



World Food Programme

SAVING
LIVES
CHANGING
LIVES



WFP/Saikat Mojumder

Executive Board, Induction

Bonnie Green, Chief Ethics Officer and Director, Ethics Office

September 2018

**“Relativity applies to
physics, not ethics.”
Albert Einstein**



Ethics in an organization

- About how we do what we do
- Based on institutional values, principles and standards
- Acting per expected standards of conduct
- Ethically conscious decision making
- Integrity-based actions and results
- Strong Ethical Culture
- Fundamental to an effective, competent, and trustworthy organization



WFP/Mohammed Al Bah

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

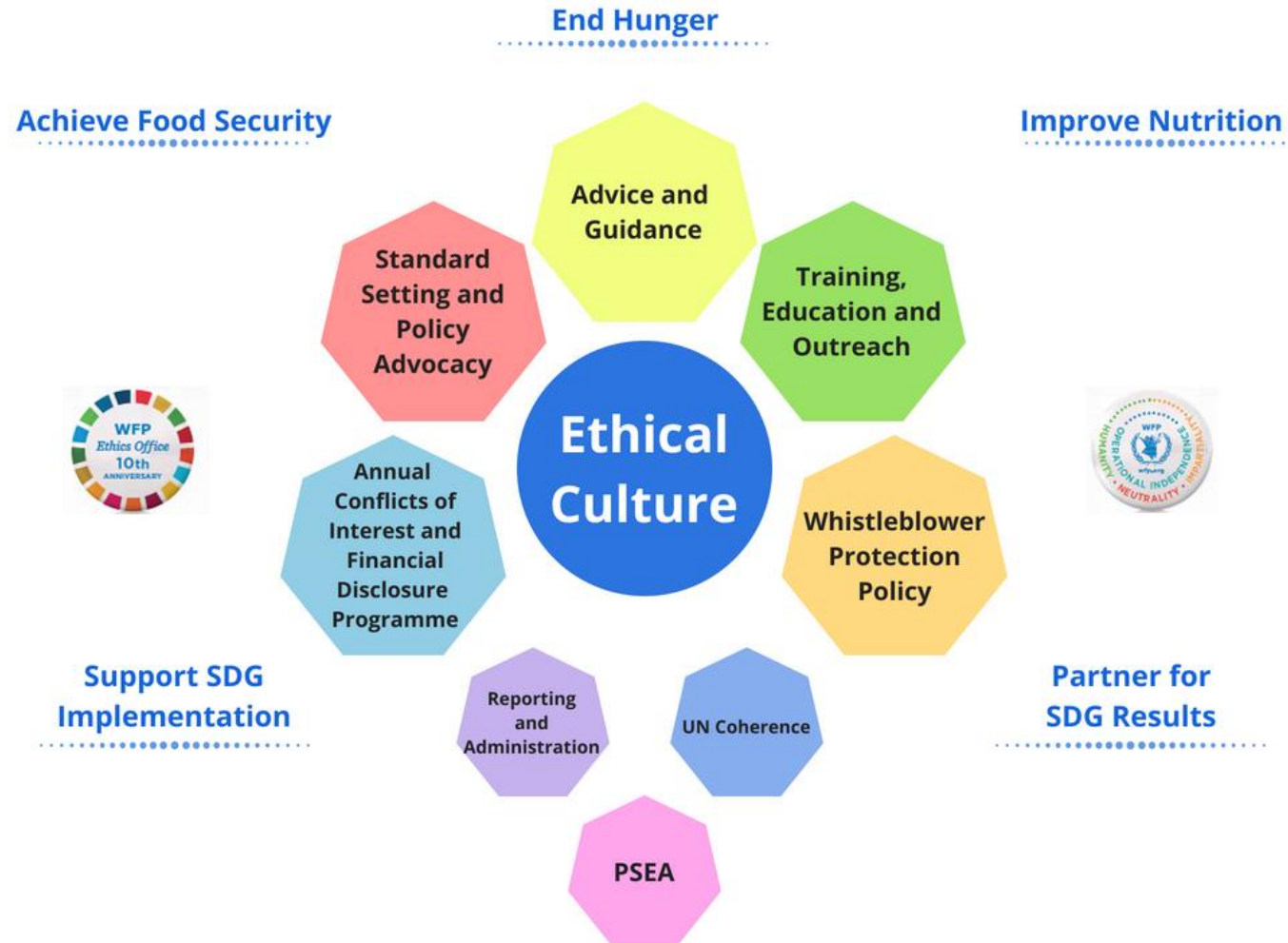
- to abide by WFP regulations and rules, as well as my contract, and to report any breach of them, understanding I have a right to be protected from retaliation
- to contribute to building a harmonious workplace, based on mutual respect and understanding, free from discrimination, harassment, sexual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

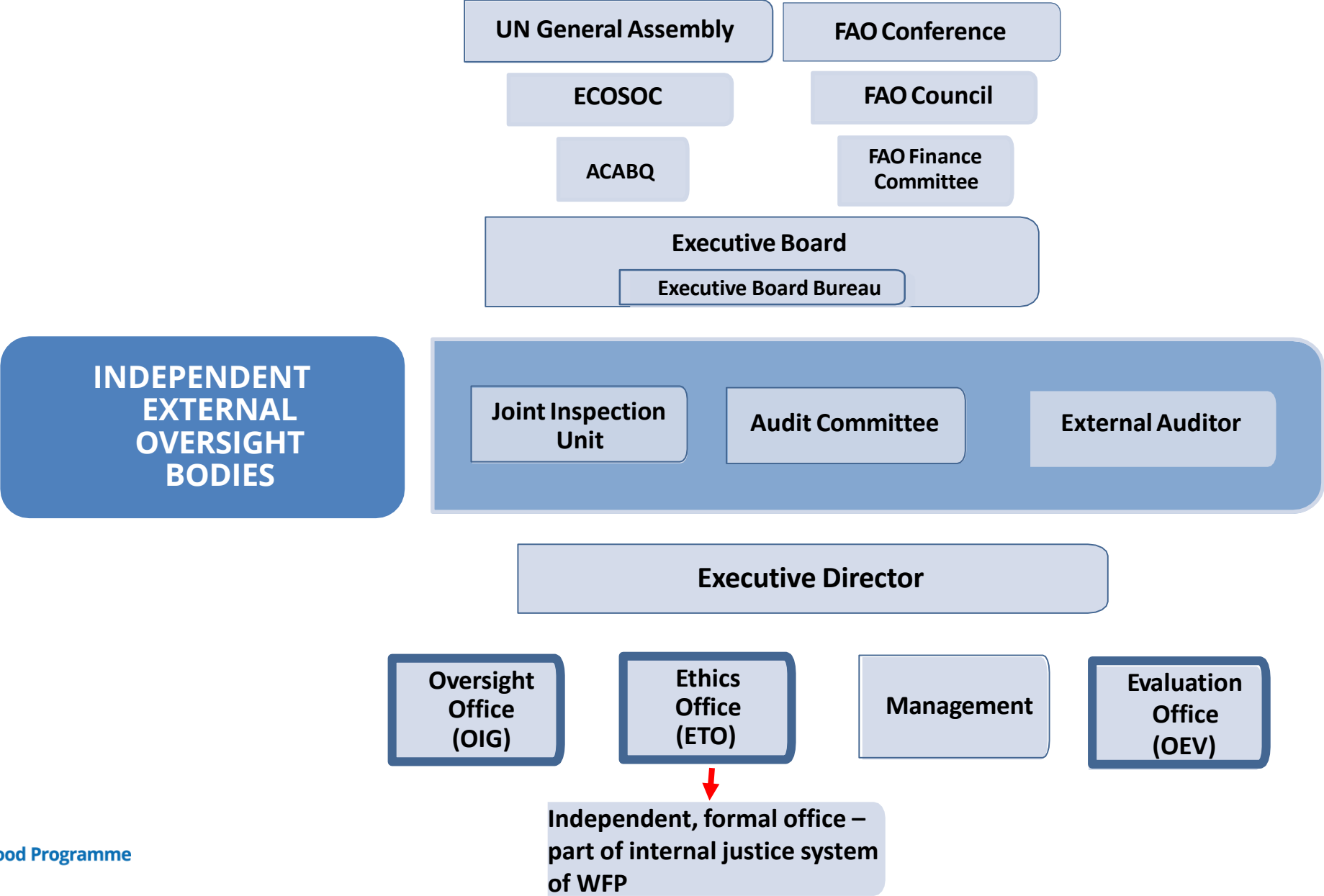
I RECOGNIZE privileges and immunities enjoyed by WFP employees are conferred solely in the interests of WFP. I am not exempted from observing local laws or respecting private legal or financial obligations.

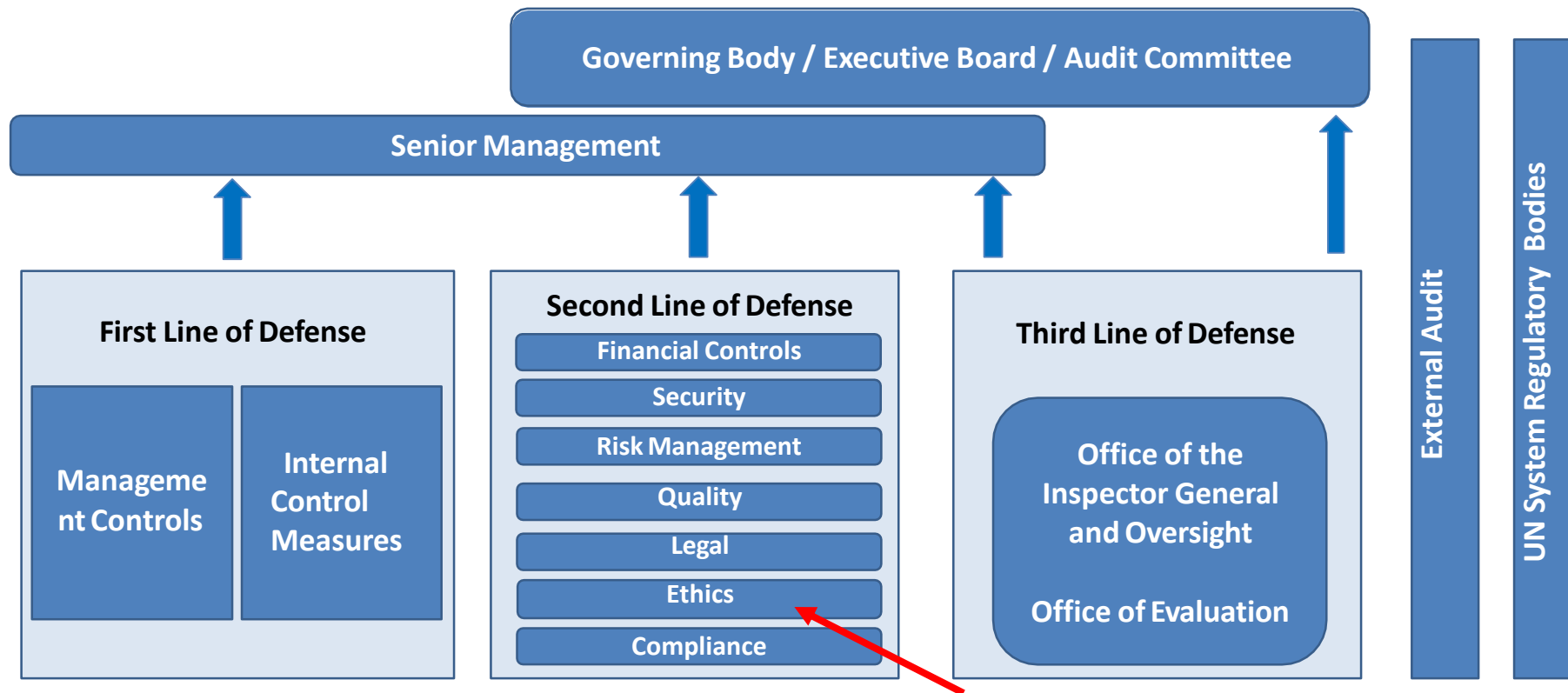
I AM accountable and answerable for all my actions, decisions and commitments in the performance of my functions.

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

Mandate

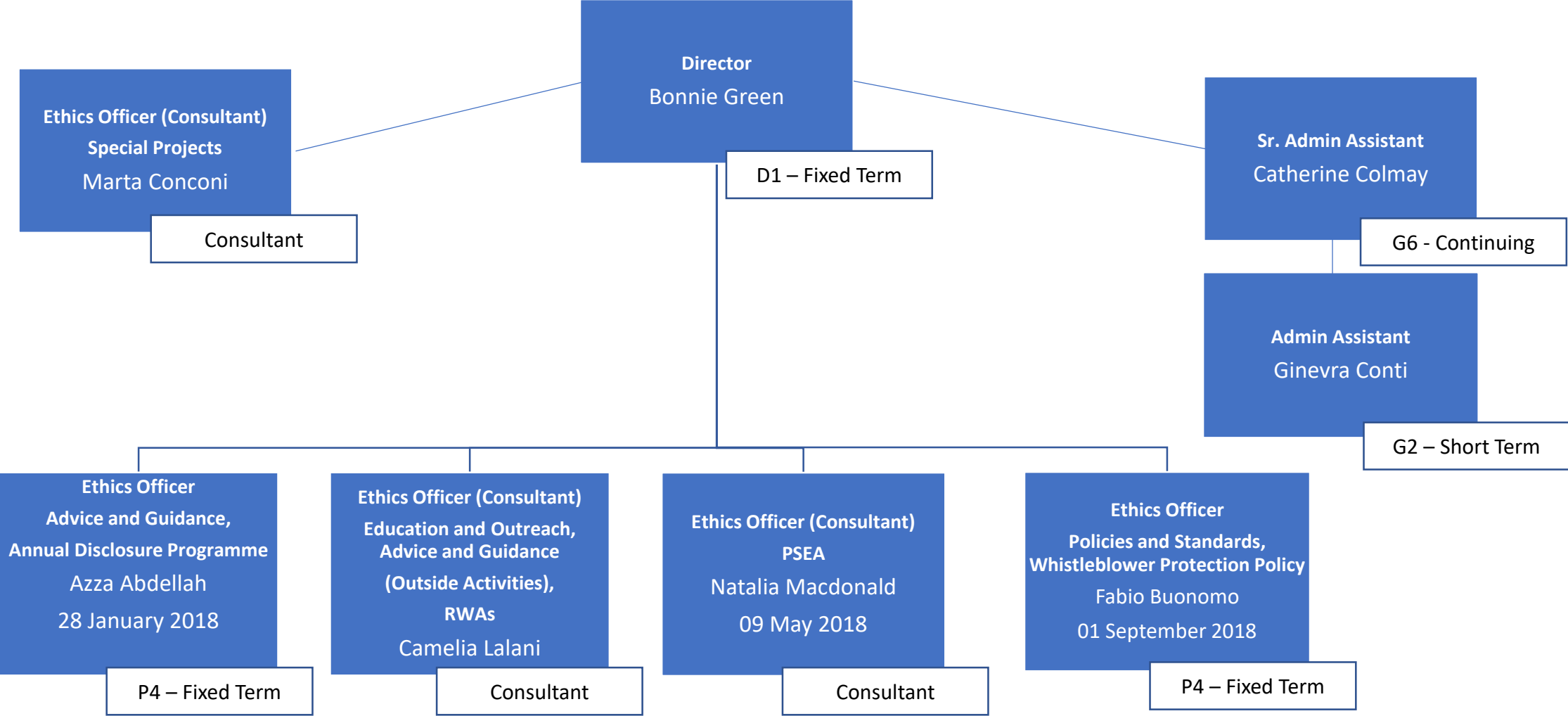






Adapted from: 'Leveraging COSO Across the Three Lines of Defense',
 Institute of Internal Auditors, July 2015

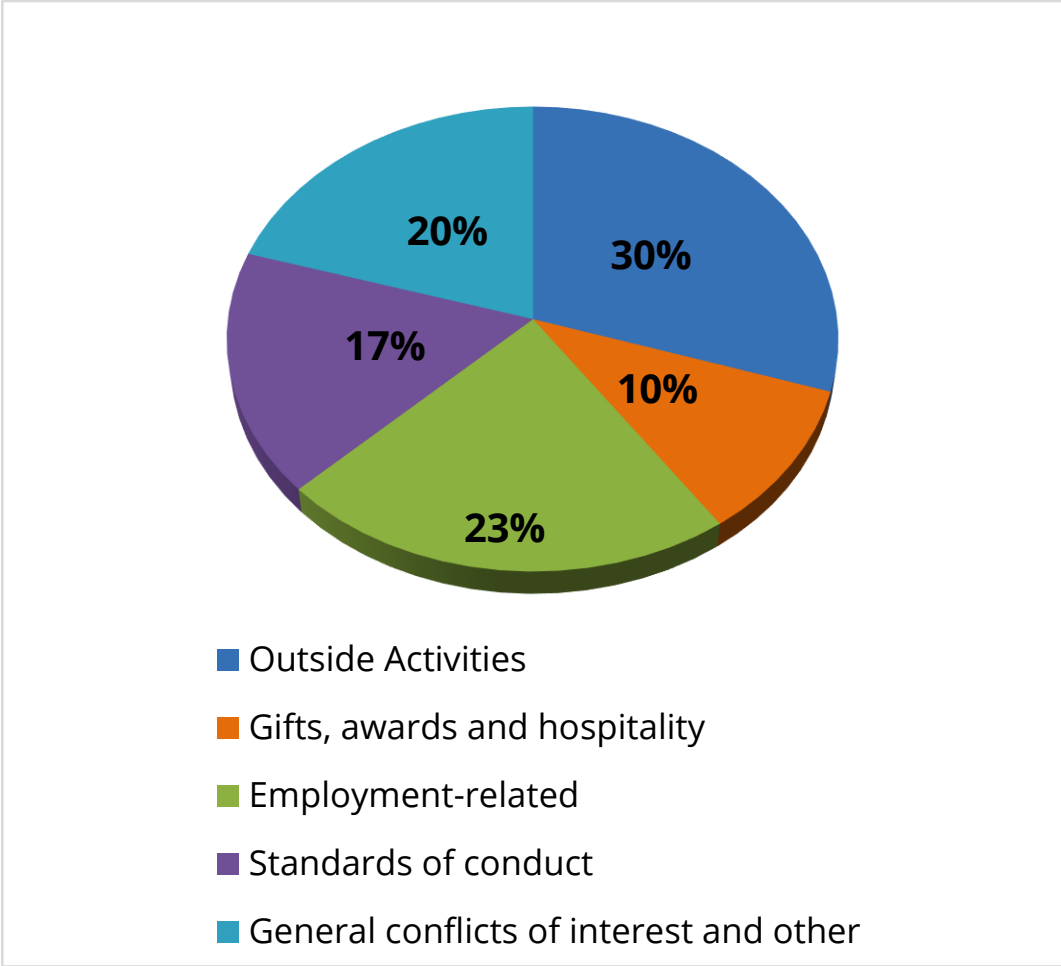
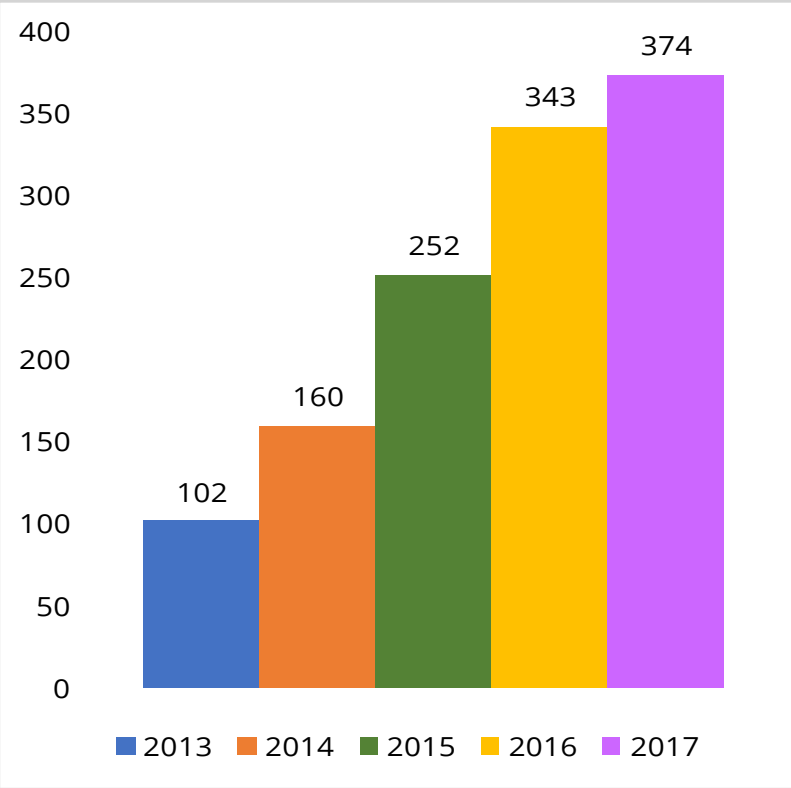
Ethics Office Organogram



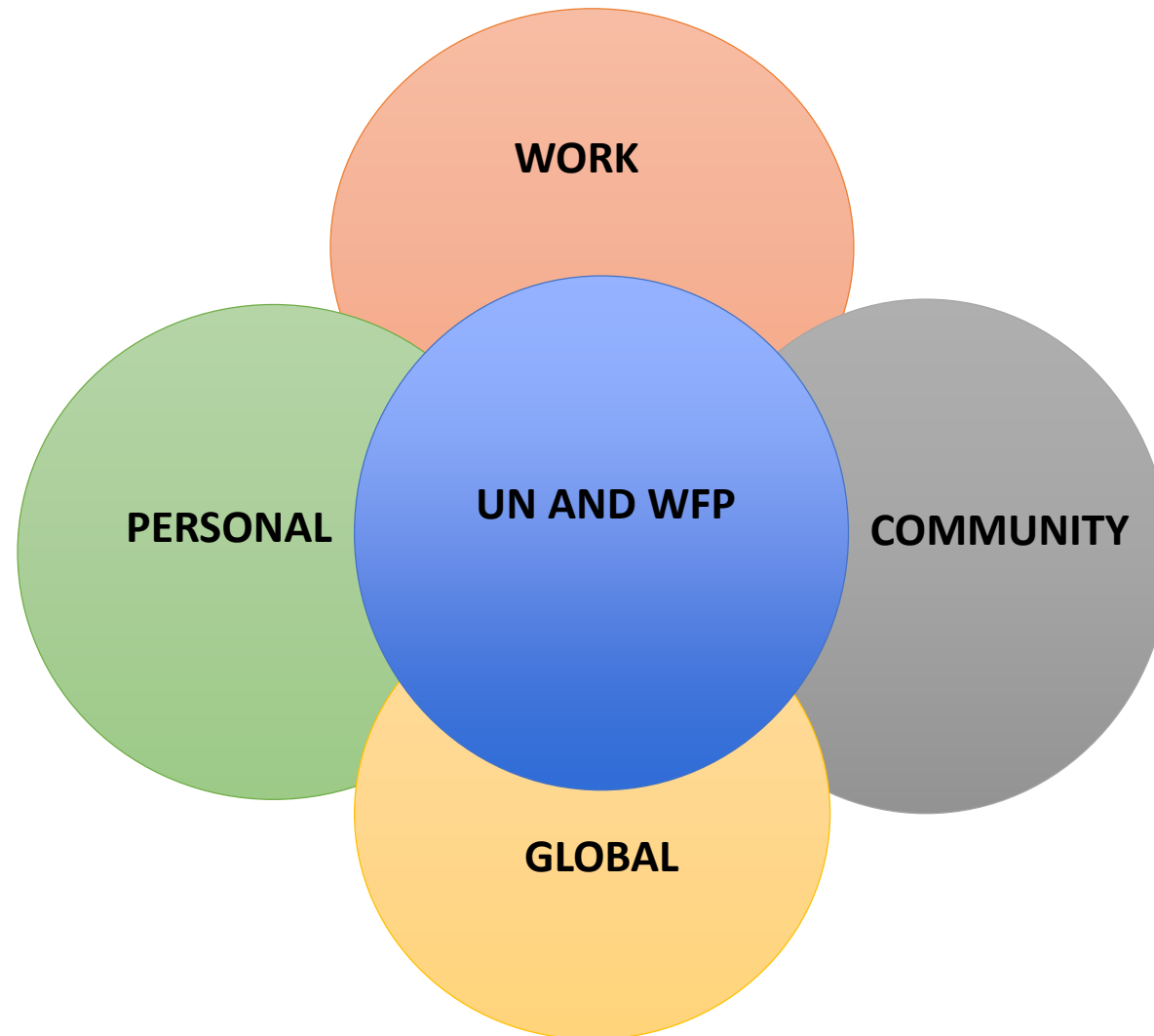
Advice and Guidance

2017 Advice and Guidance by Category

Recorded Numbers
Six-year trajectory



Conflict of Interest



Annual Conflicts of Interest and Financial Disclosure Programme

Purpose: Identify and Mitigate Conflicts of Interest; Risk Management; Transparency Tool

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

Three Components:

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

2018: 1827

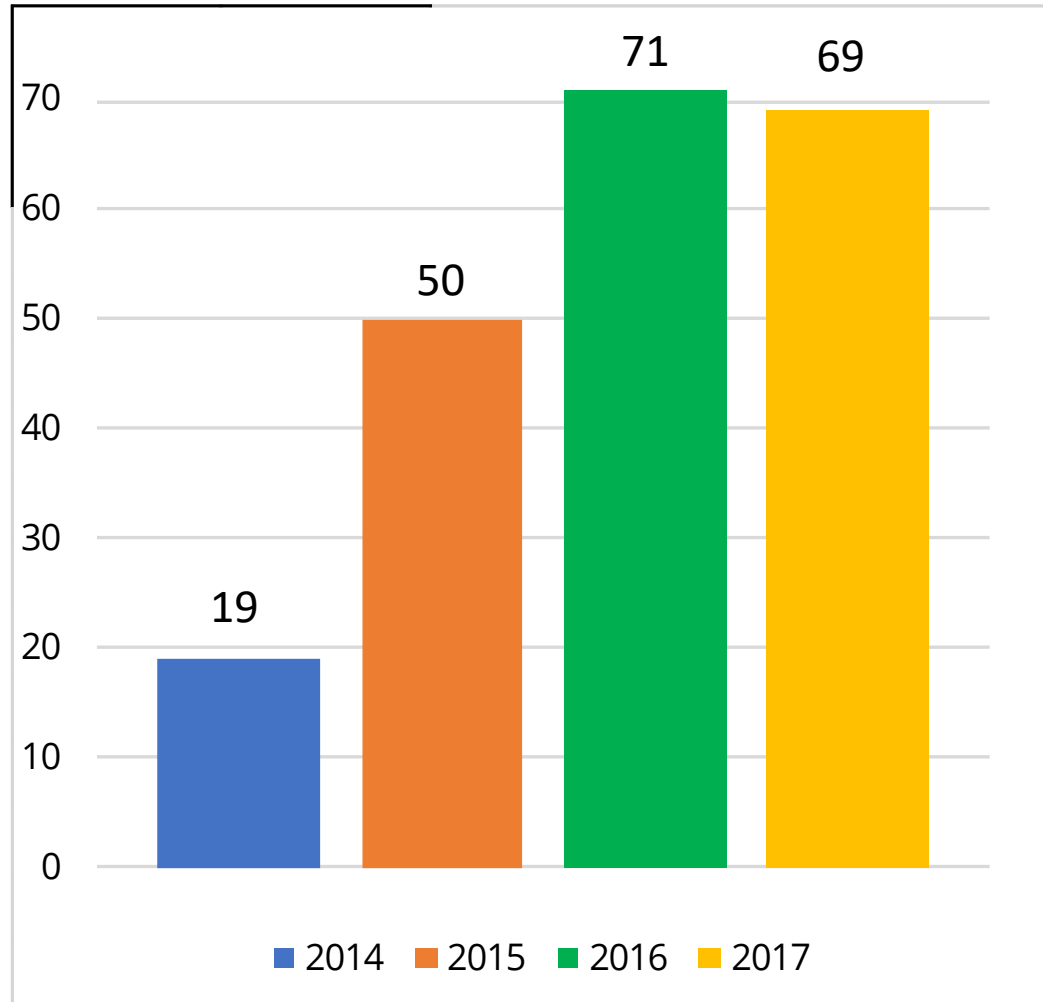
2017: Population of: 1697

- **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



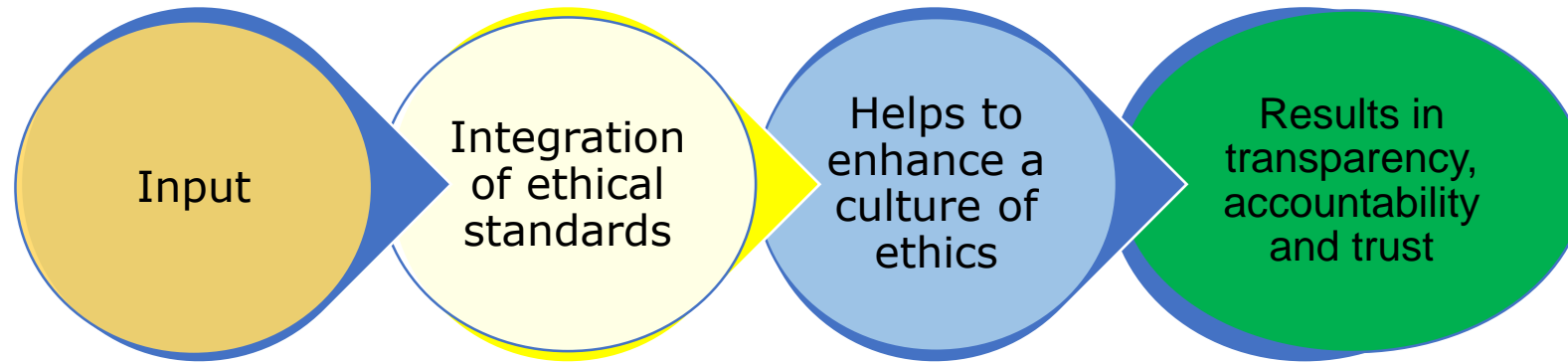
WFP/Rein Skullerud

Standard Setting and Policy Advocacy



WFP/Saikat Mojumder

Standard Setting and Policy Support



Protection Against Retaliation – Whistleblower Protection Policy

Purpose:

Enable reporting of misconduct without retaliation

Scope:

Report of misconduct in good faith, and/or
Cooperation with a duly authorised investigation or audit

Role:

Determine whether there is a *prima facie* case of retaliation
Make recommendations as to protection measures

Applicability:

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



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

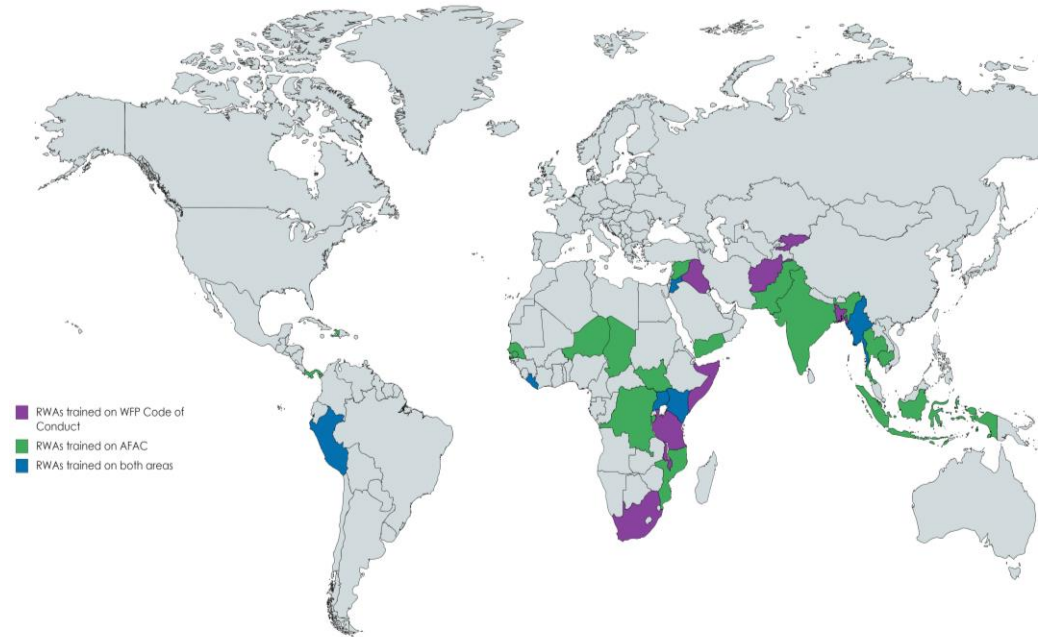
- Anti-Fraud and Anti-Corruption
- Gifts
- 16 Days of Activism against Gender-based violence
- Orange campaign – Guidance Note on Prostitution

E-learning

- Second module - A Focus on our Practical Obligations

Live Presentations and Workshops

- **10th Anniversary Campaign**
- 556 employees trained directly
- 2,326 employees trained on separate topics indirectly
- 41 Respectful Workplace Advisors (RWAs) trained



Un Coherence

- ❖ 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 Chair, 2017-2018
Host, 2017
- ❖ [Rome-based agencies](#): The ethics officers of the three Rome-based agencies coordinate periodically, sharing best practices



WFP/Karel Prinsloo

Ethics Network of Multilateral Organizations 2018

Chaired the Tenth Annual Conference of the Ethics Network of Multilateral Organizations (ENMO). As Chair, advocated for an expanded three and one-half day agenda enabling participation by distinguished guest speakers and additional panels.

"...You all play an important role in ensuring that international civil servants uphold the highest ethical standards... Thank you for contributing to ongoing efforts to enhance a culture of ethics and integrity in your organizations." (Secretary-General, July 2018)



**“Without ‘ethical’
culture, there is no
salvation for
humanity.” Albert
Einstein**



Contacts and Resources

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Queries may be sent to the confidential mailbox at: WFP.Ethics@wfp.org

Resources:

Ethics Office 2017 Annual Report:
<https://docs.wfp.org/api/documents/9e6f76b197bb410a8961554758175a3f/download/>

Ethics Office 2016 Annual Report Summary:
<http://newgo.wfp.org/documents/ethics-office-2016-annual-report-summary>

Ethics Office 2016 Annual Report (Annex IV of the Annual Performance Report for 2016):
<http://documents.wfp.org/stellent/groups/public/documents/eb/wfp291465.pdf>