



World Food Programme



WFP/Rein Skullerud

SAVING
LIVES
CHANGING
LIVES

Annual report of the Ethics Office for 2017

Bonnie Green, Chief Ethics Officer and Director, Ethics Office

June 2018

Mandate



Ethics in WFP

Values, Principles and Standards:

- ❖ respect, dignity,
- ❖ integrity, impartiality, competence, discretion
- ❖ accountability
- ❖ culture
- ❖ 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”



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, 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

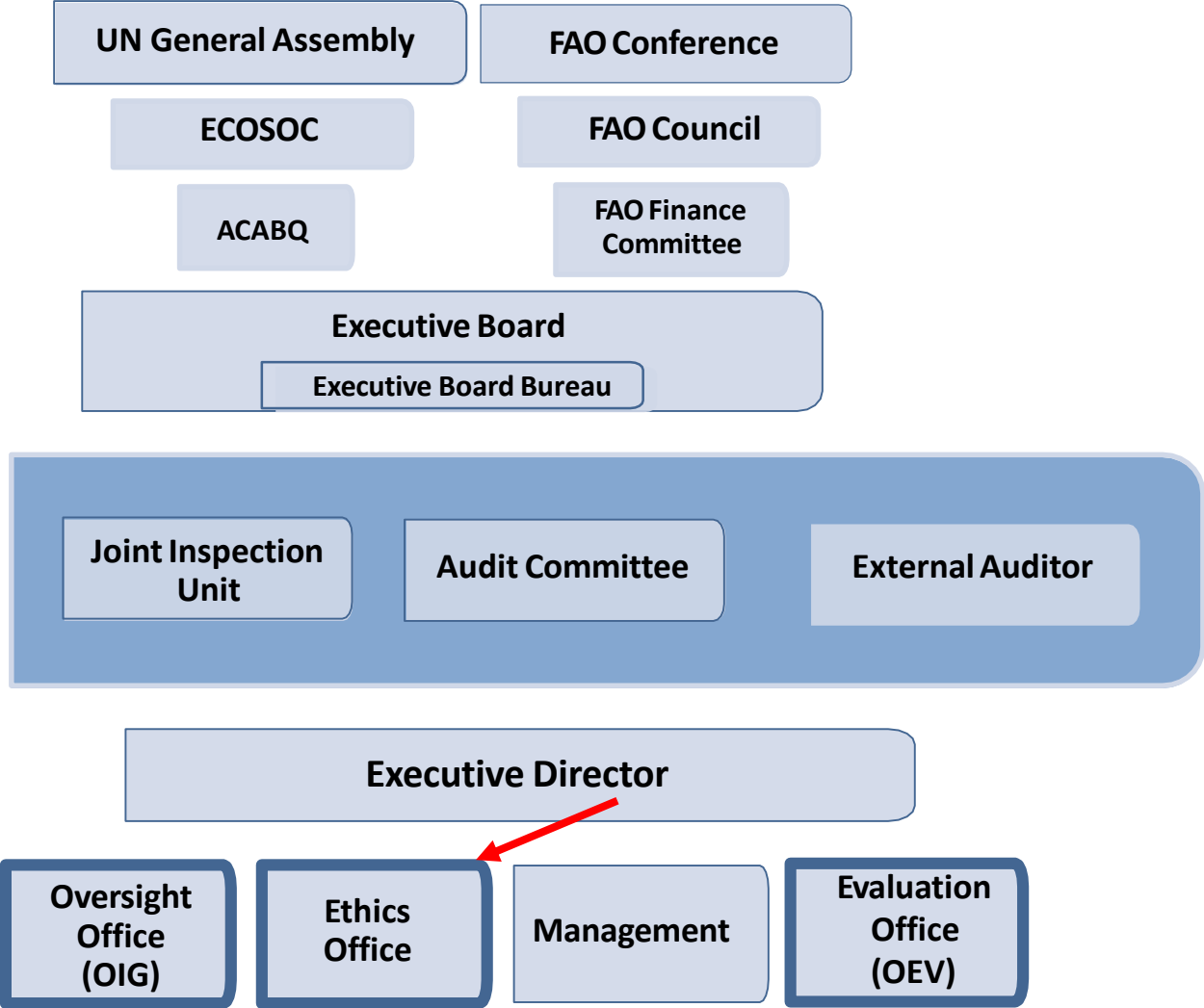
- to abide by WFP regulations and rules, as well as my contract, and to report any breach of them, understanding I have a right to be protected from retaliation
- to contribute to building a harmonious workplace, based on mutual respect and understanding, free from discrimination, harassment, sexual 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.

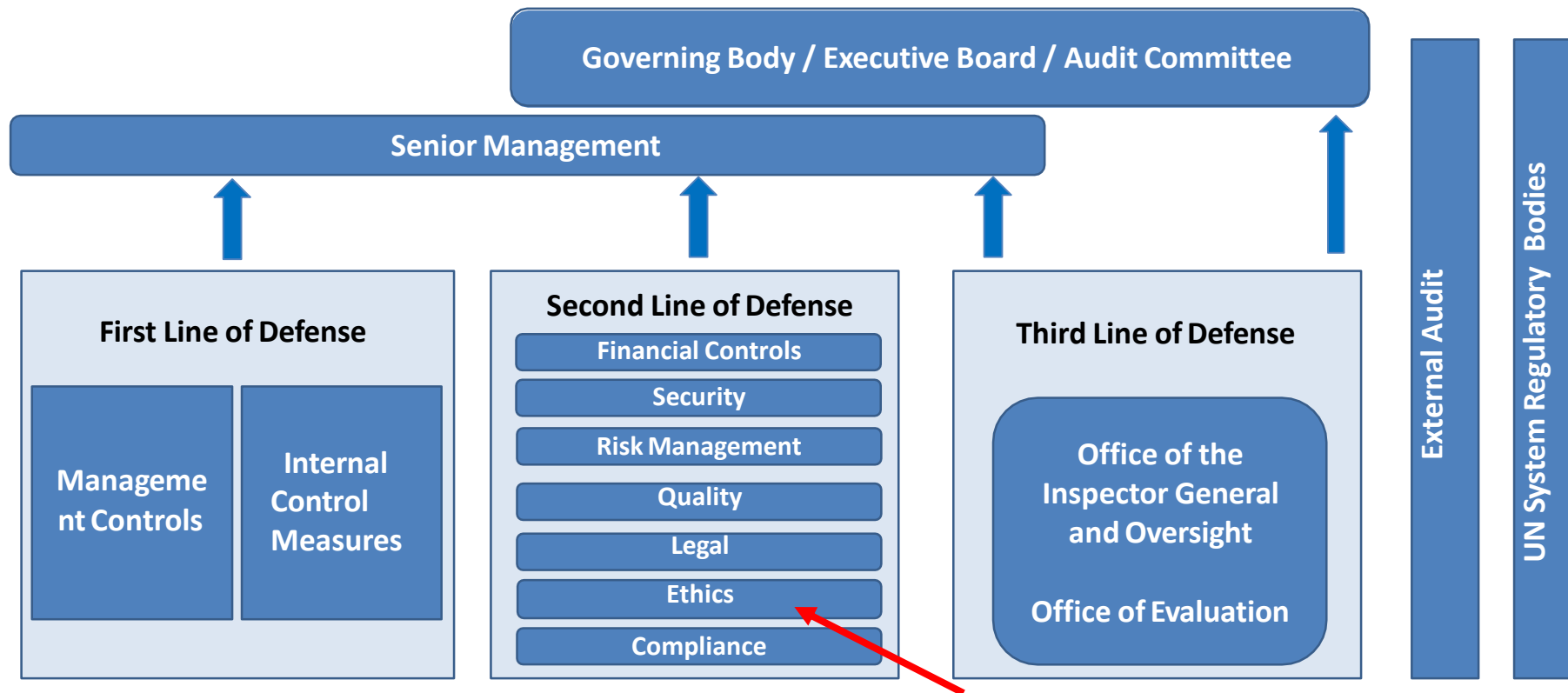
I RECOGNIZE privileges and immunities enjoyed by WFP employees are conferred solely in the interests of WFP. I am not exempted from observing local laws or respecting private legal or financial obligations.

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

For more information, access newgo.wfp.org/about/ethics-office or contact the Ethics Office at wfp.ethics@wfp.org

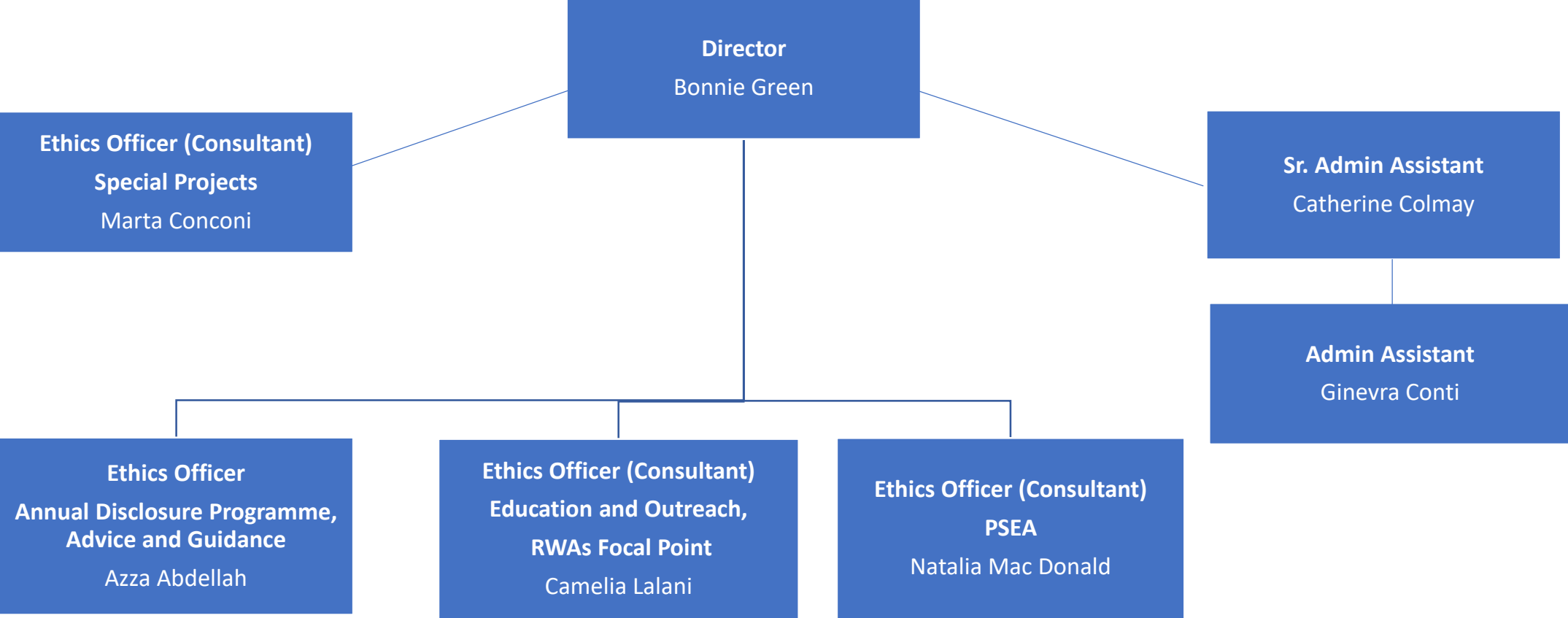
**INDEPENDENT
EXTERNAL
OVERSIGHT
BODIES**





Adapted from: 'Leveraging COSO Across the Three Lines of Defense',
 Institute of Internal Auditors, July 2015

Ethics Office Organogram



Historical Summary

Advice and Guidance

Recorded:

2017: 374

2016: 343

2015: 252

2014: 160

2013: 102

Standard Setting and Policy Advocacy

Recorded:

2017: 69

2016: 70

2015: 50

2014: 19

Unknown

Annual Disclosure Programme (ADP)

Total Population:

2017: 1,697 - **600**

2016: 1,487

2015: 1,221

2014: 1,086

2013: 996

Whistleblower Protection Policy

Cases worked on:

2017: 3

2016: 5

2015: 7

2014: 4

2013: 3

Education and Outreach

2017:

- **43 separate sessions**
- 556 trained directly
- 2,326 trained on separate topics indirectly
- 41 RWAs trained
- 2 organization-wide awareness campaigns
- Mandatory e-learning

UN Coherence

2017: 74

2014:

- 125 trained directly
- 23 Respectful Workplace Advisors (RWAs) trained

2013: none

2017: 1,163

2015:

- 240 trained directly
- 246 trained indirectly
- 90 RWAs trained
- 4 organization-wide awareness campaigns

2016:

- 350 trained directly
- 1,508 trained indirectly
- 72 RWAs trained
- 5 organization-wide awareness campaigns
- Mandatory e-learning

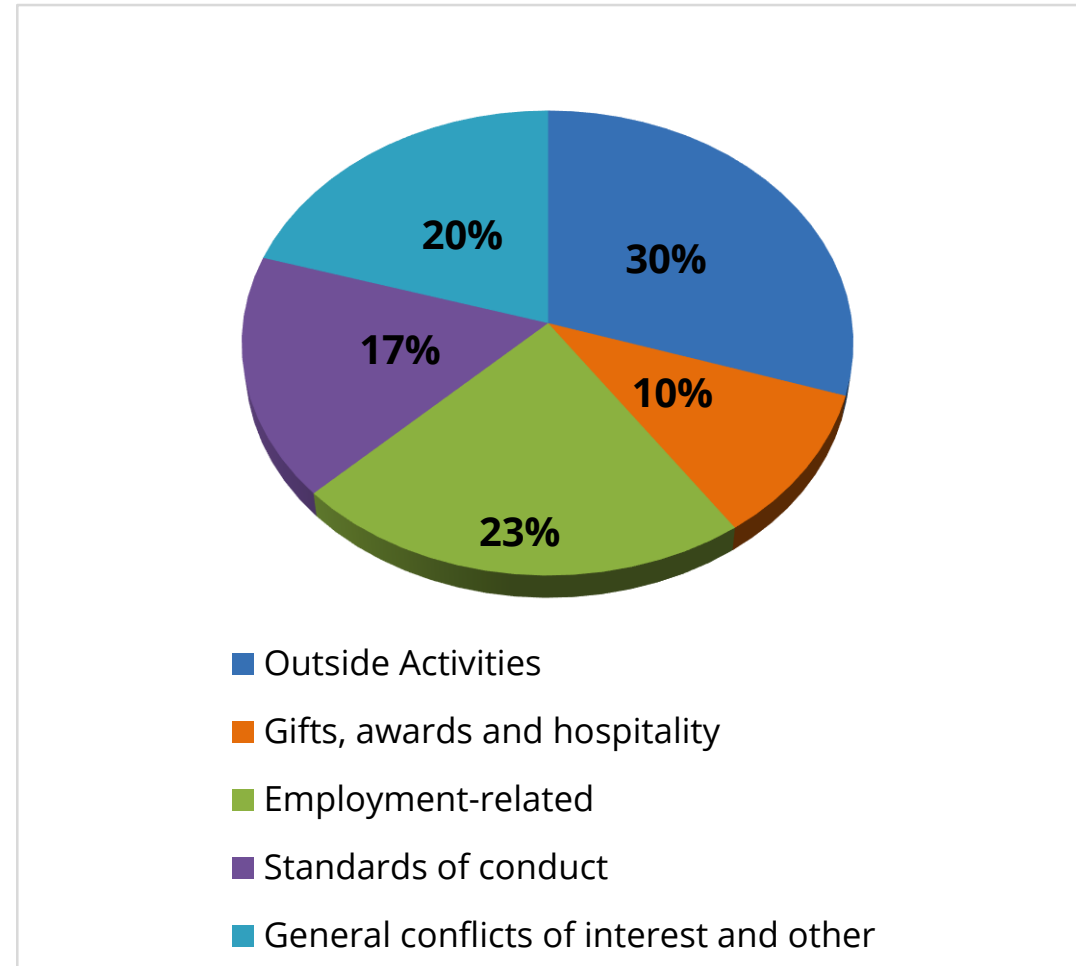
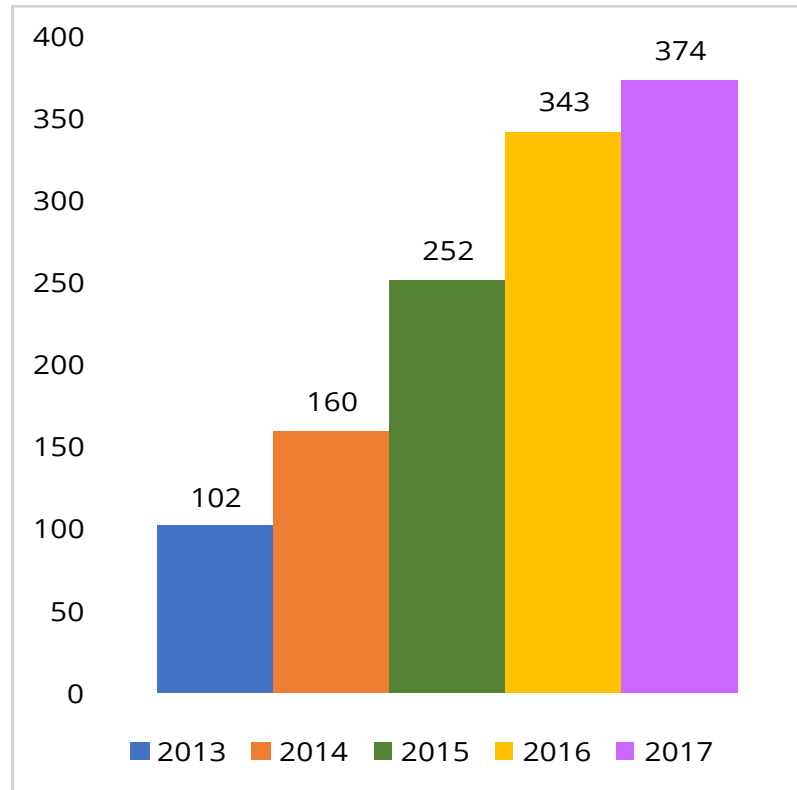
Reporting and Administration

Advice and Guidance

2017 Advice and Guidance by Category

Recorded Numbers

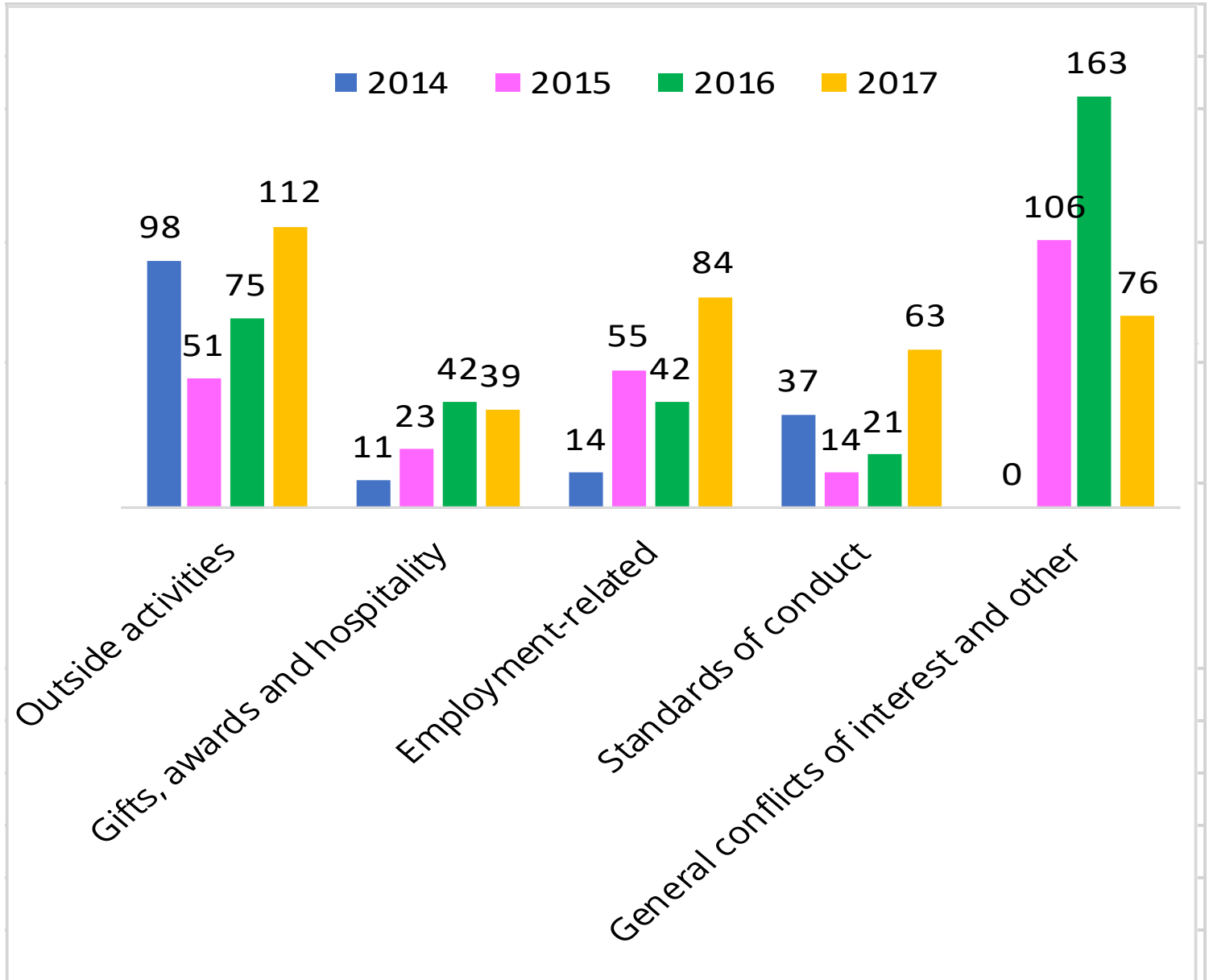
Six-year trajectory



Advice and Guidance



WFP/Michael Tewelde



Annual Conflicts of Interest and Financial Disclosure Programme

Purpose:

- Identify and Mitigate Conflicts of Interest
- Risk Management
- Transparency Tool

Three Parts:

- Conflicts of Interest (COI) Questionnaire
- Eligibility Questionnaire
- Financial Disclosure (FD) Statement

Participants:

- Senior levels
- Oversight, Investment (Treasury), Procurement and Legal, 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



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Annual Conflicts of Interest and Financial Disclosure Programme

2017: Population of: 1697

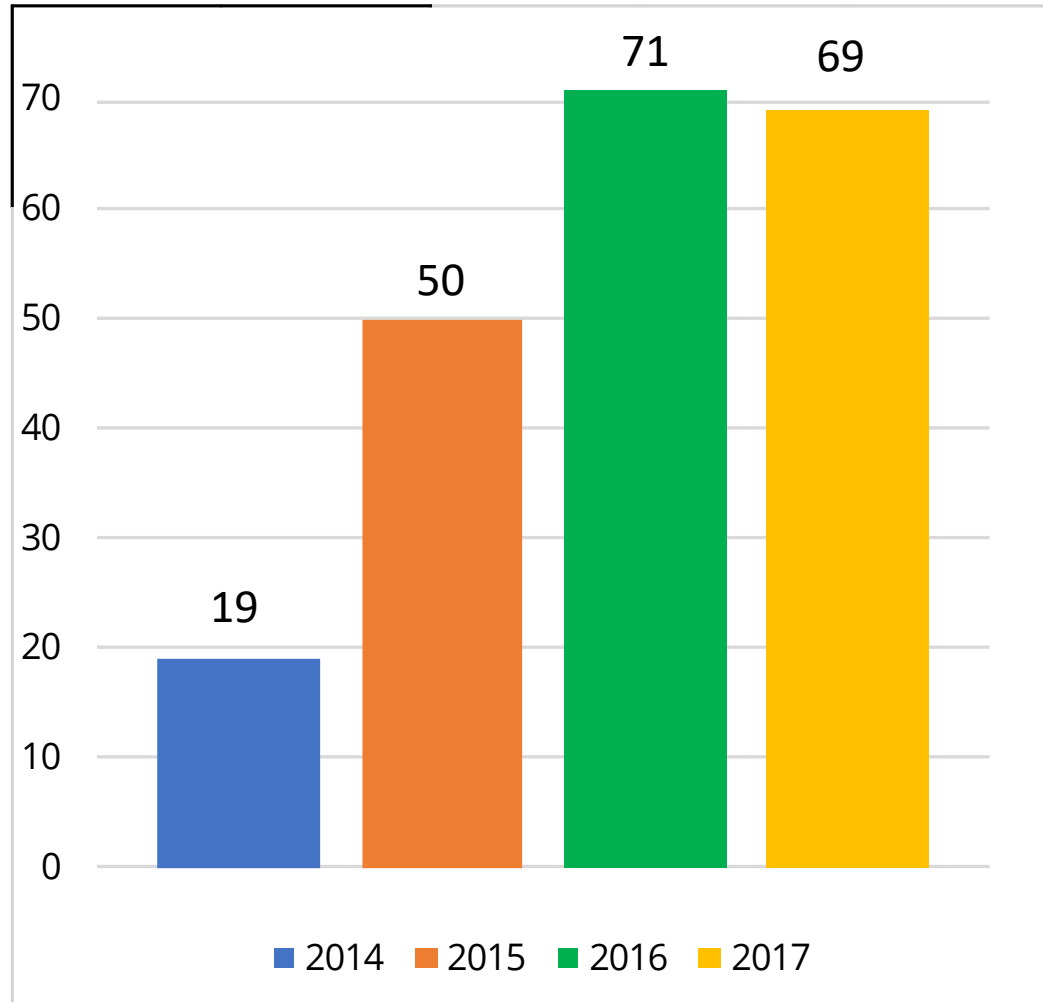
- ✓ **100% compliance**
- ✓ 600 submissions flagged as possible conflicts of interest and reviewed
- ✓ 34 outside activities identified for complete reviews through the Ethics Office standard practices *
- ✓ 66 *ad hoc* exercise submissions reviewed



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* 24 outside activities identified, in 2016

Standard Setting and Policy Advocacy



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Whistleblower Protection Policy

Applicable to WFP personnel who make a good faith report of misconduct or who cooperate with duly authorised investigations or audits (or proactive integrity review).

The Ethics Office:

- conducts a *prima facie* review and, if a *prima facie* case is determined, refers the complaint to the Office of Inspections and Investigations for an investigation
- during the investigation and following, makes **recommendations** as related to protection measures
- reviews the investigation report and makes recommendations as related to the investigation report and disciplinary actions.



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Protection Against Retaliation

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

2017: three cases considered

Two cases continued from 2016 and one new case:

- *Prima facie* was established in one case with protection measures implemented
- No *prima facie* was established in one case with no protection measures implemented
- One case remained under review, per request of complainant

Education and Outreach

Awareness Campaigns

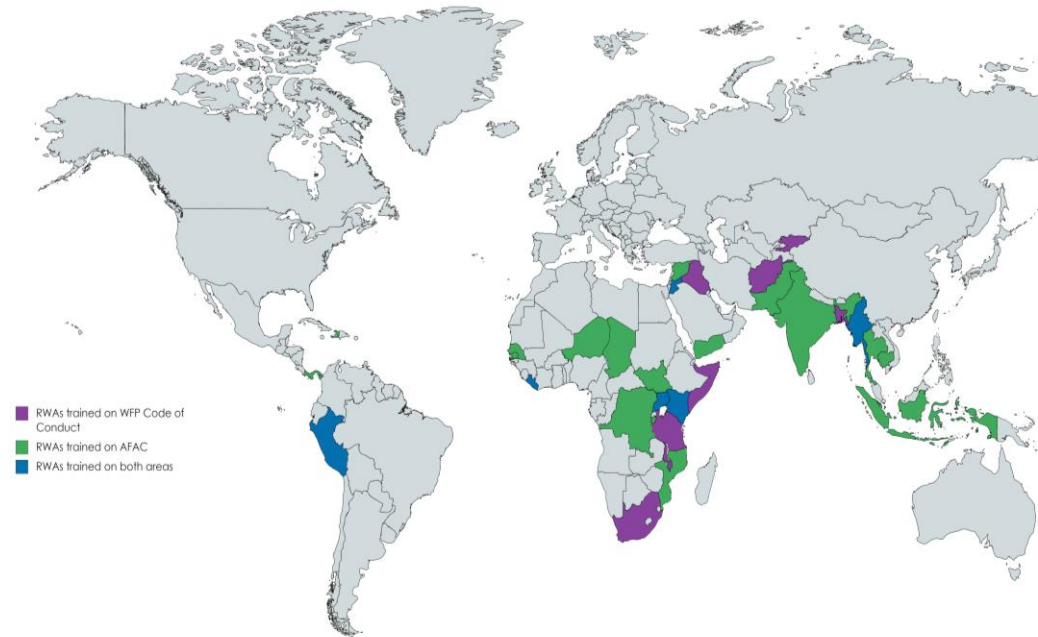
- Anti-Fraud and Anti-Corruption
- Gifts
- 16 Days of Activism against Gender-based violence
- Orange campaign – Guidance Note on Prostitution

E-learning

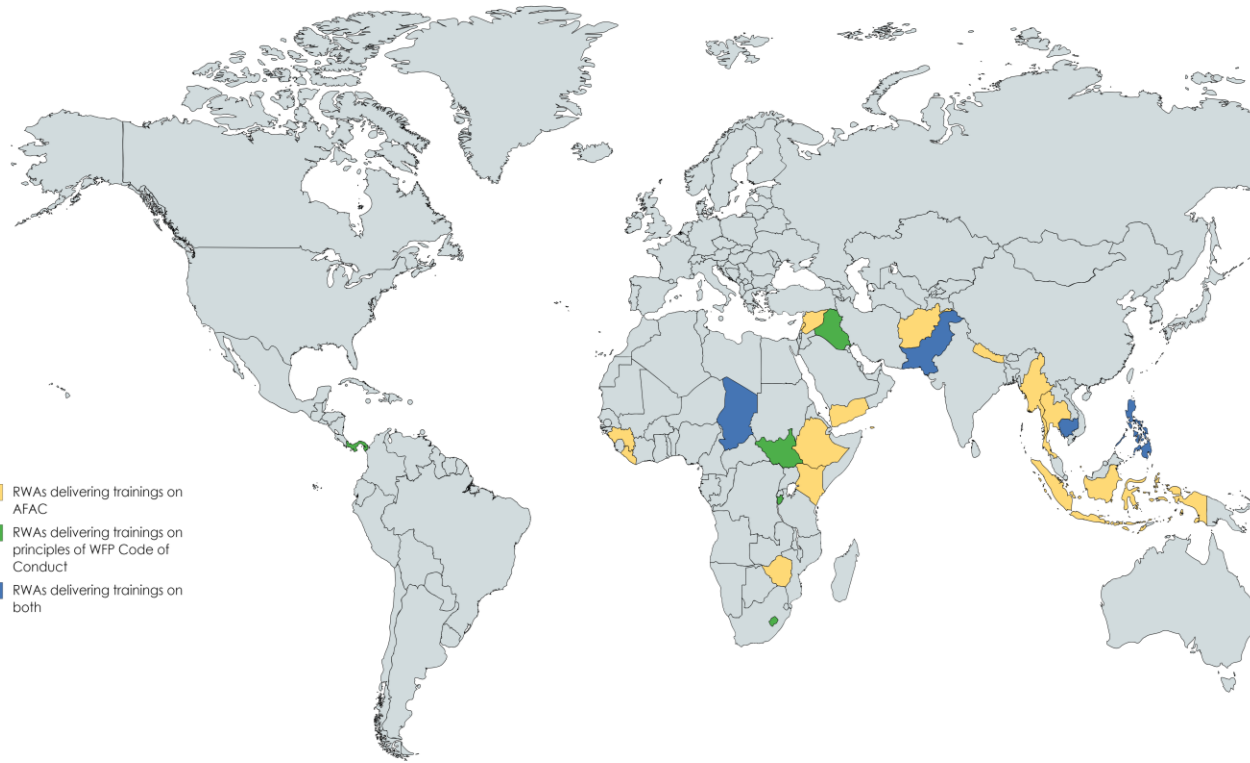
- Second module

Live Presentations and Workshops

- 556 employees trained directly
- 2,326 employees trained on separate topics indirectly
- 41 RWAs trained



Education and Outreach



Respectful Workplace Advisors (a/k/a “Ethics Ambassadors”):

Code of Conduct:

- 654 directly
- 6 countries/22 sub-offices

AFAC:

- 982 directly
- 8 countries/51 sub-offices
- plus, 490 indirectly



Closing Observations, Recommendations, Conclusions



WFP/Karel Prinsloo