel—as individual employees and as management--on fulfilling WFP's mission with the highest standards of integrity

Three-year trajectory

Year	Requests
2013	102
2014	160
2015	252
2016	343

2016 Advice and Guidance by Type





Annual Conflicts of Interest and Financial Disclosure Programme



Implemented Initially: 2009

Purpose:

- Safeguard and risk management tool
- Part of commitment to transparency and public confidence

Three Parts:

- ❖ Conflicts of Interest Questionnaire
- ❖ Eligibility Questionnaire
- ❖ Financial Disclosure Statement

Participants

- ❖ Employees at senior levels
- ❖ Oversight, Investment (Treasury), Procurement and Legal Officers, excluding the Administrative and Employment Law Branch
- ❖ Others with material procurement authority
- ❖ Employees on vendor management committees or with regular access to confidential procurement information/ documents

2016

Population of 1487

2016 Results

- ✓ **100% compliance**
- ✓ 340 possible COIs flagged through COI questionnaire; all reviewed and cleared
- ✓ 2 COI identified and addressed
- ✓ 24 possible COIs flagged through financial disclosure statement; none determined to be actual COIs
- ✓ 2 COI identified and resolved

Protection Against Retaliation – Whistleblower Protection Policy

Purpose:

Enable reporting of misconduct

Scope:

Report of misconduct in good faith and/or
Cooperation with a duly authorised investigation or audit

Role:

Determine whether there is a *prima facie* case of retaliation
Make recommendations as to protection measures

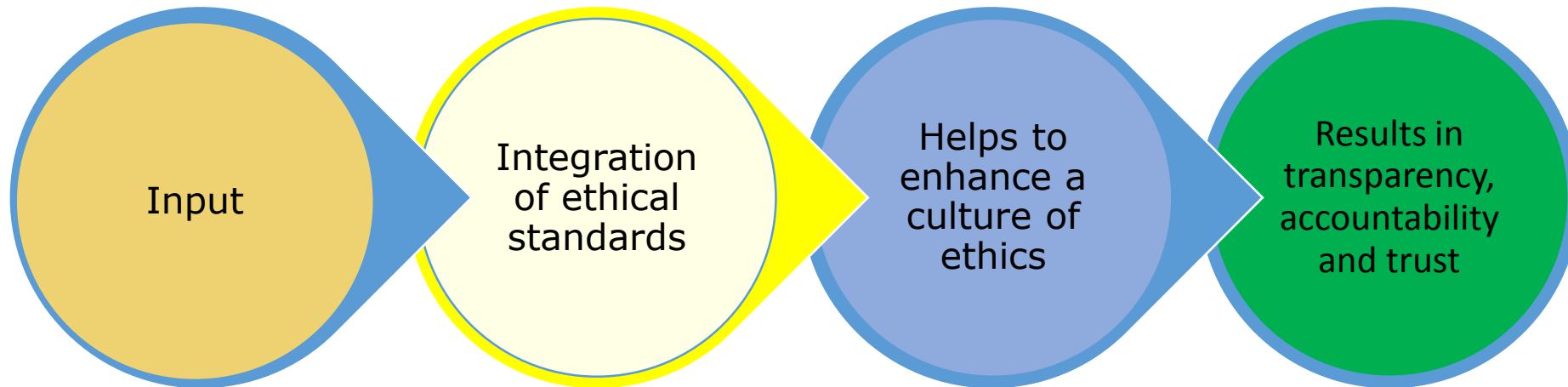
Applicability:

All WFP personnel: national and international staff members, consultants, interns, service contract holders, special service agreement holders, volunteers and United Nations volunteers (UNV)

Alignment within the UN system through coordination with the UN Ethics Panel



Standard Setting and Policy Support



Education, Training and Outreach

Purpose: Foster knowledge of standards of conduct and compliance with expected behaviour, while raising the ethical consciousness of WFP

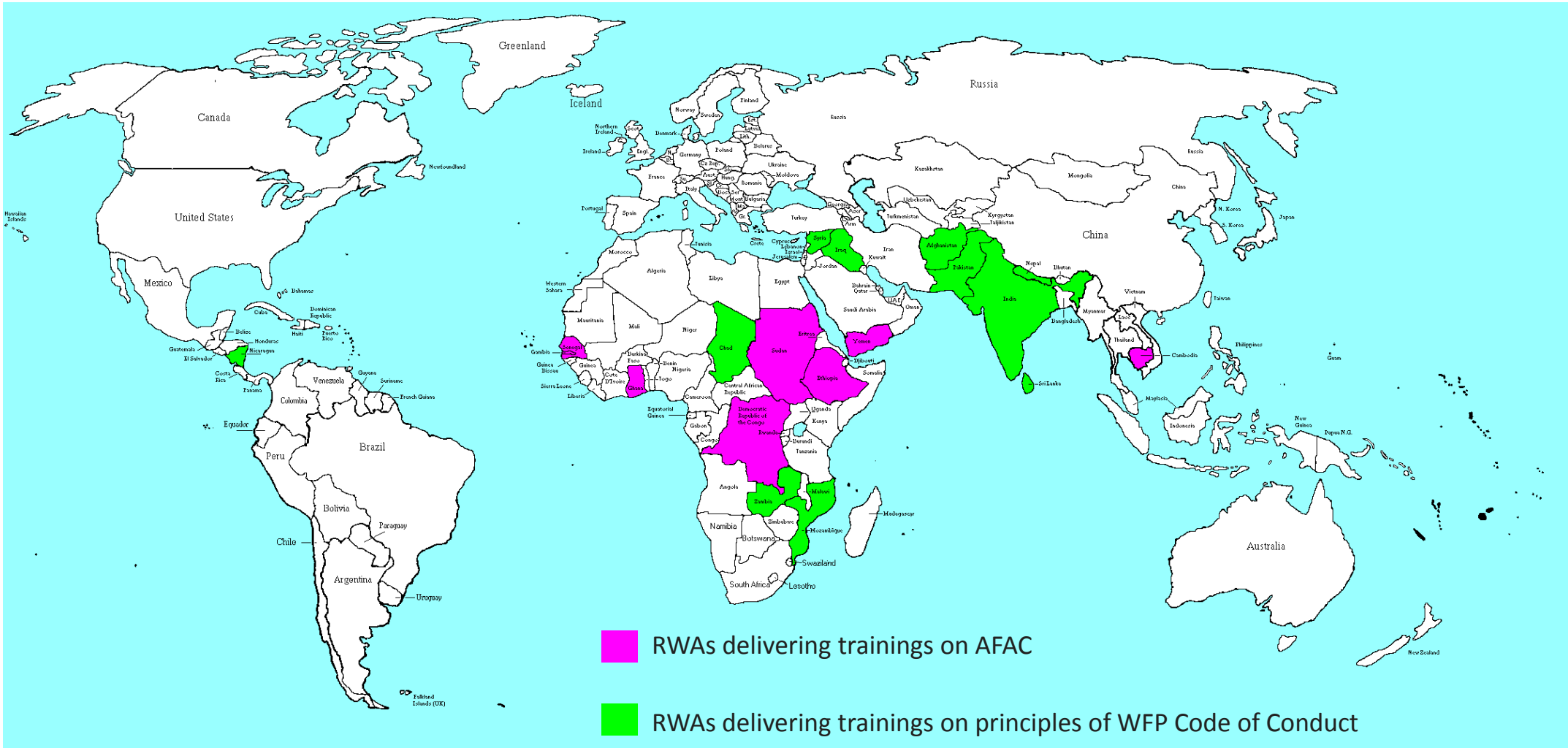
- ❖ Awareness and Communication Campaigns with global reach in all official languages and “tone from the top” messaging covering:
 - ❖ Annually: Anti-Fraud and Anti-Corruption
 - ❖ Annually: Gifts
 - ❖ 2016 Highlight: Zero Tolerance--Sexual Violence, Sexual Harassment and PSEA—3 part collaborative campaign
 - ❖ 2015 Highlight: Anti-Child Labour
 - ❖ 2014 Highlight: WFP Code of Conduct
- ❖ Ethics Leadership Dialogue
- ❖ Annual ED Message and Abbreviated Annual Report
- ❖ E-Learning
- ❖ Training
 - ❖ Respectful Workplace Advisors including “train the trainer” sessions
 - ❖ Divisions
 - ❖ In-Country



UNITED
AGAINST
CORRUPTION



Trainings Delivered by RWAs by Country



- ❖ **Ethics Panel of the United Nations:** UN Secretariat, UNDP, UNICEF, UNFPA, UNOPS, UNRWA, and UNHCR. Address issues of common interest and state of respective practices and policies (for example, financial disclosure and whistleblower policies and practices as related to protection against retaliation)
- ❖ **Ethics Network for Multilateral Organizations - Chair, WFP Ethics Director:** Broader network with annual meeting. Presented with UN Ethics Officer on “Resourcing Ethics Offices: General Approach to Performance Budgeting”
- ❖ **Rome-based agencies:** The ethics officers of the three Rome-based agencies coordinate periodically, sharing best practices.

Reporting and Administration

- ❖ Ethics Office
Infrastructure—internal policies and procedures
- ❖ Tracking Mechanisms and Metrics--for relevant and impactful planning and risk assessment
- ❖ Partnering--with Leadership and Management
- ❖ Outreach—partners
- ❖ Integrated, holistic approach



Building an ethical culture in words and actions

Acting per expected standards of conduct



“Tone from the top” leadership and management



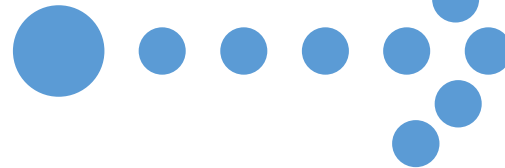
Mindfulness of our commitments



Ethically conscious decision making



Ethical Culture



Trust and integrity-based actions and results

Thank you and questions

Albert Einstein said, “Without ‘ethical’ culture, there is no salvation for humanity.”

