

Ethics at WFP

EXECUTIVE BOARD INDUCTION

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Ethics Office



World Food Programme



“Relativity applies to physics, not ethics.”

Albert Einstein

What does ethics mean to WFP?



It's about how we do what we do

Based on institutional values, principles, and standards



Applicable to everyone who works with WFP



1

Understanding and acting per expected standards of conduct



2

Ethically conscious decision-making

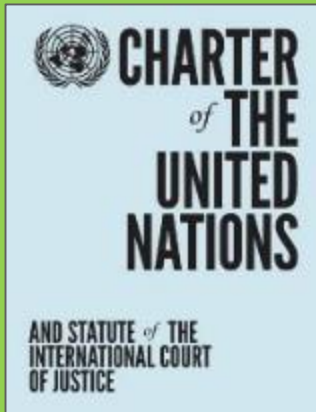


3

Integrity-based actions and results



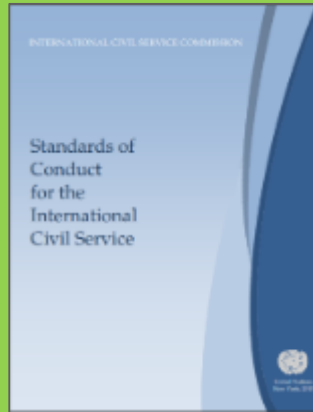
Core documents



UN CHARTER

Establishes the purpose of the UN

To serve the values of fundamental human rights, social justice, the dignity and worth of the human person and respect for the equal rights of men and women.



STANDARDS OF CONDUCT FOR THE INTERNATIONAL CIVIL SERVICE

Informs how UN ideals are translated into reality.

Sets out expected standards of conduct: Competence, integrity, impartiality, independence and discretion.



WFP CODE OF CONDUCT

Consolidates key ethics and standards of conduct applicable to WFP and its employees.

Principles are applicable to partners/vendors.

Humanitarian principles

HUMANITY

WFP WILL SEEK TO PREVENT AND ALLEVIATE HUMAN SUFFERING WHEREVER IT IS FOUND AND RESPOND WITH FOOD ASSISTANCE WHEN APPROPRIATE. IT WILL PROVIDE ASSISTANCE IN WAYS THAT RESPECT LIFE, HEALTH AND DIGNITY.

IMPARTIALITY

WFP'S ASSISTANCE WILL BE GUIDED SOLELY BY NEED AND WILL NOT DISCRIMINATE IN TERMS OF ETHNIC ORIGIN, NATIONALITY, POLITICAL OPINION, GENDER, RACE OR RELIGION.

NEUTRALITY

WFP WILL NOT TAKE SIDES IN A CONFLICT AND WILL NOT ENGAGE IN CONTROVERSIES OF A POLITICAL, RACIAL, RELIGIOUS OR IDEOLOGICAL NATURE. FOOD ASSISTANCE WILL NOT BE PROVIDED TO ACTIVE COMBATANTS.

OPERATIONAL INDEPENDENCE

WFP WILL PROVIDE ASSISTANCE IN A MANNER THAT IS OPERATIONALLY INDEPENDENT OF THE POLITICAL, ECONOMIC, MILITARY OR OTHER OBJECTIVES THAT ANY ACTOR MAY HOLD WITH REGARD TO AREAS WHERE SUCH ASSISTANCE IS BEING PROVIDED.

WFP values



COLLABORATION

We value working together towards our shared vision.



INTEGRITY

We value living up to the highest of standards.



HUMANITY

We value improving the lives of the people we serve and each other.



COMMITMENT

We value delivering on our promises to each other.



INCLUSION

We value respecting each others unique contribution.

The Ethics Office



- FORMAL
- INDEPENDENT
- PART OF OVERSIGHT
- PART OF INTERNAL JUSTICE SYSTEM

Mandate of the Ethics Office



Advice and Guidance

- Providing consistent, timely and practical advice is one of the most critical components of the work of the Ethics Office.
- We aim to empower employees to make their own ethical decisions, which do not bring harm to themselves, the people we serve, or WFP.



Annual Conflicts of Interest and Financial Disclosure Programme



Photo: WFP/Ana Buitron



a mechanism for the disclosure of actual, perceived and potential conflicts of interest



a tool to uncover fraud or unjust personal enrichment

Standards Setting and Policy Advocacy

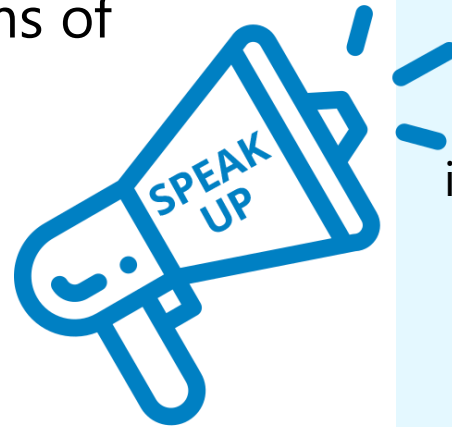
To operationalize ethics and compliance, the Ethics Office provides guidance to management on the incorporation of ethical standards in various policies, practices and processes.



Whistleblower Policy

TWO-FOLD AIM TO:

- Provide protection against retaliation to employees who, in good faith, engage in a protected activity
- Safeguard WFP against forms of misconduct or wrongdoing



APPLIES TO

All current and former employees, regardless of contract type and duration

WHAT DOES THE ETHICS OFFICE DO?



determines whether there is a *prima facie* case of retaliation

if substantiated, refers the matter to OIGI for investigation

makes recommendations on protection measures



does not review reports of other types of misconduct

does not investigate or establish whether retaliation has taken place

does not take any decision regarding employees, disciplinary or otherwise

Communication, education and outreach

The first step in building and maintaining an organizational culture of ethics is **AWARENESS**.



Knowledge and active internalization of values, standards and principles are essential components for understanding and ensuring **COMPLIANCE**.



Protection from Sexual Exploitation and Abuse (PSEA)



WFP HAS
ZERO TOLERANCE
FOR SEXUAL EXPLOITATION
AND SEXUAL ABUSE (SEA)

- * Organizational focal point for PSEA
- * Advice and Guidance
- * Communication, education and outreach
- * Inter-agency coordination
- * Donor engagement

United Nations Coherence - Collaboration

WFP IS A MEMBER OF

Ethics Panel of the United Nations (EPUN)

- Composed of: the United Nations Secretariat, UNDP, UNICEF, UNFPA, UNOPS, UNRWA, UNHCR, and WFP.
- EPUN Alternate Chair: May to September 2019 and December 2019 to March 2020.

Ethics Network for Multilateral Organizations (ENMO)

- Member of the Planning Committee: 2020
- Speaker: 2019
- Chair: 2017-2018
- Host: 2017

Rome-based agencies

The ethics officers of the three Rome-based agencies coordinate periodically

IFAD attendance at the EB/WFP Management Sub Working Group on Safeguarding against sexual harassment and SEA

Important links

PRINCIPLES AND STANDARDS

- Humanitarian principles [\[english\]](#)
- Standards of conduct for the international civil service [\[english\]](#) [\[french\]](#) [\[spanish\]](#) [\[arabic\]](#)
- WFP code of conduct [\[english\]](#) [\[french\]](#) [\[spanish\]](#) [\[arabic\]](#)
- WFP general regulations and general rules [\[english\]](#)

[The Ethics Office intranet page](#)

[How do I request a review of my "Outside activity"](#)

[How do I report received gifts](#)

[How do I report Sexual Exploitation and Abuse](#)

[How do I request protection against retaliation](#)

- Protection from Sexual Exploitation and Abuse – [Focal Points](#)
- WFP "Whistleblower" protection policy [\[english\]](#) [\[french\]](#) [\[spanish\]](#) [\[arabic\]](#)
- Executive director circular, protection from harassment, sexual harassment, abuse of authority and discrimination [\[english\]](#)
- Executive director circular, special measures for protection from sexual exploitation and sexual abuse [\[english\]](#)
- Executive director circular, disclosure of gifts [\[english\]](#)
- WFP anti-fraud and anti-corruption policy [\[english\]](#) [\[french\]](#) [\[spanish\]](#) [\[arabic\]](#)
- Information disclosure directive [\[english\]](#)
- Executive director circular, disclosure of financial interests, outside activities and honours, decorations, favours, gifts or remuneration [\[english\]](#)



THANK YOU



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