

# ANNUAL REPORT OF THE ETHICS OFFICE FOR 2019

Bonnie Green, Director and Chief Ethics Officer  
*June 2020*



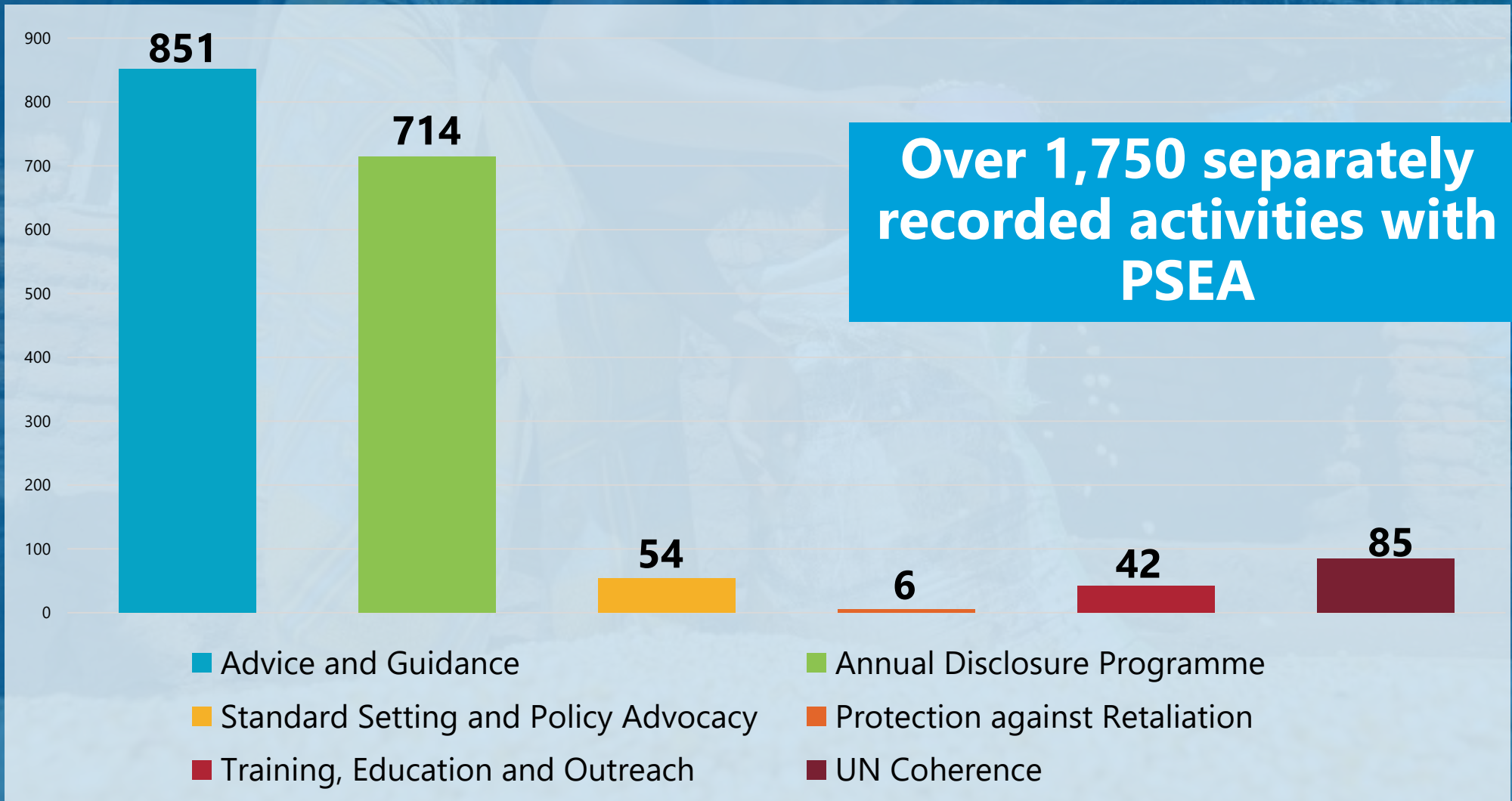
# Mandate of the Ethics Office





# Summary of the work of the Ethics Office

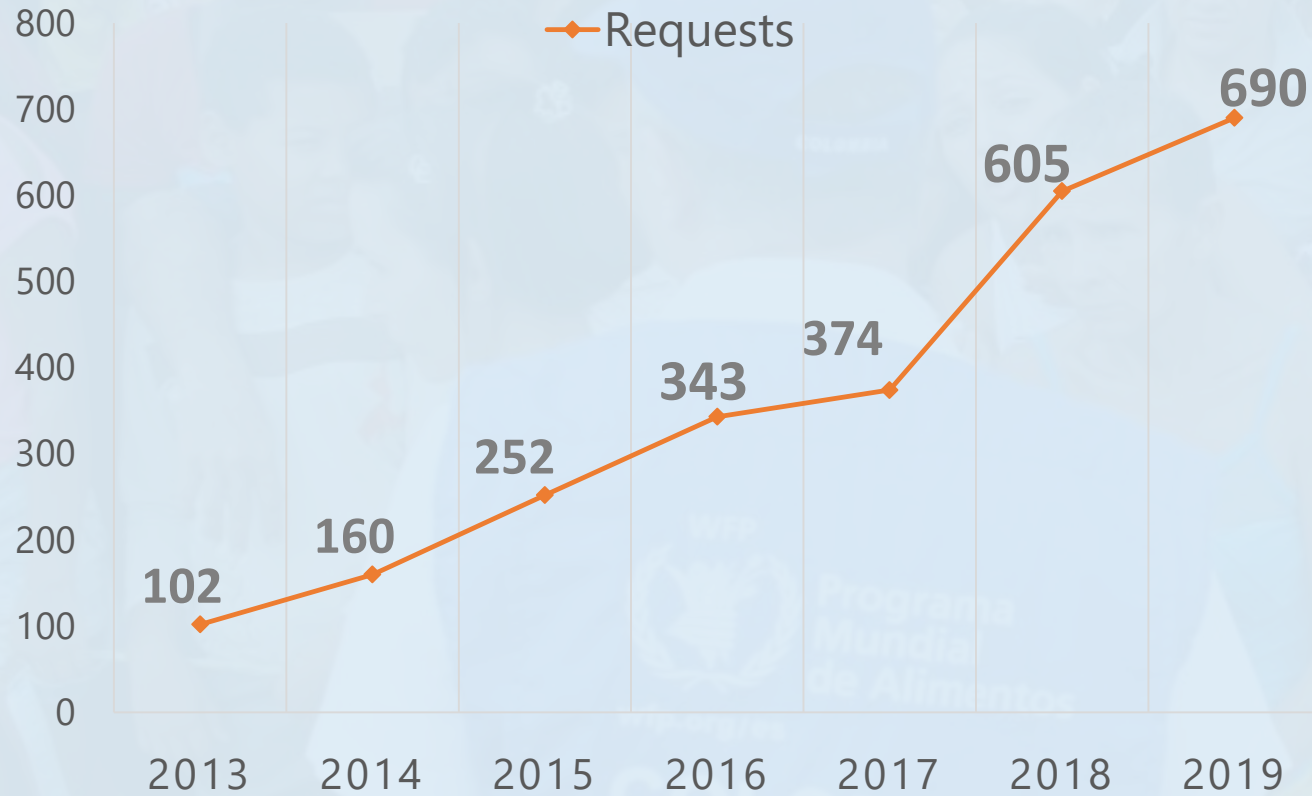
by number of activities recorded



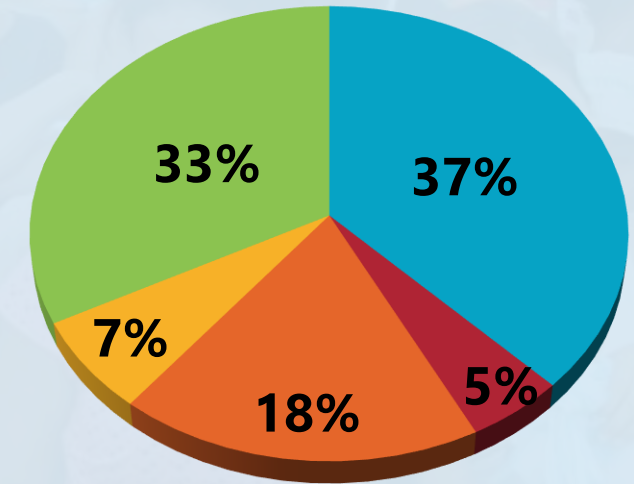


# Advice and Guidance

## Recorded Numbers: Seven-year trajectory – core mandate



## 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

- **87% compliance**  
(at the documented (second) deadline)
- 354 questionnaire submissions flagged as possible conflicts of interest and reviewed
- 460 statements flagged as possible conflicts of interests and reviewed
- 77 outside activities\* and 23 additional matters identified for complete reviews

\* 51 outside activities identified, in 2018

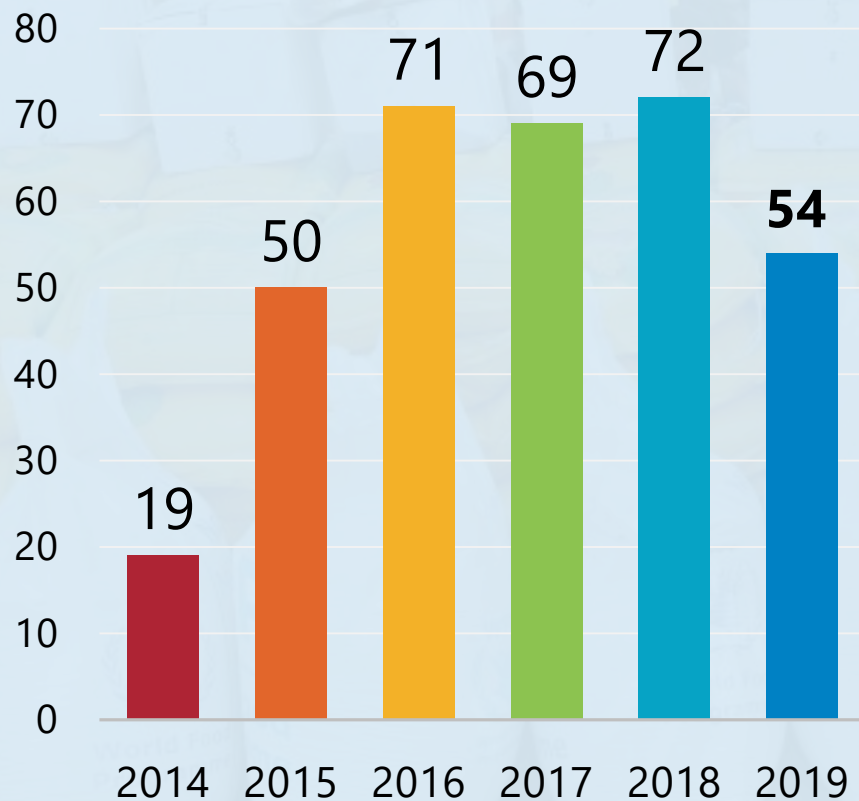
## Number of employees





# Standards Setting and Policy Advocacy

Recorded reviews of policies  
2014-2019



- Whistleblower Protection Policy
- Executive Director's Circular covering conflicts of interest and the Annual Conflicts of Interest and Financial Disclosure Programme (ADP)
- Pre-appointment disclosure process and corresponding guidance for pre-employment vetting conflicts of interest



# Protection against Retaliation

## 2019: Six cases considered

### Two cases continued from 2018 and four new cases:

- For the two 2018 cases and for three new cases, no prima facie was established
- In the remaining case, a *prima facie* case of retaliation was established. This case was referred to OIGI



# Training, Education and Outreach

Education and Outreach is approached holistically and with the goal of helping to build knowledge and skills for empowering employees, as appropriate, to make ethical decisions and take actions in compliance with relevant standards of conduct.

Some examples:

**~ 830 employees trained directly**

- Induction Briefings: Executive Board and HQ
- Special initiatives, for example Food Procurement training sessions in all regional bureaux
- Ethics Ambassadors' Training
- HQ and field presentations
- Awareness Campaigns: WFP Code of Conduct fifth anniversary, annual end-of-the-year focus on policies and practices on gifts and linked with anti-fraud and anti-corruption messaging
- Materials created by the Ethics Office upon request for country offices and regional bureaux and tailored<sup>8</sup>to in-country contexts



# Protection from Sexual Exploitation and Abuse (PSEA)

## January

First meeting of the **Sub-Working Group on Safeguarding against SEA and Sexual Harassment**

## June

- Launch of first ever **PSEA Focal Points training**, including downloadable tools and training materials to be adapted and used at CO/RB level

## November

- PSEA session at the **Global Food Security Cluster** meeting held at FAO
- **Joint WFP/UNHCR regional workshop for PSEA Focal Points** in Nairobi

## May

WFP's committed to designate **Interagency PSEA Coordinators** in Afghanistan, Sudan, Nigeria, Colombia and Mozambique

## October

- **Complaints and Feedback Mechanisms (CFM) Standardization Project.** PSEA mainstreamed throughout SOPs for CFM operators

## December

- PSEA mainstreamed throughout the draft of the WFP-UNHCR Mitigating risks of abuse in cash assistance Project (MRAPS) toolkit
- Finalization of **Inter-agency PSEA Training Package for Cooperating Partners**
- Submission of a proposal for a PSEA related app to the Innovation Accelerator

### Additional activities:

- Oversight and administration of PSEA Focal Point
- Education and Outreach in many forms including but not limited to one-one sessions in the field and HQ
- Advice and Guidance (161 recorded)
- Collaboration with key internal stakeholders (Security Division, NGO Unit, etc.)

# Special Projects

- **Member** of the Joint Executive Board/ WFP Management Working Group on Harassment, Sexual Harassment, Abuse of Authority and Discrimination (JWG)
- **Oversight** related to the work of the JWG including:
  - Administratively for external consultants who conducted an external review of the workplace culture on behalf of WFP and the JWG
  - Liaison for “Support Group”
- **Positive feedback** on the Ethics Office role from RDs, CDs, and other employees
- **“Lessons learned”** noted and shared with relevant stakeholders
- **Co-chair** of the Sub Working Group on safeguarding against sexual harassment and sexual exploitation and abuse (SWG-1) and:
  - Coordinated the work and discussions within SWG-1 through the organization of seven meetings held in 2019
  - Organization and other preparatory work for two workshops held in 2020



### Ethics Panel of the United Nations (EPUN)

- Participated in 8 standard conference calls/meetings
- 77 recorded consultations/ deliberations on issues of common interest
- EPUN alternate chair from 1 May to 31 August 2019 and, again, 1 December 2019 to 11 March 2020. In this capacity, considered three appeals on protection from retaliation matters and created a standardized approach to such reviews, including cautions on potential conflicts of interest

### Ethics Network for Multilateral Organizations (ENMO)

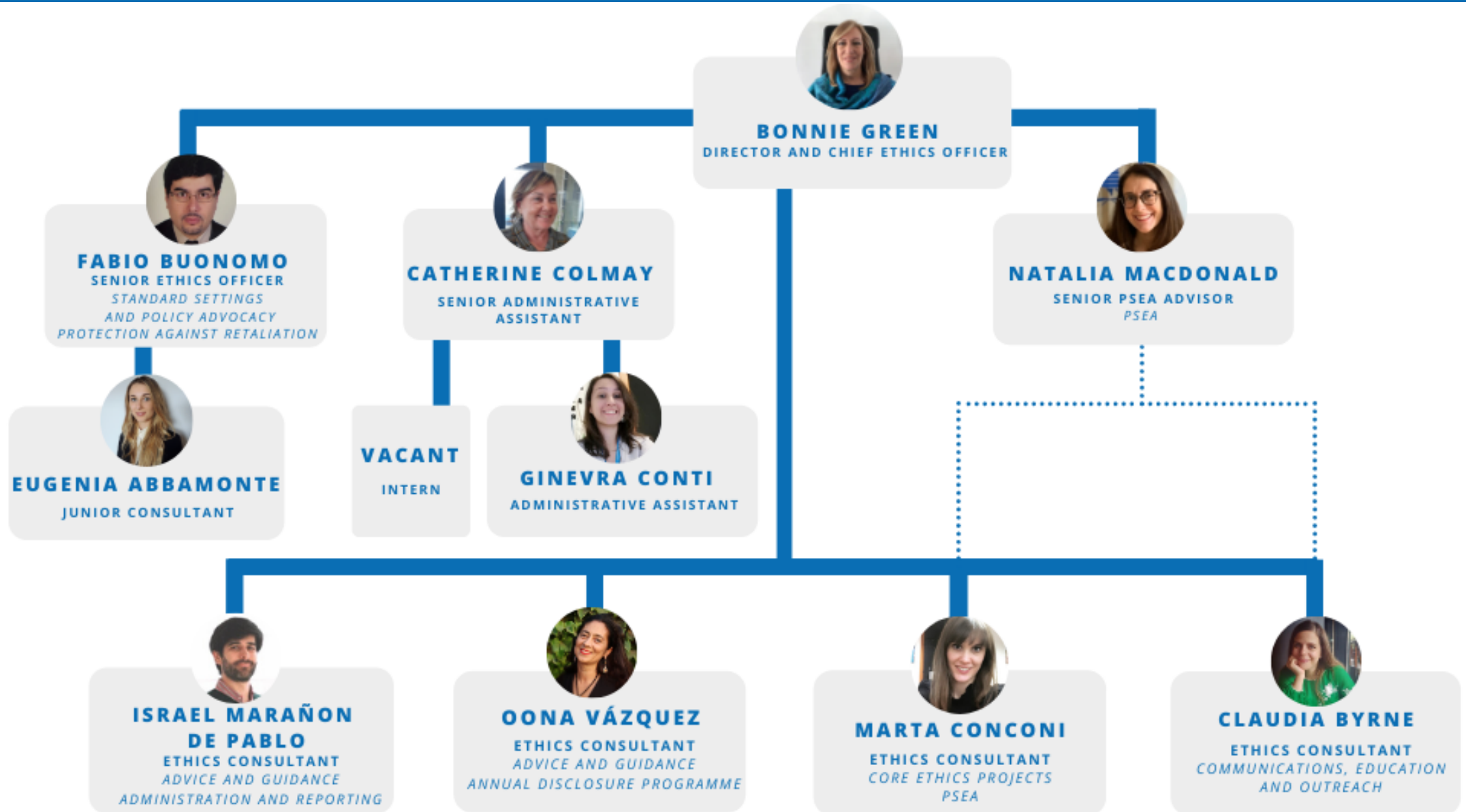
- Member of the ENMO Planning Committee
- Presented with another ENMO member on Risk and Ethics: WFP's risk journey and organizational conflicts of interest

### Rome-based Agencies (RBA)

- The ethics officers of the three Rome-based agencies continued ad-hoc sharing of best practices and knowledge
- Increased interaction, especially with the Director, Ethics Office, IFAD on common issues, such as PSEA
- IFAD attendance at the EB/WFP Management Sub Working Group on Safeguarding against sexual harassment and SEA



# The Ethics Office (ETO) Organogram



Thank you  
*Any questions?*

