



Second Quarterly Briefing on Ethics

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Agenda

- Ethics Office Mandate and Structure
- 2019-2021 Strategy Summary Plan
- 2019 Workplan
- Successes, challenges, and concerns at the half-year mark

Mandate of the Ethics Office

End Hunger

Improve Nutrition

Achieve Food Security

Partner for SDG results

Support SDG Implementation



Ethics Office Strategy Plan Summary (2017 – 2021)

ETO OVERVIEW OF FIVE YEAR STRATEGY (2017-2021)

STRATEGIC OBJECTIVE	TACTICAL SUPPORT
1: ALIGN AND IMPLEMENT ETO CHARTER AND OTHER ADMINISTRATIVE ISSUANCES	<ol style="list-style-type: none"> Align ETO Structure to reflect other independent functions and position in the “Three Lines of Defense”. Adopt New ETO Charter; operationalize it. Review and Revise Conflicts of Interest (COI) ED Circular into several circulars and include practical guidance and mechanisms to raise awareness and disclosures to proactively address personal, functional and organizational COIs.* Review and Revise Whistleblower Protection Policy; implement with education and outreach.
2: FACILITATE REGIONAL AND COUNTRY ETHICS NETWORKS	<ol style="list-style-type: none"> Build Regional Director/Deputy Regional Director Relationships into Ethics Networks (“Field Networks”). Create Country Level Relationships as part of the Field Networks. Maintain, Further Develop and Cultivate ETO Relationships with existing field resources (RWA, Wellness, Protection Officers, Risk and Compliance Advisors, etc.). Create New ETO Employee Opportunity in the form of a temporary rotational role for a national staff member.
3: FACILITATE CROSS CUTTING/CROSS FUNCTIONAL NETWORK	<ol style="list-style-type: none"> Create a Proactive Cross Cutting/Cross Functional (HQ Based) Network. Formalize network of key cross-functional directors/leaders to inform actions by ETO, other divisions and WFP-wide relating to WFP’s values, standards and principles, to enhance the WFP ethical culture and personal professional accountability. Address Systemic Issues through the Network. Work Collaboratively with Other Functions (beyond the Network). Consider WFP/UN Ethics And Compliance Knowledge “Certification” Program.
4: USE COMMUNICATIONS TO ENHANCE LEADERSHIP OF WFP’S OVERALL ETHICAL CULTURE AND CULTURE OF ACCOUNTABILITY	<ol style="list-style-type: none"> Engage Leadership on Cross Cutting Culture Issues to inform ETO and WFP actions. Develop and Roll Out “Safe To Speak Up/Listen Up” Training Modules To “Empower The Peer”. Consider roll out as related to the revised Whistleblower Protection Policy. Engage with Communications and other Stakeholders to take Education and Outreach to the Next Level. Provide Leadership Decision-Making Tools and Communications Resources.
5: DEEPEN INTERNAL AND EXTERNAL STAKEHOLDER RELATIONSHIPS	<ol style="list-style-type: none"> Deepen WFP Stakeholder Relationships (EB, AC). Deepen UN System Stakeholder Relationships (RBA, EPUN, ENMO). Support Education and Outreach to Third Party Relationships (private partnerships, suppliers, NGOs). Champion WFP/UN Cross-Cutting Work like Privacy, Protection Against Sexual Exploitation and Abuse (PSEA).

Advice and Guidance

Overall Objective: Provide quick, practical, and consistent advice to managers and employees, enabling decisions to be more informed and more coherent

2019-2020 Priorities

- Providing timely ethics guidance and advice prioritizing management and organizational queries
- Developing and implementing I-sight case management system
- Updating Advice and Guidance categories to inform initiatives through Education and Outreach
- Continuing to create tools to enable consistent and efficient approaches to advice
- Implementing a feedback mechanism to understand expectations and service to established expectations.





Annual Conflicts of Interest & Financial Disclosure Programme

Overall Objective: Through the mandatory disclosure mechanism, assist employees in avoiding and/or addressing personal conflicts of interest that may or may appear to interfere with the performance of their official duties and responsibilities

2019-2020 Priorities

- Conducting the 2019 ADP exercise
- Revising the ED Circular on the Annual Conflicts of Interest & Financial Disclosure Programme
- Implementing the revised Questionnaire in the database
- Creating the Disclosure Programme reporting tool (back of the house)
- Addressing the timely compliance issue
- Providing of Advice and Guidance timely as a result of disclosures
- Reviewing the process related to compile the eligibility list with IT and HR.



Standards Setting and Policy Advocacy

Overall Objective: **Develop and communicate on ethics policies and standards consistent with WFP's values, standards and principles; provide input to other WFP policies and standards**

2019-2020 Priorities

- Reviewing Pre-Appointment Disclosure Form and guidelines
- Drafting and implementing guidance on recruitment of Government employees unwilling or unable to resign because of pension purposes
- Reviewing and issuing the ED Circular on outside activities
- Reviewing and issuing the ED Circular on honours, decorations, favours
- Reviewing and issuing the ED Circular on gifts
- Updating ED Circular on the Ethics Office's mandate.



✓ Whistleblower Protection

Overall Objective: **Empower employees to report misconduct and cooperate with duly authorized audits, investigations, and proactive integrity reviews (PIRs) without being subject to retaliation**

2019-2020 Priorities

- Reviewing requests for protection against retaliation consistently and timely
- Advancing tools to enable consistent and effective review of requests and maintain proper recording system
- Reviewing and issuing the ED Circular on protection against retaliation
- Creating SOPs
- Conducting and awareness campaign on Protection against Retaliation.



Education & Outreach

Overall Objective: Raise awareness on standards of conduct and ethics, nurturing an ethical culture and environment, and helping to foster a “speak up/listen up” culture

2019-2020 Priorities:

- Conducting awareness campaigns and messaging:
 - WFP Code of Conduct – 5 year anniversary
 - Executive Director’s annual ethics messaging
 - Political activities – targeted packages
 - End-of-the-year messages on gifts, anti-fraud and anti-corruption
 - Protection from Sexual Exploitation and Abuse (PSEA)
- Updating a more user-friendly ETO website on WFPgo
- Conducting/Rolling out/Integrating:
 - Ethics e-learning, third and final module with translations and ED message ([here](#))
 - HQs Ethics Induction Briefings
 - Ethics and standards of conduct into HR trainings for Country Directors/Deputy Country Directors and supervisors
 - Face-to-Face trainings and briefings, by request and added to mission

UNANTICIPATED:

- Creating materials and presenting same as part of Food Procurement/PIR/Audit initiative
- HR trainings on standards of conduct and areas within ETO mandate, like COI, etc.



UN Coherence

Overall Objective: **Foster UN harmonization, collaboration and knowledge sharing across EPUN, ENMO, and RBAs**

2019-2020 Priorities

- Participating in Ethics Panel of the United Nations (EPUN) meetings
- Providing input on EPUN members' annual reports and *ad hoc* input on ethics matters
- Reviewing protection against retaliation matters at EPUN level.

UNANTICIPATED:

- **Increase in protection against retaliation reviews**
- **Alternate Chair**

Protection from Sexual Exploitation and Abuse (PSEA)

Overall Objective: Support WFP efforts to prevent and protection those we serve from Sexual Exploitation and Abuse

2019-2020 Priorities

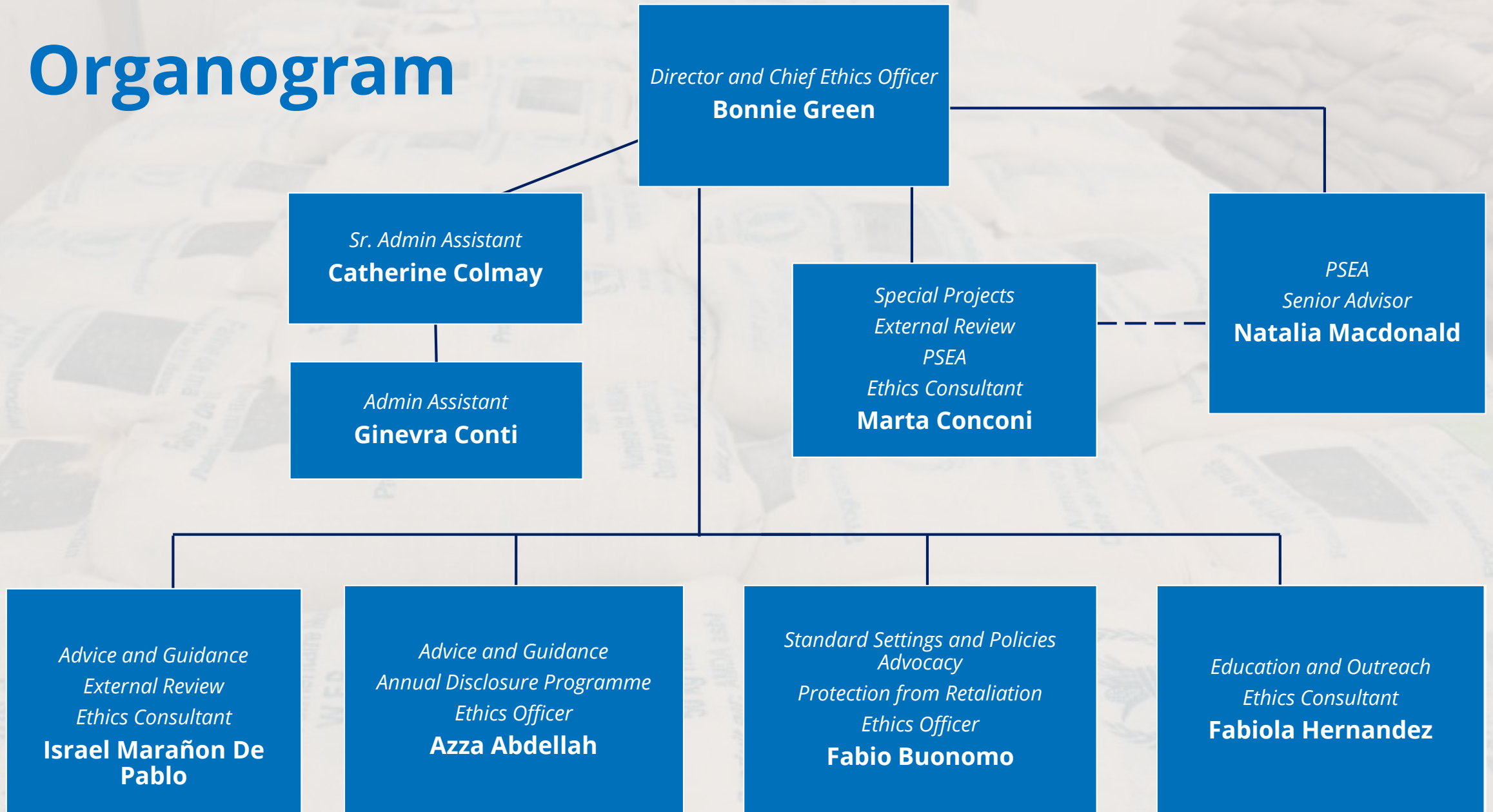
- Developing PSEA strategy and Implementation Plan endorsed by Management
- Increasing engagement and collaboration within WFP, UN-System and IASC
- Maintaining a robust PSEA Advisory Group and the PSEA Focal Points Network
- Providing Advice and Guidance on PSEA
- Developing comprehensive tools and resources for PSEA education and outreach.

Management Requests / Independent Formal Office

2019-2020 Priorities

- Member of the Inter-divisional Standing Committee
- Member of the Joint Executive Board/WFP Management Working Group on Harassment, Sexual Harassment, Abuse of Power and Discrimination (HSHAAD Policy)
- Co-Chair of the Sub Working Group on Safeguarding against sexual harassment and sexual exploitation and abuse
- External Review of WFP's workplace culture with a concentration on better understanding the results of last year's Global Staff Survey as related to harassment, sexual harassment, abuse of authority, discrimination or retaliation in WFP

Organogram



Questions

