

ANNUAL REPORT OF THE ETHICS OFFICE FOR 2018

Bonnie Green, Director and Chief Ethics Officer

June 2019

ETO: Independent, formal office – part of oversight and internal justice system



Ethics in WFP

Values, Principles and Standards:

- UN Charter
- Standards of Conduct for the International Civil Service (2013)
- WFP Code of Conduct and applicable administrative issuances/rules/guidelines
- Humanitarian Principles
- “Do No Harm”
- Respectful, safe and harmonious workplace



WFP Code of Conduct

“The way we work together at WFP to save lives and help hungry and vulnerable people is what makes us stand out. And we must always do that in ways that uphold our highest values, with a sense of personal responsibility to our co-workers, our donors and those whom we serve. Thank you for all you do every day, and for doing it with integrity.” David Beasley, WFP Executive Director

WE CONTRIBUTE to the WFP mission of promoting food security and fighting hunger worldwide, serving the ideals of peace, respecting fundamental human rights, economic and social progress, and international cooperation, adhering to highest standards of conduct and all the principles and values enshrined in the United Nations Charter—fundamental human rights, social justice, the dignity and worth of the human person and respect for the equal rights of men and women.

I COMMIT to carry out my duties and conduct myself, both in public and private life, with competence, integrity, impartiality, independence and discretion.

I UNDERTAKE

- to abide by WFP regulations and rules, as well as my contract, and to report any breach of them, understanding I have a right to be protected from retaliation
- to contribute to building a harmonious workplace, based on mutual respect and understanding, free from discrimination, harassment, sexual harassment and abuse of authority, with respect for diversity
- to respect the rights, dignity and safety of the people WFP assists and to act impartially and fairly. WFP upholds a zero-tolerance policy to sexual exploitation and abuse
- to base my actions on honesty, truthfulness, impartiality and incorruptibility, reporting any practice or attempted practice of fraudulent, corrupt and collusive behaviours
- to perform my official duties and conduct my private affairs in a manner that avoids actual, apparent and potential conflicts of interest or reflects unfavourably on WFP. If a conflict of interest should arise, I undertake to disclose it
- not to accept any personal honour, favour, gift, remuneration or economic benefit from any source external to WFP without authorization
- to protect confidential information, not using it for unauthorized purposes or disclosing it to unauthorized persons
- to use and safeguard the assets, property, information and other WFP resources with care, efficiency, effectiveness and integrity and for authorized purposes only.

I RECOGNIZE privileges and immunities enjoyed by WFP employees are conferred solely in the interests of WFP. I am not exempted from observing local laws or respecting private legal or financial obligations.

I AM accountable and answerable for all my actions, decisions and commitments in the performance of my functions.

Mandate of the Ethics Office



Ethics in WFP is about applying our values, principles and standards to our actions – everyday.



Understand and act per established standards as an international civil humanitarian organization



Identify ethical issues and undertake ethical decision making



Support a speak up culture by speaking up



Recognize inappropriate behavior and how to address as a bystander

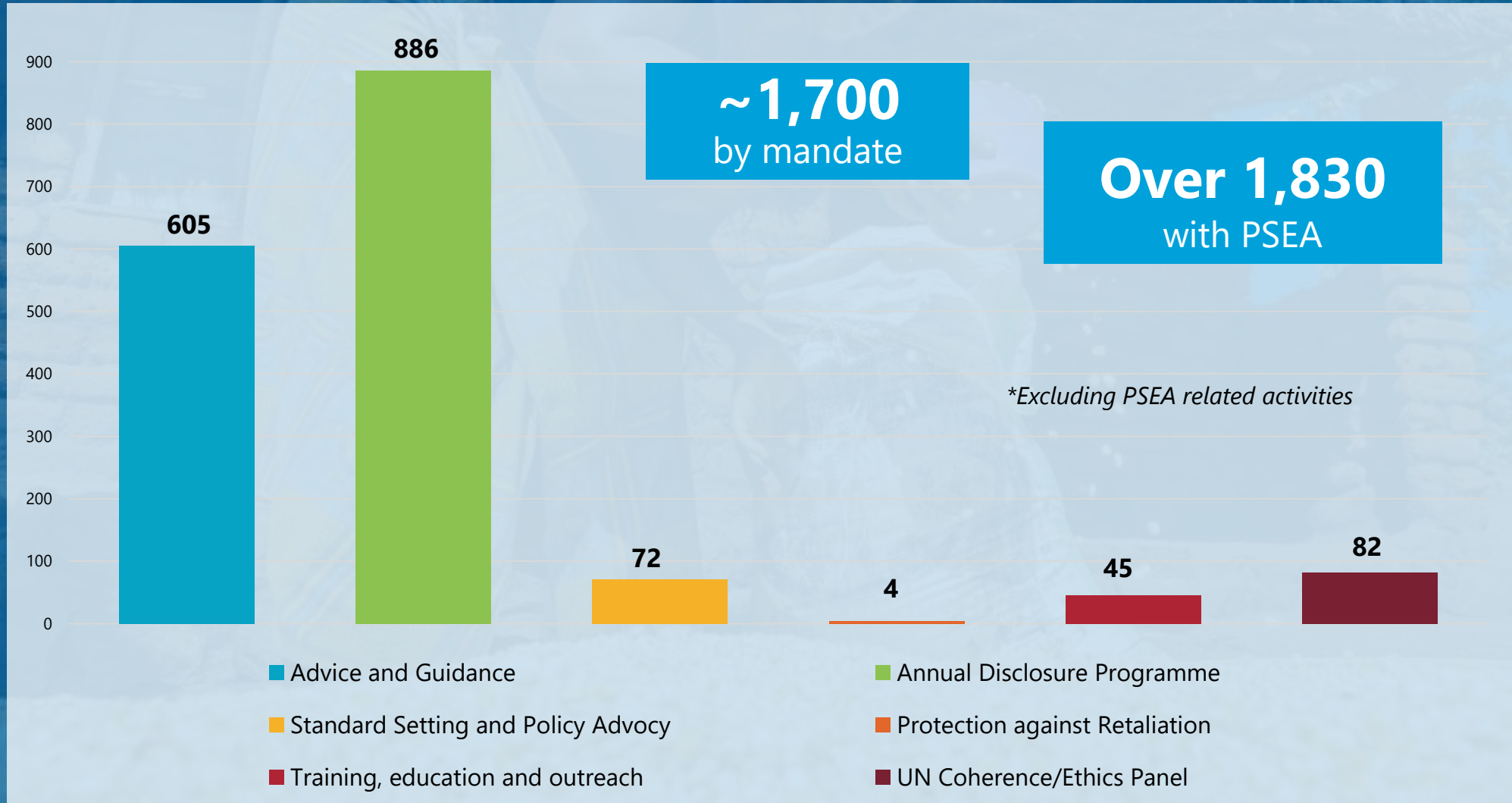


Thinking about these issues — it matters



Summary of the work of the Ethics Office

by number of activities recorded*

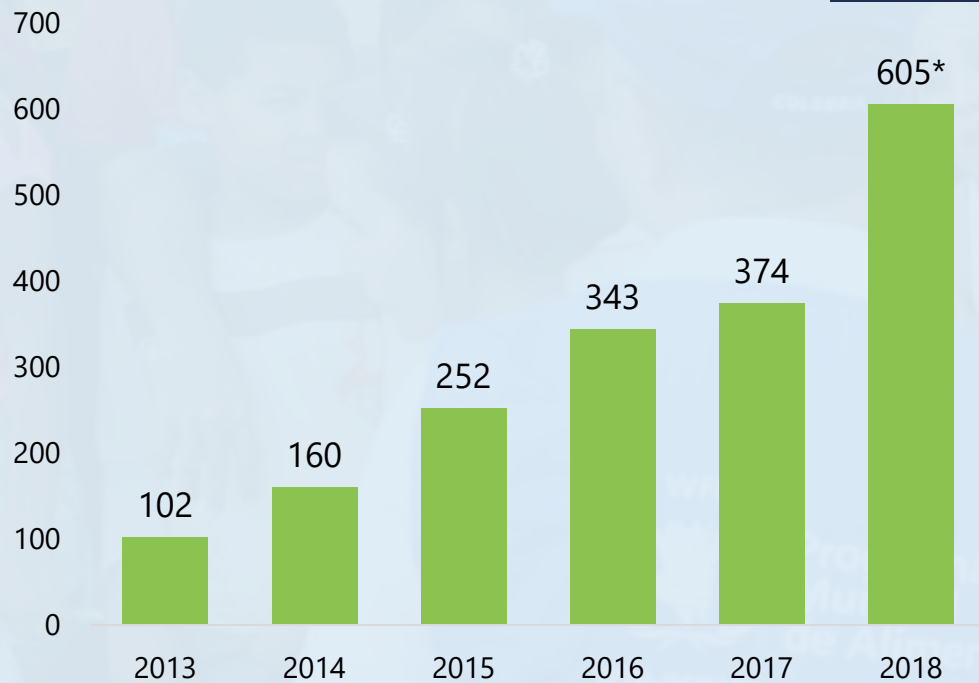




Advice and Guidance

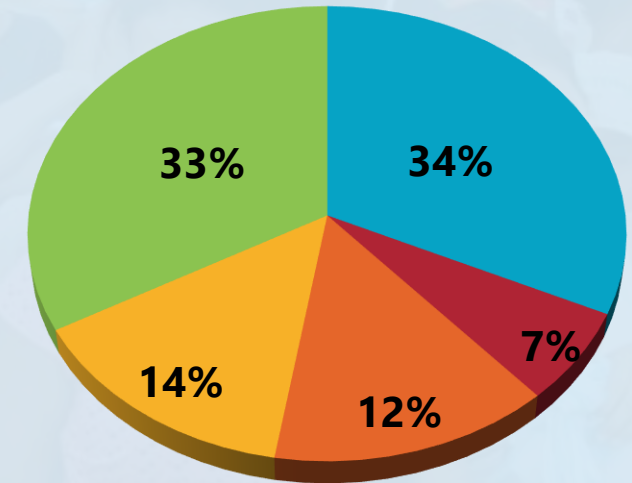
Recorded Numbers Seven-year trajectory

2019: ~ 260*



**Excluding PSEA-related advisories*

Advice and Guidance by category



- Outside Activities
- Gifts, awards and hospitality
- Employment-related
- Standards of conduct
- General conflicts of interest and other

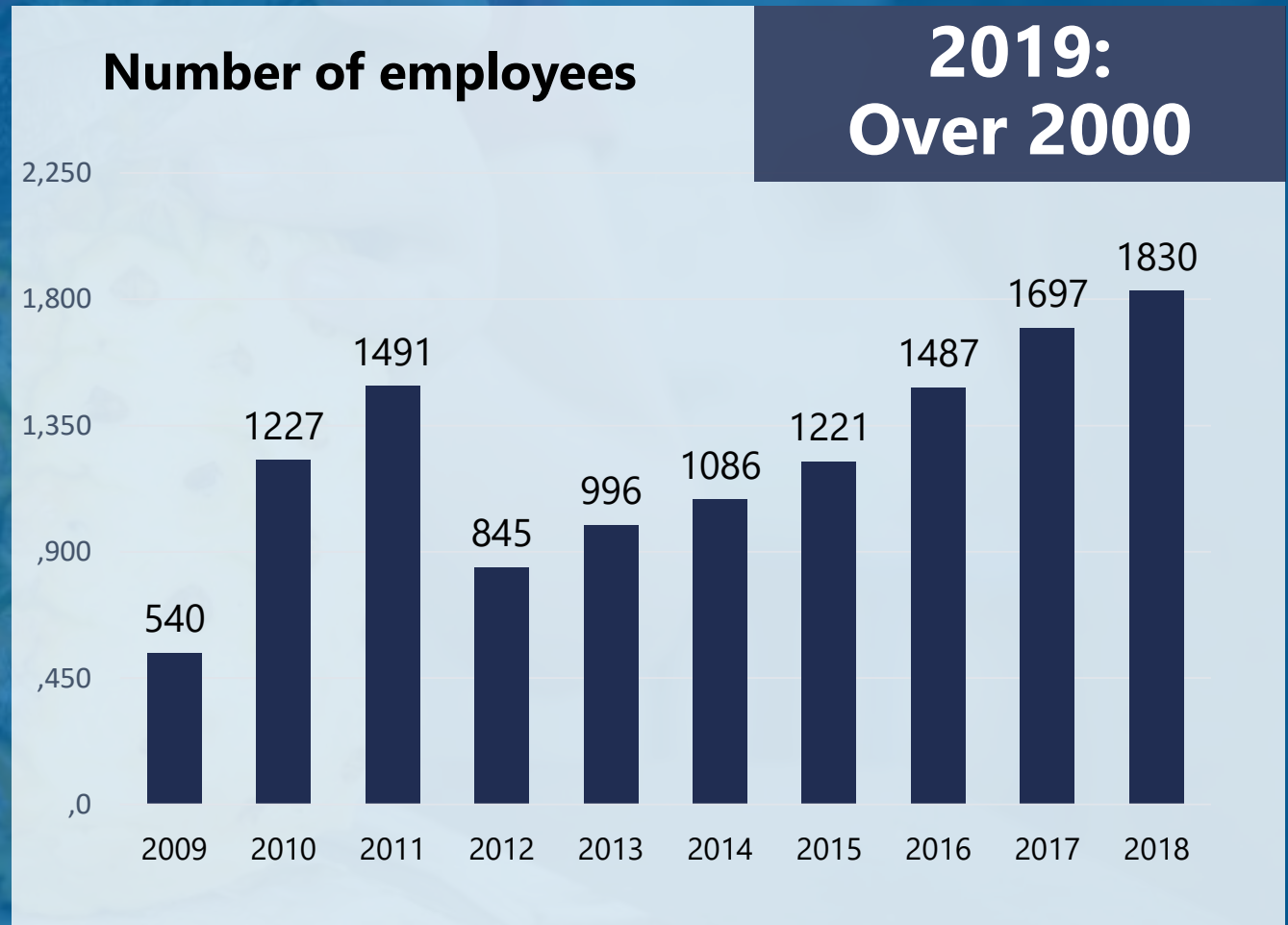




Annual Conflicts of Interest and Financial Disclosure Programme

- **100% compliance** ✓
- 449 questionnaire submissions flagged as possible conflicts of interest
- 437 statements flagged as possible conflicts of interests
- 51 outside activities identified for complete reviews*

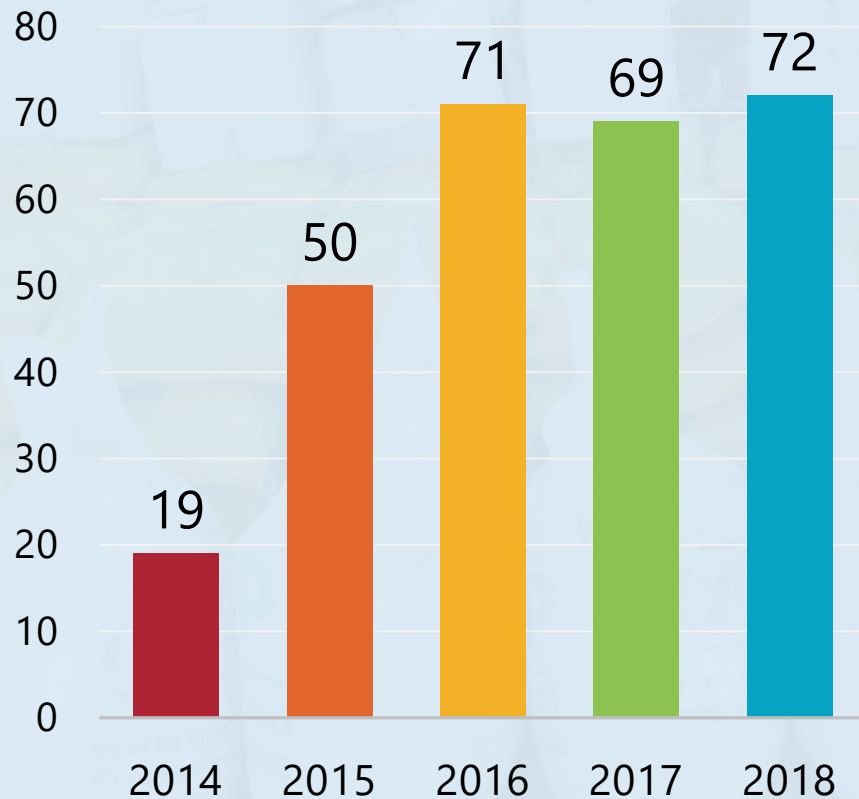
* 34 outside activities identified, in 2017





Standards Setting and Policy Advocacy

**Recorded reviews of policies
2014-2018**



- In 2018, the Ethics Office received requests for input to **86** policies
- The Ethics Office reviewed **72** of them

2019:

- ~25
- **Whistleblower Protection Policy**
- **Conflicts of Interest Policy**
- **Pre-Employment Vetting Guidance with Proposed Policy and Procedure Updates**



Protection against Retaliation



2019:
two new cases

2018: Four cases considered

One case continued from 2017 and three new cases:

- The 2017 case was not completed because the complainant did not provide complete information
- No *prima facie* was established but protection measures were provided during the *prima facie* review
- The complainant did not provide complete information and the review was not completed
- One case remained under review into 2019; no *prima facie* case was established





Training, Education and Outreach

- **~1,000 employees trained directly**
- **Over 500 employees trained indirectly through 25 sessions held by colleagues** (including RWAs)
- **Launch of the Third Module of the Ethics e-learning**



2019

- **Induction Briefing for new Executive Board members**
- **HQs Ethics Induction Sessions (~100 employees)**
- **Food Procurement (~50 employees per training)**
 - RBN, RBB, RBJ, RBC, RBP, RBD
- **RBB/CD**
- **COs – Philippines, Cambodia CO**
- **RWA Ethics Ambassador Training**
- **Other HQ presentations**



Training, Education and Outreach

2018 & 2019 AWARENESS CAMPAIGNS BY TOPIC AND MONTH

2018 JANUARY Standards of Conduct and United Nations Charter	2018 FEBRUARY Protection & Accountability to Affected Populations	2018 MARCH Protection from Sexual Exploitation & Abuse (PSEA)	2018 APRIL Humanitarian Principles
2019	2019	2019	2019
2018 MAY Protection from Harassment, Sexual Harassment, Abuse of Authority & Discrimination	2018 JUNE Accountability at WFP	2018 JULY Speaking-Up/ Listening Culture	2018 AUGUST
2019	2019 PSEA Campaign	2019	2019
2018 SEPTEMBER	2018 OCTOBER	2018 NOVEMBER Executive Director's Message on Ethics	2018 DECEMBER End-of-the-year Campaign on Gifts and Anti-Fraud & Anti-Corruption
2019 Executive Director's Message on Ethics	2019 WFP Code of Conduct Campaign	2019	2019 End-of-the-year Campaign on Gifts and Anti-Fraud & Anti-Corruption

Protection from Sexual Exploitation and Abuse (PSEA)

*The Ethics Office was tasked with being the **Organizational focal point for PSEA**, facilitating a multi-disciplinary approach to PSEA, including working collaboratively with other UN agencies and entities.*



Key Achievements

- **40 consultations** with key internal and external stakeholders
- Establishment of the **PSEA Advisory Group** and **first Group Consultation**
- Administration of the **PSEA Focal Point Network (278 Focal Points and alternates in COs and RBx)**
- **66 Advice and Guidance requests on PSEA (in 2018)**
- **WFP-wide awareness campaign**
- Half-day session at the Annual Partnerships Consultation



2019

- **PSEA Focal Point online course**
- **WFP PSEA Strategy (2020-2022)**
- **UN system and Inter-agency participation**
- **Executive Board/WFP Management Sub Working Group on Safeguarding against sexual harassment and sexual exploitation and abuse**
- **~ 55 Advice and Guidance requests**



UN Coherence

Ethics Panel of the United Nations (EPUN)

- **10 standard conference calls/meetings**
- **72 consultations/deliberations** on issues of common interest
- **10 reviews of non-prima facie findings** of the Protection against Retaliation cases of member Ethics Offices

2019

- **Current EPUN alternate chair**
- **Reviews of non-prima facie determinations**
- **Consultations**
 - **Whistleblower Protection Policy**
 - **Disclosure Programme**
 - **Conflicts of Interest**

Ethics Network for Multilateral Organizations (ENMO)

- Director, Ethics Office, was **ENMO Chair for 2017-2018**
- Expanded three and one-half day agenda for the 2018 Annual Meeting to commemorate the 10-year anniversary of ENMO Meeting.
- The Conference was hosted by the UN Ethics Office and held in New York City for the first time

2019

- **ENMO Planning Committee**

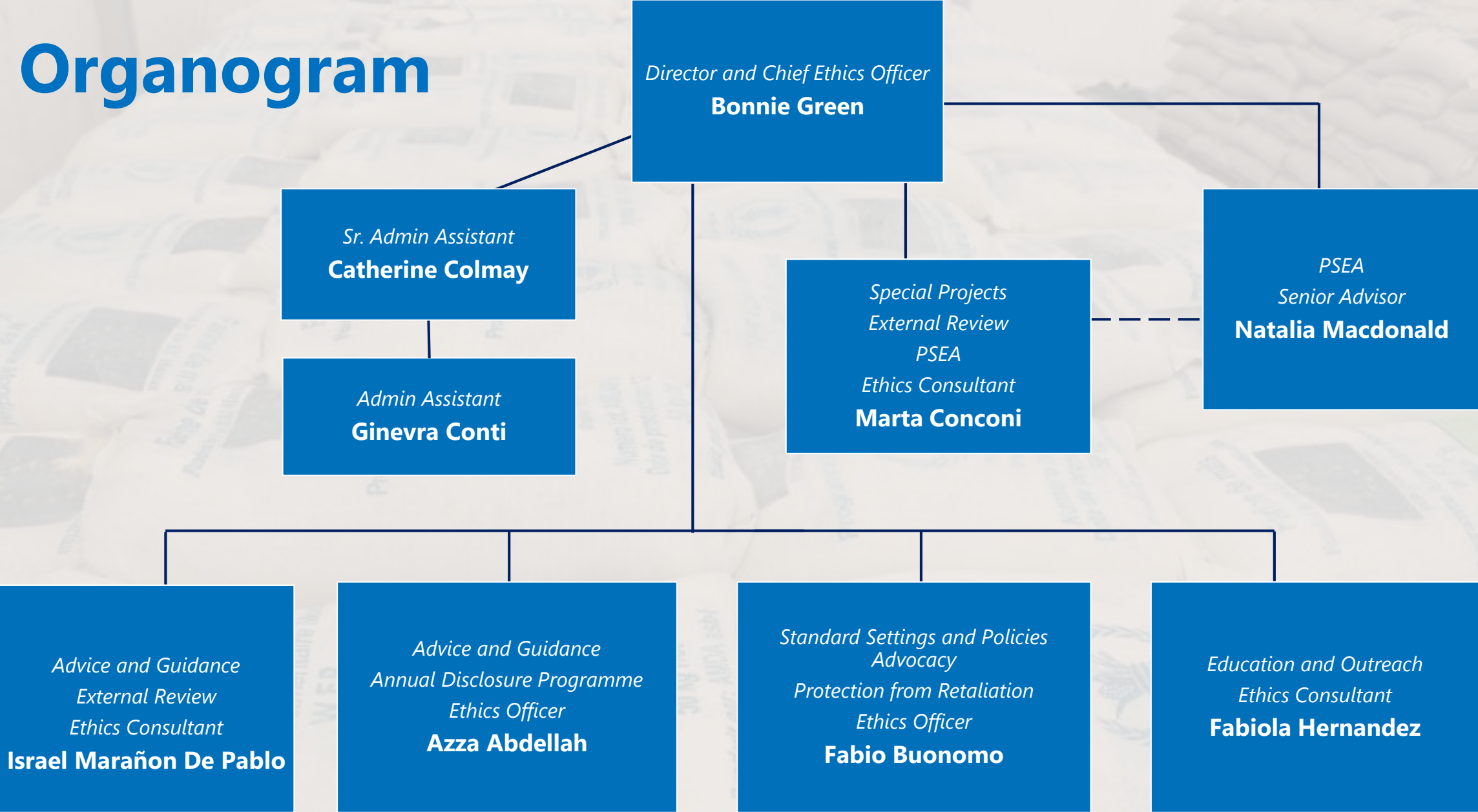
Rome-based Agencies (RBA)

- The ethics officers of the three Rome-based agencies continued ad-hoc sharing of best practices and knowledge with increased interaction, especially with the Director, Ethics Office, IFAD on common issues.

2019

- **Periodic meetings covering consultations on:**
 - **HSHAPD,**
 - **PSEA, and**
 - **Conflicts of interest.**
- **IFAD attendance at the EB/WFP Management Sub Working Group on Safeguarding against sexual harassment and SEA**

Organogram



Thank you and Questions