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Resource, financial and budgetary matters

For approval

Executive Board documents are available on WFP's website (<https://executiveboard.wfp.org>).

Replenishment of the special account for wellness programmes

Draft decision*

The Board approves the replenishment of the special account for wellness programmes for the reasons and in the amount described in document WFP/EB.A/2020/6-B/1.

Introduction

1. WFP, as an emergency response organization, is accustomed to operating in hazardous environments. However, emergencies intensify risks. WFP's Corporate Risk Register (CRR) recognizes the health and safety risks faced by WFP employees working in emergencies, specifically with regard to "[i]nsufficient/inadequate investment in employee health, safety, security and safeguard against HSHAAD",¹ while acknowledging WFP's fiduciary obligations "*to assess employee health, safety and security in the context of programme criticality and its duty of care*".²

* This is a draft decision. For the final decision adopted by the Board, please refer to the decisions and recommendations document issued at the end of the session.

¹ HSHAAD stands for harassment, sexual harassment, abuse of authority and discrimination, risk number 12 on WFP's Corporate Risk Register

² The Wellness Division is WFP's lead unit with regard to WFP's duty of care towards employees. As an integrated occupational health unit, the division serves the health and social well-being needs, individually and collectively, of WFP employees, in collaboration with the Human Resource Division, the Management Services Division and the Security Division.

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2. The special account for wellness programmes (SAWP) was established by the Executive Board at its 2015 annual session to fund the implementation of the [WFP Staff Wellness Strategy \(2015–2019\)](#) through the allocation of USD 10 million from the programme support and administrative equalization account (PSAEA).³ A replenishment of USD 8 million was approved by the Executive Board at its 2017 second regular session.⁴
3. The global COVID-19 emergency, in addition to ongoing staff health and wellness programmes in country offices and headquarters, has depleted the SAWP. The purpose of this document is to request the allocation of USD 8 million from the PSAEA to the SAWP to allow the continued implementation of wellness programmes that address the health and safety risks facing WFP employees and their families.

WFP wellness framework

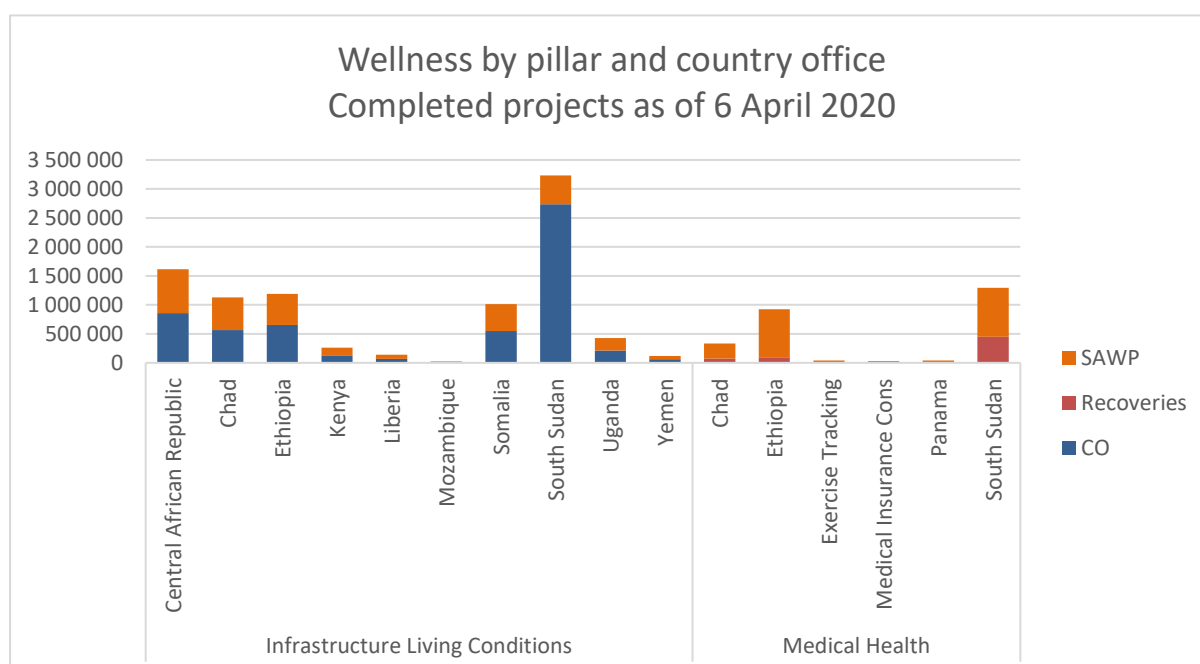
4. The [WFP Wellness Strategy \(2015–2019\)](#) establishes the blueprint for how WFP promotes and maintains employee physical, mental and psychosocial wellness, fostering synergies and optimizing available resources. It provides direction at all levels (i.e. Executive Board, management and staff) in taking responsibility for creating and supporting the conditions that enable the WFP workforce to function optimally. Through three central goals, the strategy aims for a balance between the needs of WFP and its employees and to thus enable WFP to meet growing challenges while remaining mindful of their impact on employees and their families.
 - **Goal one: OneWellness: Focus on the field.** The aim of OneWellness is to extend existing health promotion and illness prevention programmes to all employees in the field.
 - **Goal two: Promote a corporate culture of health.** In promoting organizational attention to health, WFP engages managers and employees in proactive, preventive behaviours that favour a future with reduced health risks, a healthier population and a more competitive and higher performing organization.
 - **Goal three: Create an enabling and supportive workplace.** WFP implements an occupational safety and health policy to which the Staff Wellness Division contributes by providing holistic health and wellness services to employees and, where possible, to their families. The maximization of synergies with other corporate stakeholders allows WFP to implement the policy fully and to support other organizations of the United Nations system in the implementation of their own wellness policies.
5. The Staff Wellness Division advocates inside and outside WFP for staff health and well-being across five wellness strategy pillars: medical and mental health; psychosocial health; working environment and accommodation conditions; safety; and workforce stewardship.
6. A WFP wellness strategy for 2020–2024 is being developed through extensive stakeholder review, including through regional wellness networks and country office staff wellness committees in nearly all WFP country offices. It is expected to provide direction under the same pillars as those of the WFP Wellness Strategy (2015–2019).

³ [WFP/EB.A/2015/6-D/1](#)

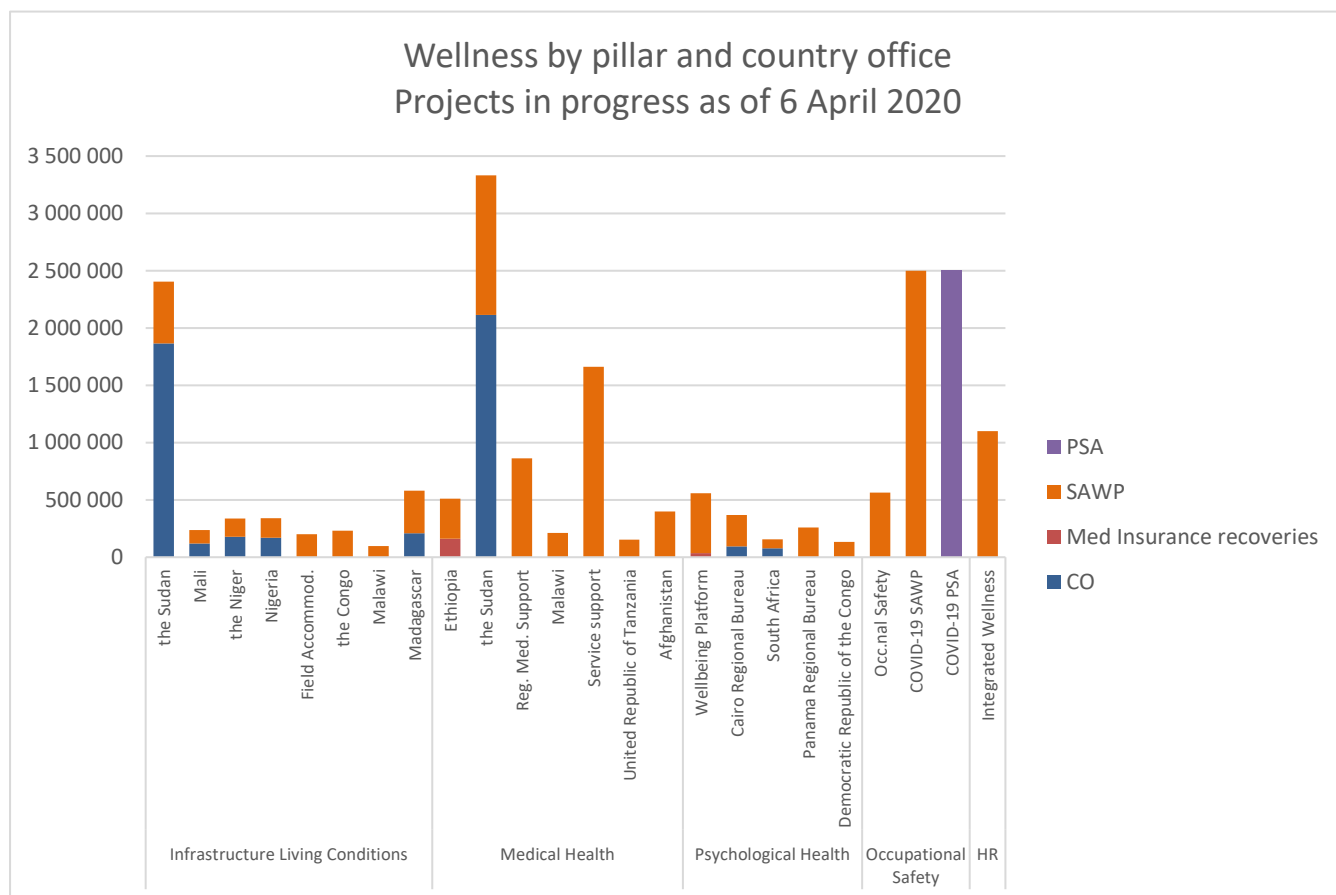
⁴ [WFP/EB.2/2017/5-A/1/Rev.1*](#)

Funding for wellness programmes

7. As noted above, the SAWP was established by the Executive Board at its 2015 annual session to kick-start the implementation of the WFP Wellness Strategy (2015–2019). The Executive Board allocated USD 10 million from the PSAEA for start-up activities to support employee wellness. At its 2017 second regular session, the Executive Board approved the replenishment of the SAWP with an additional PSAEA allocation of USD 8 million.
8. After consultation with the Assistant Executive Director, Resource Management Department, authority for the allocation of funds from the SAWP was delegated to the Director of the Staff Wellness Division.
9. The SAWP offers funds in the form of grants or loans to country offices, regional bureaux, headquarter divisions and other WFP offices to support staff wellness initiatives. To date, the SAWP has co-funded (i.e. with contributions from country offices or reimbursements from corporate medical insurance plans) wellness programmes in the areas of preventive screening, vaccinations, access to care and accommodation and workstation upgrades. See annex I for a breakdown of initiatives carried out to date.
10. The following graphs show expenditure for completed and ongoing projects by funding source and wellness strategy pillar.⁵

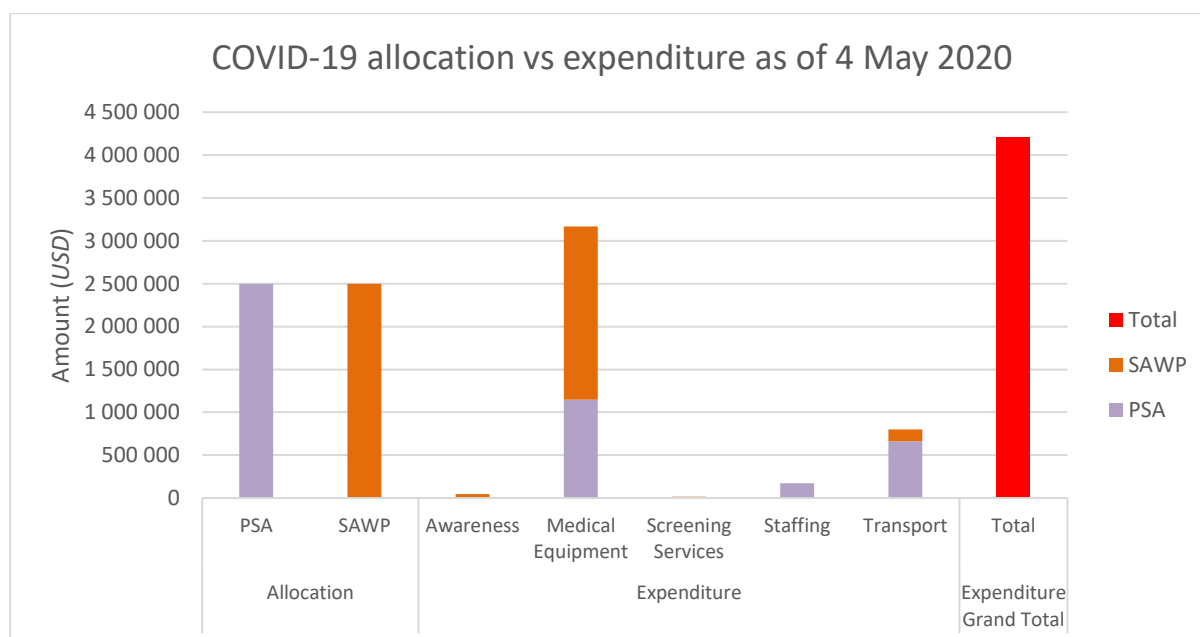


⁵ Recoveries refer to either country office contributions or reimbursements from corporate insurance plans.



SAWP funding for the WFP COVID-19 response

11. The SAWP helps WFP to address the impact of the corporate risk posed by WFP employees being increasingly exposed to infectious diseases, loss of life and severe injuries. The COVID-19 pandemic poses an unprecedented health risk to WFP employees around the world. To enable employees to safely “stay and deliver”, particularly in mission-critical operations, WFP has launched a significant supply chain exercise to overcome market restrictions and competition for in-demand items in the procurement and shipping of office hygiene items and personal protection equipment to all country offices.
12. USD 5 million was provided for this supply chain effort, of which the SAWP provided USD 2.5 million; this has resulted in the depletion of the SAWP. The other USD 2.5 million spent on the supply chain effort came from an advance to the Staff Wellness Division against the 2020 Programme Support and Administrative (Budget).
13. The following graph shows expenditure on COVID-19 response by funding source.



SAWP replenishment

14. Funding from the PSAEA in the amount of USD 8 million is now required to repay the USD 2.5 million PSA advance and to replenish the SAWP, in the amount of USD 5.5 million, so that it can fund initiatives through 2024 in line with the wellness strategy for 2019–2024, including the ongoing COVID-19 response under the medical and safety pillars.
15. Projected wellness expenditure between 2020 and 2024, by pillar and net of the USD 2.5 million PSA budget advance to be repaid, is shown below. Annex II provides details of the initiatives to be implemented with SAWP funds, by pillar.

BUDGET BREAKDOWN (USD)				
Year	Pillars 1 and 2	Pillar 3	Pillar 4	Pillar 5
	Medical and Psychosocial	Work environment and accommodation conditions	Safety	Workforce stewardship
Total	2 000 000	2 000 000	1 000 000	500 000

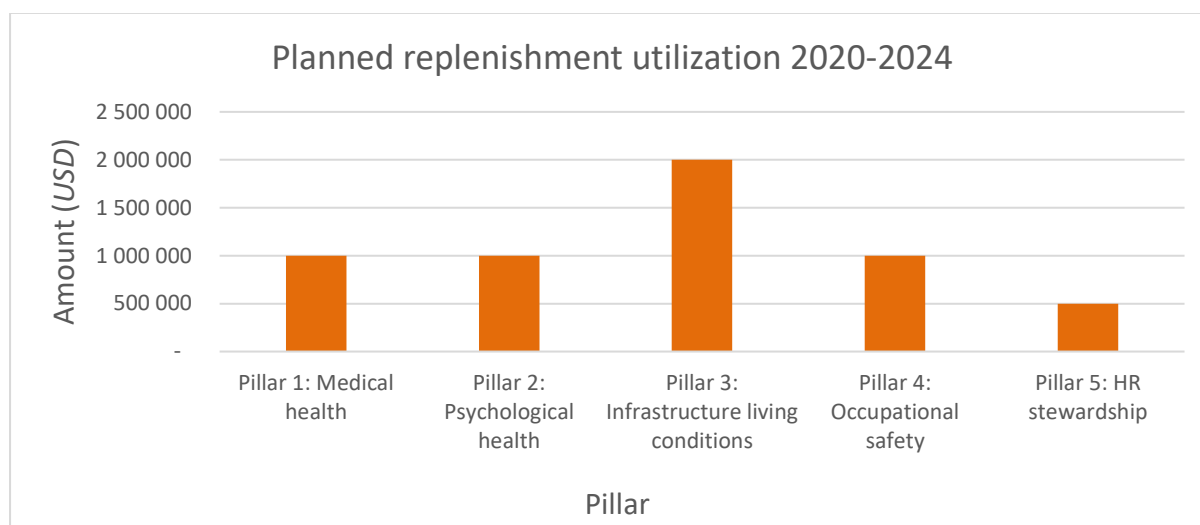
ANNEX I

Completed and ongoing with SAWP funding

1. Screening campaigns
 - Staff health screenings for cardiovascular disease risks, hepatitis, HIV and tuberculosis in medically underserved locations (Afghanistan, the Central African Republic, Ethiopia, South Sudan, Regional Bureau for West Africa and Regional Bureau for Southern Africa).
2. Vaccination campaigns
 - Employee (and, where feasible, dependent) vaccination campaigns with World Health Organization recommended vaccines in underserved countries: Afghanistan, Chad, Ethiopia, Malawi, South Sudan and the United Republic of Tanzania. At present, 77 percent of the eligible populations (i.e. 3,835/4,999 people) have been vaccinated with 21,024 vaccines.
3. Access to care
 - Development and implementation of a WFP occupational safety framework.
 - Implementation of an Ethiopia medical assistance teams project, through which roving doctors conduct on average 400 employee and dependent consultations per month in remote duty stations. Funding has been increasingly provided by the Ethiopia country office. A similar project is being rolled out in Darfur, the Sudan.
 - Five field psychological resilience projects and the development of a resilience application.
 - Development and global launch of the Humanitarian Booking Hub app, a digital platform providing humanitarian personnel and administrative managers in the field with online booking and management of reservations for accommodation, medical and staff counselling and transportation.
4. Accommodation and workstation upgrades
 - Field accommodation upgrades in Afghanistan, Algeria, the Central African Republic, Chad, Republic of the Congo, Ethiopia, Kenya, Lesotho, Liberia, Malawi, Madagascar, Mali, Mozambique, the Niger, Nigeria, Somalia, South Sudan, Sri Lanka, the Sudan, Uganda and Yemen. The projects involved the upgrading of rooms, prefabricated structures, guesthouses, water treatment units, including solar-powered units, kitchens and gyms.
 - On-site and remote ergonomic workstation assessments, including missions to 10 country offices and five regional bureaux, and facilitation of the development of training of trainer courses.
 - Funding for 15 country office integrated wellness projects, including air purification in highly polluted duty stations, gym equipment and improvements to communal areas, team building and physical exercise activities, ergonomic furniture delivery and e-book pilot projects.

ANNEX II

Graphical representation of planned replenishment utilization by pillar of the wellness strategy pillar for 2020–2024



Pillars 1 and 2: Medical and psychosocial initiatives to be implemented with SAWP funds (2020-2024)

- *Ongoing COVID-19 response*, including fever clinics, isolation units and staging areas, in line with ongoing projects sponsored by United Nations country teams in Côte d'Ivoire, Bangladesh and Malawi, and vaccination and wider access to testing when solutions validated by the World Health Organization are available.
- Vaccination campaigns for field employees.
- *Screening campaigns* for cancer prevention in country offices, and for hepatitis B and C and HIV immunity status WFP-wide, with access to the hepatitis B vaccination where needed.
- *Training* in malaria rapid testing for employees at risk and psychological first aid training for staff counsellors through a training of trainers approach to reach WFP first responders and through re-purposing of the peer support volunteers programme and wellness focal points to strengthen WFP's 72 country office staff wellness committees.
- *Awareness raising and behaviour change campaigns* on smoking cessation, self-monitoring of blood pressure and body mass index in country offices, the prevention and control of non-communicable diseases (such as cancer, diabetes and cardiovascular and chronic respiratory diseases) through the promotion of exercise and nutrition and the prevention of HSHAAD through intra-office group culture campaigns.
- *Improved access to care* in medically underserved critical areas such as northeast Nigeria and Rakhine State in Myanmar, including through the recruitment of regional bureau occupational health nurses and a regional medical officer in the Regional Bureau for Southern Africa, increased oversight of employee medical needs, support for the funding of field staff counsellors, in particular where resources are limited and needs are high, and increased access to the Asset Well-being tool which generates personalized reports linked to well-being plans through the WFP Wellbeing application, which enables continuous stress management support.

Pillar 3: Work environment and accommodation initiatives to be implemented with SAWP funds (2020–2024)

- Air pollution mitigation projects in prioritized locations with critical air quality index measurements, including China, India, Indonesia, Nepal and Thailand.
- *Accommodation service provision* in emergency scale-up situations such as those in Bangladesh and Yemen.
- *Accommodation upgrades* for the 9 percent of the WFP accommodation network not included in the 2016-2019 upgrades,¹ including enhanced focus on sanitation, drinking water and internet connectivity, as highlighted in the 2019 global customer satisfaction survey, and continued support through project management and tools.
- *Continued development of the Humanitarian Booking Hub* with the introduction of digital ticketing for the United Nations Humanitarian Air Service and access to United Nations clinic appointments extended to more participating agencies.
- *Workstation improvements* through ergonomic projects focused on furniture and technological solutions to relieve ailments linked to prolonged screen time, computer use and teleworking; ergonomic training for drivers and manual workers for the prevention of musculoskeletal injuries.

Pillar 4: Safety initiatives to be implemented with SAWP funds (2020–2024)

In 2015 the High-Level Committee on Management approved a United Nations occupational safety and health framework (OSH) foreseeing the development and roll out of an OSH management system for the United Nations system. At WFP, this means continued SAWP support for the:

- WFP safety officer, accountable for OSH management system implementation;
- OSH reporting coordinator, responsible for reporting on WFP safety utilizing the corporate OSH database (Cority);
- Regional OSH focal points, to roll out the OSH management system and establish, train and assist the OSH country focal point network;
- OSH database (Cority) configuration, standalone links risk assessment and licences;
- OSH management system training and field support; and
- OSH equipment and communication materials.

¹ Twenty-two locations in Bangladesh, Libya, Pakistan, the Sudan, South Sudan and the Syrian Arab Republic.

Pillar 5: Workforce stewardship initiatives to be implemented with SAWP funds (2020–2024)

- New manager training from an organizational psychology perspective.
- Global training and awareness raising for WFP human resources field staff on staff social security provisions across operations.
- Training on the prevention of harassment and abuse and the “speak up” approach across WFP.
- Increased access to and promotion of an internal environment in which all staff have a sound understanding of behavioural standards and the policy on harassment, sexual harassment and abuse of authority (HSHAP), and the special measures for protection from sexual abuse and exploitation and the WFP code of conduct.
- Support for sufficient capacity and resources for effective and timely reaction to confirmed misconduct, ensuring accountability.

Acronyms

OSH	United Nations Occupational Safety and Health Framework
PSA	Programme Support and Administrative (Budget)
PSAEA	programme support and administrative equalization account
SAWP	special account for wellness programmes