



World Food Programme

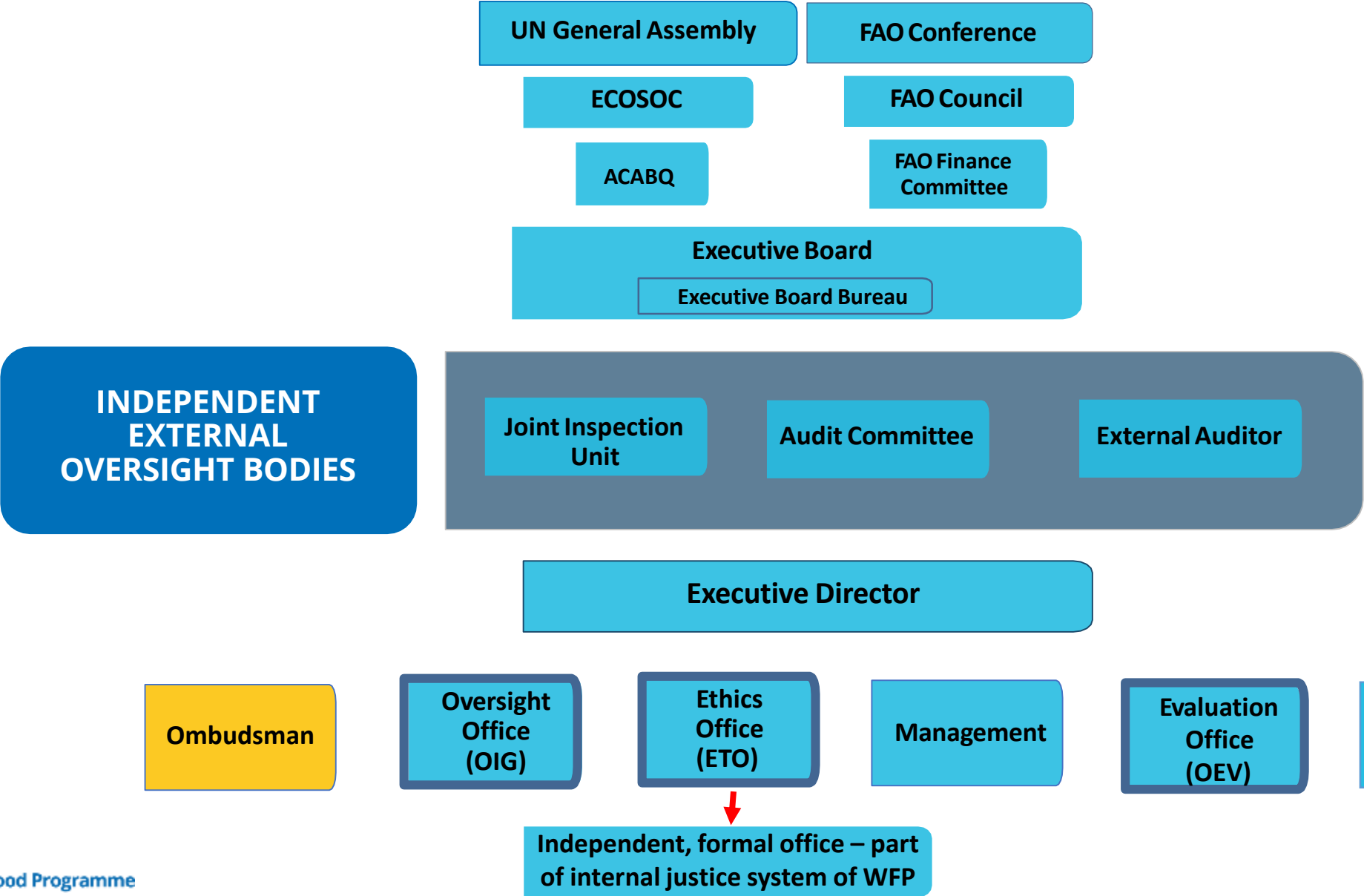


WFP/Saikat Mojumder

SAVING
LIVES
CHANGING
LIVES

Executive Board Informal Consultation

Bonnie E. Green, Director and Chief Ethics Officer
5 March 2019



WFP Ethics Office

Introduction For the purpose of securing the highest standards of integrity of WFP employees, in accordance with the Standard of Conduct for the International Civil Service, the Executive Director established an Ethics Office in WFP.

Objectives The objective of the Ethics Office is to assist the Executive Director in ensuring that all WFP employees observe and perform their functions in consistency with the highest standards of integrity.

Head of the Ethics Office The head of the Ethics Office is appointed by and accountable to the Executive Director and reports directly to her/him.

Main Responsibilities (4) The Ethics Office:

Policy/advocacy. Formulates, reviews and disseminates policies, standard-setting, training and guidance related to all ethical issues.

Advice to Management. Provides guidance to management on embedding ethical considerations in WFP's rules, policies, procedures and practices.

Prevention and Outreach. Is the focal point for raising awareness on ethical standards and expected behaviour in close cooperation with the Oversight Services [OIGI] and Human Resources Divisions.

Advice to Staff. Provides WFP employees with advice in confidence regarding ethical behaviour and standards.

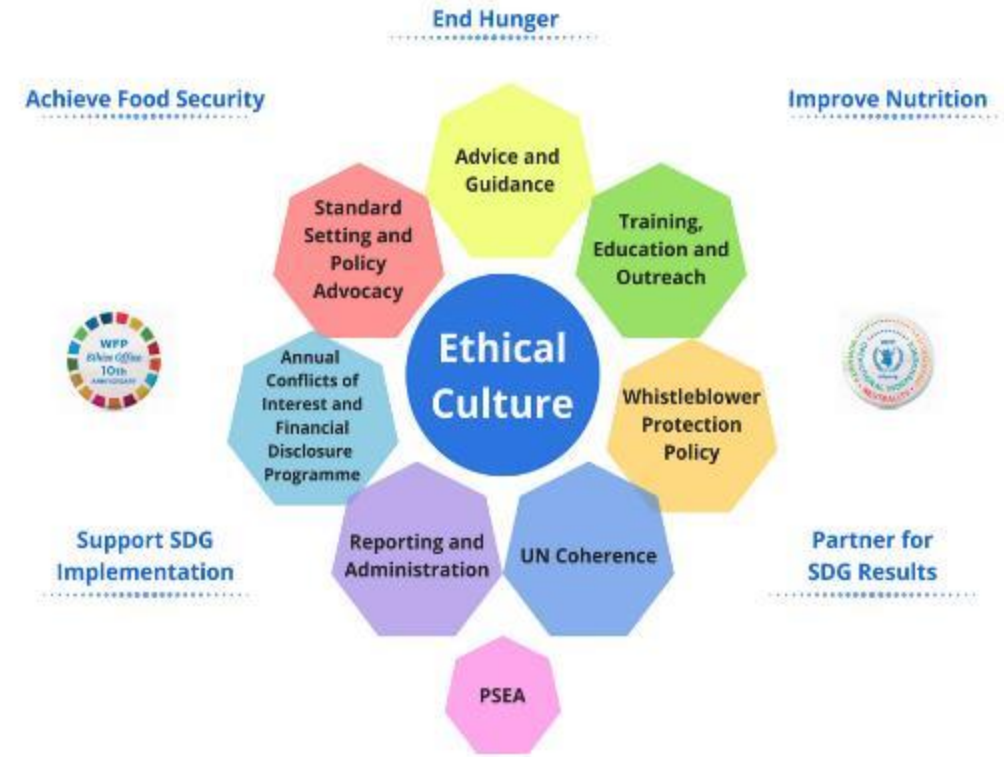
Protection Against Retaliation. Undertakes responsibilities assigned per the "Whistleblower" Protection Policy.

Financial and Conflict of Interest Disclosure Programme. Administrates Conflict of Interest Disclosure Programmes.

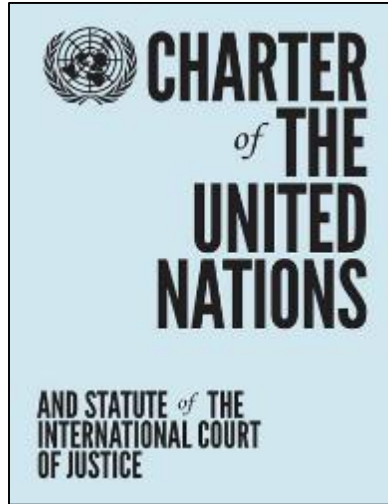
Additional Responsibilities. Undertakes all responsibilities assigned to it in the Secretary General's Bulletin on Ethics Officer of Funds and Programmes.

Reporting

The Ethics Office provides reports regularly to the Executive Director.

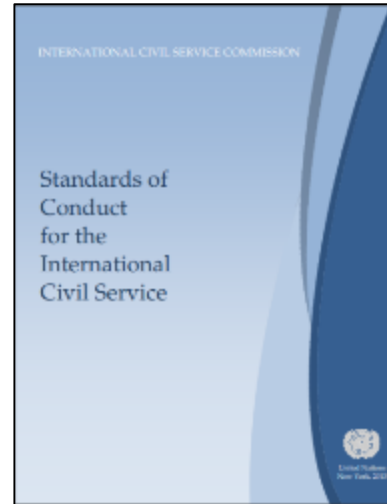


Three Key Documents



UN Charter

Establishes the purpose of the UN: to serve the ideals of peace, respect for fundamental rights, economic and social progress, and international cooperation



Standards of Conduct for the International Civil Service

- Informs how UN ideals are translated into reality
- Sets out expected standards of conduct: **Competence, integrity, impartiality, independence, discretion.**



WFP Code of Conduct

- Consolidates key ethics and standards of conduct of the staff rules and regulations and other administrative issuances.

Ethics: Personal versus Institutional

Oxford Dictionary definition

Definition of *ethics* in English:

ethics 

PLURAL NOUN

- 1 *[usually treated as plural]* Moral principles that govern a person's behaviour or the conducting of an activity.

Ethics at WFP

Is about conducting ourselves with the highest ethical standards, including our humanitarian principles:

- humanity
- neutrality
- impartiality
- operational independence

And always acting in accordance with the:

- principles of the UN Charter
- standards of conduct for the International Civil Service
- rules/regulations and other administrative issuances
- objectives of WFP and the UN

Conflicts of Interest

We must avoid actual, perceived and potential conflicts of interest in the way we conduct both our official duties and private affairs.

What are conflicts of interest?

A conflict of interest is a real or apparent incompatibility between an employee's private interests and either his/her official duties or the interests of WFP.

There can also be institutional conflicts of interest, when institutional relationships affect or appear to affect organizational priorities.

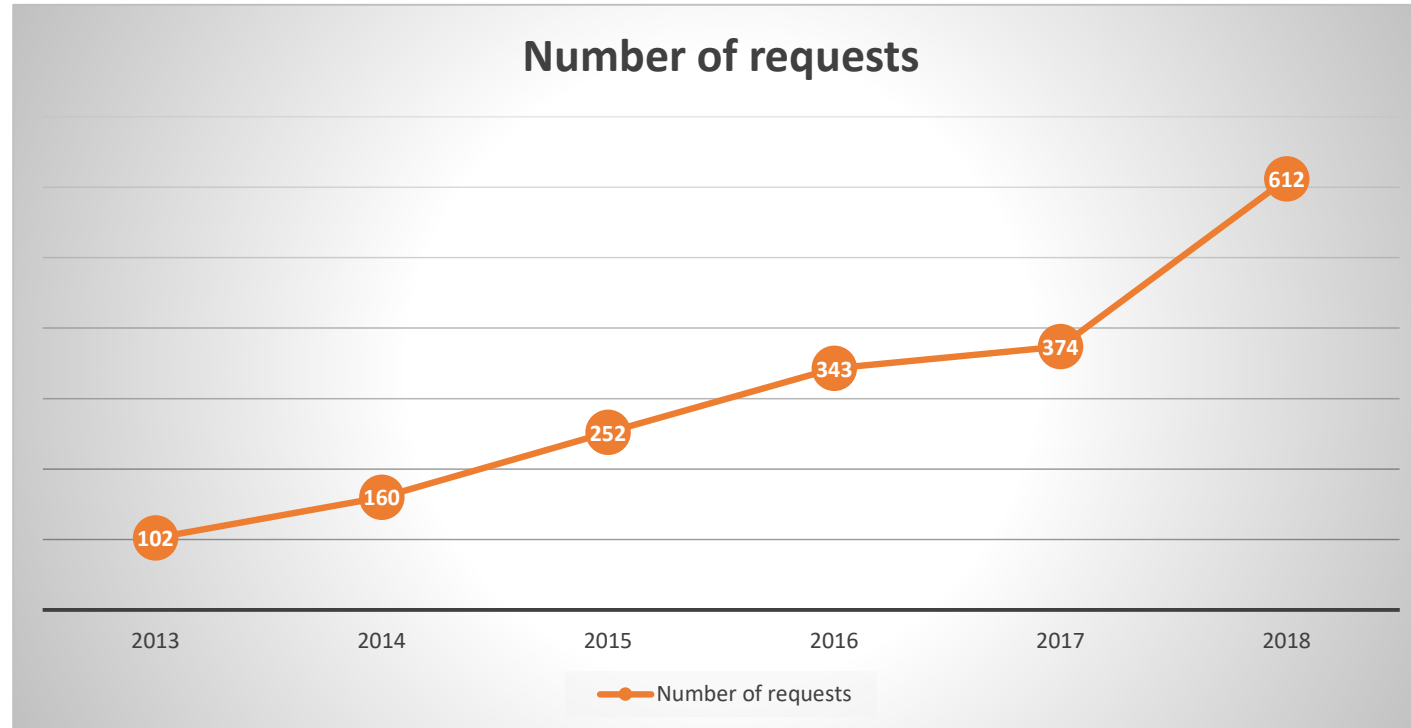
Why should we avoid conflicts of interest?

To preserve independence, integrity and impartiality, which means: trust on behalf of beneficiaries, governments, state members, and other WFP partners.



Advice and Guidance

Recorded numbers: 6-year trajectory



2018 A&G requests: **612***

- 211 categorized as “Management” requests
- 28 categorized as “Organizational” requests
- 83 categorized as “Not classified”

2018 PSEA A&G requests: **63***

- 42 categorized as “Management” requests
- 18 categorized as “Organizational” requests

Training, Education, and Outreach

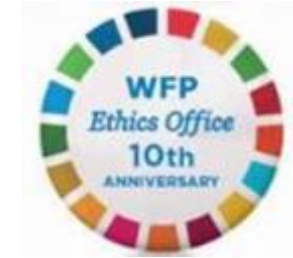
Awareness Campaigns

- Annually: end-of-the-year campaign on gifts, fraud and corruption
- Annually: Gifts auction
- Annual Executive Director Message on Ethics
- 10th Anniversary of the Ethics Office: “12-month” awareness campaign

Mandatory Ethics E-learnings

Module Three, 2018:

- Misconduct
- Protection against retaliation
- Protection from sexual exploitation and abuse
- Respect



Annual Conflicts of Interest and Financial Disclosure Programme

Purpose:

- Transparency
- Risk management
- Identify and mitigate conflicts of interest

Evolution:

- New software
- Updated questions

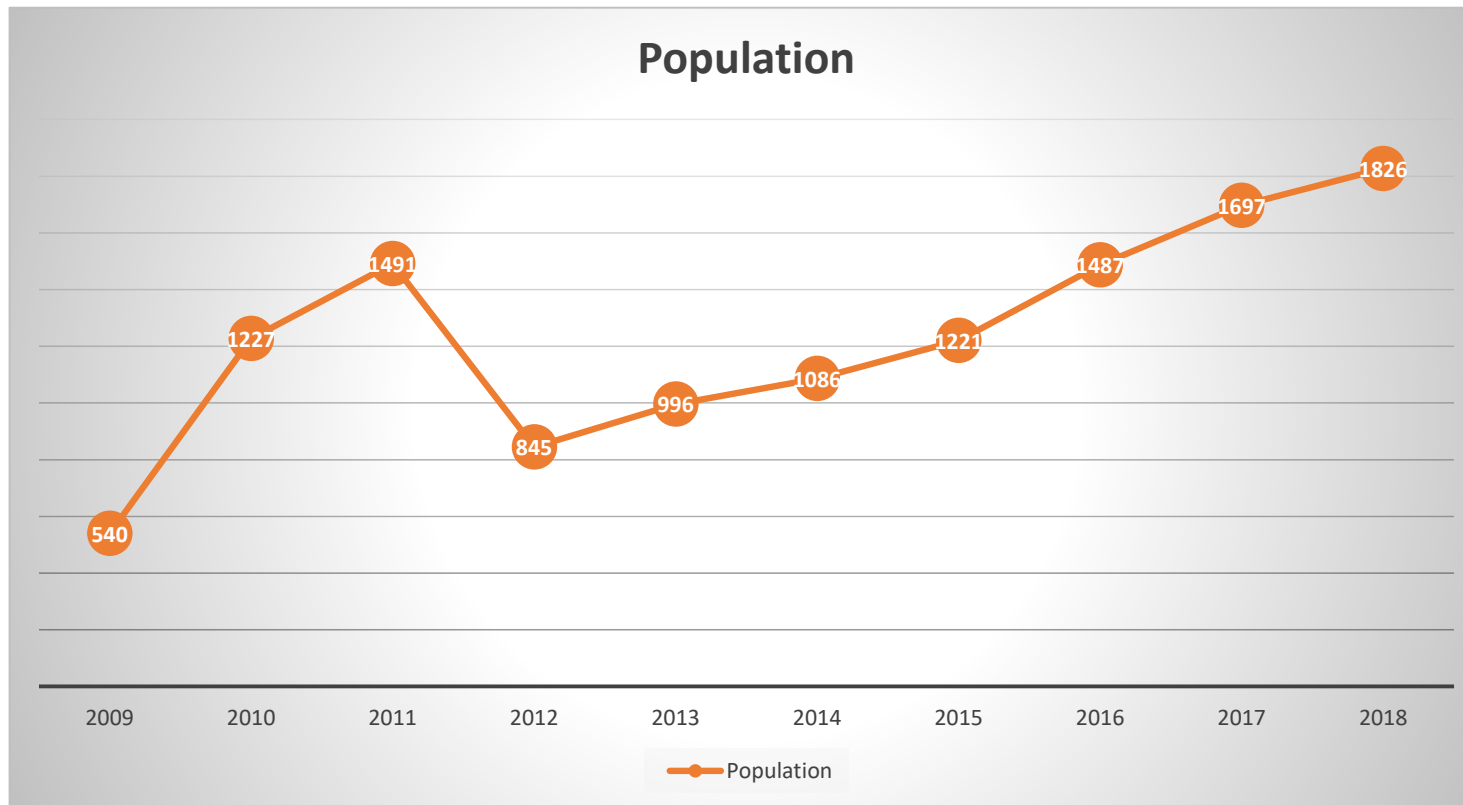
Participants:

- Senior levels
- Oversight
- Investment (Treasury)
- Procurement and Legal
- Others with material procurement authority
- Employees on vendor management committees or with regular access to confidential procurement information/documents.



Annual Conflicts of Interest and Financial Disclosure Programme (ADP)

Purpose: Identify and Mitigate Conflicts of Interest



2019 Population: anticipated over 2000

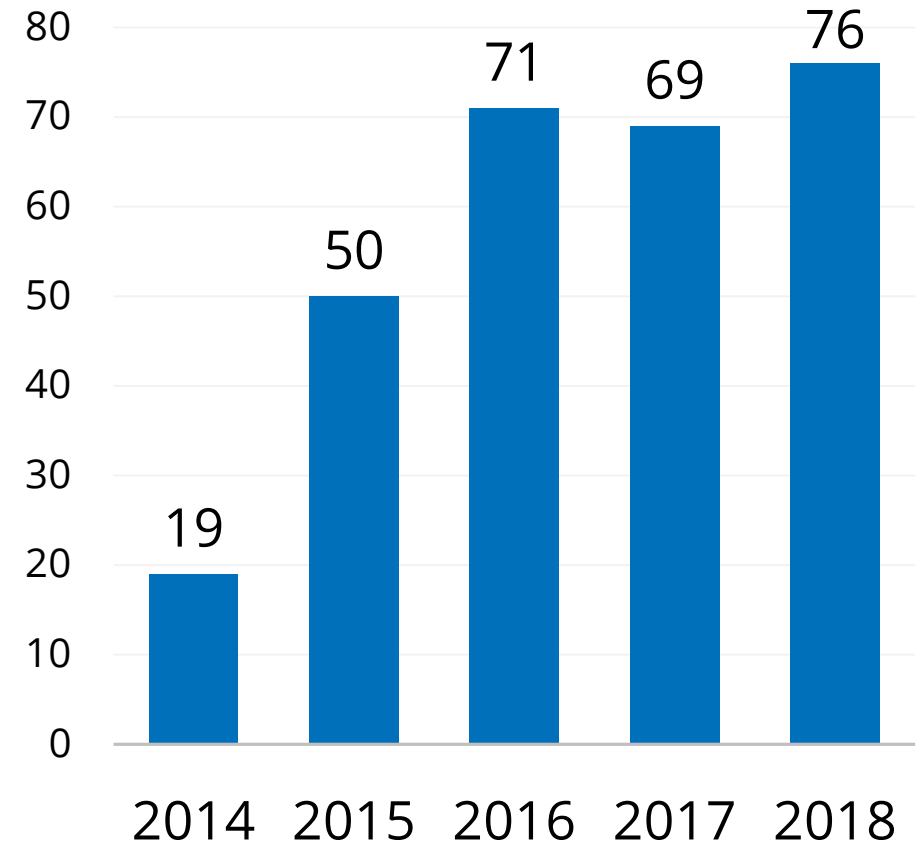
2018 Population: **1826***

- 600 submissions flagged as possible conflicts of interest and reviewed
- Still unknown number of outside activities identified for complete reviews through the Ethics Office standard practices

Standards Setting and Policy Advocacy



Recorded reviews of policies*



*Note: 2018 numbers are not official.

Protection against Retaliation – Whistleblower Protection Policy

Purpose:

- Enable reporting of misconduct without retaliation

Scope:

- Report of misconduct in good faith
- Cooperation with duly authorized audits, investigations or Proactive Integrity Reviews (PIRs)



- Encourages **coming forward**
- A tool for “speaking up” and as a result, promotes a “speak up” culture

Protection against Retaliation – Whistleblower Protection Policy

Role of the Ethics Office:

- Determine whether there is a *prima facie* case of retaliation
- If substantiated, refers the matter for investigation, unless there is a conflict of interest
- Make recommendations as related to protection (and disciplinary) measures

Applicability:

- All employees, no matter the contract type



Protection against Retaliation Cases

2018: 5 cases considered

2017: 3 cases considered

UN Coherence - Collaboration

- ❖ **Rome-based agencies:** The ethics officers of the three Rome-based agencies coordinate periodically, sharing best practices
- ❖ Member of the **Ethics Panel of the United Nations (EPUN):** UN Secretariat, UNDP, UNICEF, UNFPA, UNOPS, UNRWA, and UNHCR. Address issues of common interest and state of respective practices and policies
- ❖ Member of the **Ethics Network for Multilateral Organizations (ENMO):** Broader network

WFP Ethics Office, Chair: 2017-2018

WFP Ethics Office, Host: 2017



Protection from Sexual Exploitation and Abuse (PSEA)

- ❖ **Zero-tolerance policy** to any acts of sexual exploitation and abuse (SEA) committed against those we serve. **SEA constitutes serious misconduct**, and is grounds for disciplinary action, including summary dismissal.

Definitions:

- ❖ **Sexual exploitation** is the actual or attempted abuse of position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. **Engaging prostitution services** is also considered a **form of SEA**.
- ❖ **Sexual abuse** is the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

WFP's multidisciplinary **approach to PSEA** is facilitated by the **Ethics Office** as WFP's corporate focal point, and includes identifying the right policies, good practices, and areas to be strengthened.



WFP/Giulio D'Adamo

ETO Organogram

