Annual Report of the Ethics Office for 2021

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Ethics Office

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Advisories issued: 2013-2021*

Range of advisories: conflicts of interest, gifts, political activism, ethical dilemmas, employment-related queries, outside activities, and more

*Annual Disclosure Programme related advisories included; PSEA-related advisories not included
2021 Disclosure Programme Exercise - Results:

- **2934 employees** identified to participate
- **87% completion rate** at the second deadline
- **100% completion rate** at the end of the calendar year
- 132 submissions flagged as possible conflicts of interest and reviewed by the Ethics Office (77 outside activities, 5 gifts, 50 conflicts of interest otherwise)

Standard Setting and Policy - Examples of activities:

- **67 policies received and reviewed**
- Supported the corporate policy and programming development by engaging in several **consultations**
- Consulted and responded to **JIU questionnaires** and **draft reports**
- Advanced the review of the **WFP Code of Conduct**
- Continued the **Organizational Conflicts of Interest Mapping Project**
17 new enquiries related to protection against retaliation

- Five formal requests for protection against retaliation
  - Three cases were closed at the request of the complainant due to material changes in their office
  - One case was closed because no prima facie case was established
  - One case remained open after being referred to OIGI for investigation
- Twelve enquiries were requests for advice and guidance that did not warrant a full prima facie review but nevertheless required thorough assessment.

Three formal requests for protection against retaliation were carried over from 2020

- One was closed because no prima facie case was established
- One was referred to OIGI and subsequently closed
- One was investigated by OIGI and resulted in recommendations to the Executive Director.
Examples of activities in various forms
(not exhaustive list):

• Headquarters ethics induction briefings
• Annual end-of-year awareness campaign focusing on policies and practices related to gifts
• Online webinars and presentations
  • Training sessions to Wellness Support volunteers in Ethiopia, Sudan and Zimbabwe Country Offices
  • Scenario-based training for HR Officers on conflicts of interest
  • Regular teleconferences for Respectful Workplace Advisors/Ethics Ambassadors
PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA)

Examples of activities *(not exhaustive list)*:

- **PSEA Advice and Guidance:** approximately 300 advisories

- **Administration of the PSEA Focal Points Network:** more than 400 PSEA Focal Points in every Regional Bureau and Country Office

- Enhancements in the **online training course for PSEA focal points**, introducing new downloadable tools and a comprehensive toolkit composed of resources for cooperating partners and cooperating partners’ management staff

- **Awareness raising training initiatives** for WFP employees in country offices across all regions

- **“Speak up” training session** on addressing sexual misconduct (SEA and sexual harassment) at WFP

- **PSEA “at the Frontline”** project

- **“PSEA Digitalization”** project

- **UN Implementing Partner PSEA Capacity Assessment**

- Update of the **Executive Director’s Circular on PSEA**
THANKS FOR YOUR ATTENTION – ANY QUESTIONS?