Briefing on Ethics
Executive Board Briefing

Deidre Walker
Ethics Office Director

Natalia Macdonald
Senior Advisor, PSEA

2024 March
Part I – Ethics

2024 March
THE ETHICS OFFICE IN NUMBERS

2023 Advice & Guidance Requests
- 63% about outside activities
- 50% from non-staff members
- 59% from female employees
- 23% from international staff members

THE ETHICS OFFICE IN NUMBERS

90% of employees completed the new Ethics at WFP mandatory e-learning**

**As of 27 February 2024

In 2023
- 99.9% of eligible employees completed the Annual Disclosure Programme

1 non-compliant employee, HR/Management taking action

*Excluding advisories related to the Annual Disclosure Programme and PSEA
Employees are equipped with the understanding and knowledge to uphold an organizational culture where ethical behaviour is the norm and in accordance with the Code of Conduct.

**STRATEGIC OBJECTIVE 1**

- Use risk analysis to prioritize and conduct outreach and identify ethical challenges
- Develop short format outreach material for employees, with a focus on management
- Continue UN dialogue on whistleblower protection and increase understanding of the policy
Advice and guidance provided by ETO on ethical risks and dilemmas and PSEA matters is widely recognized by WFP leadership and employees as relevant and of added value.

**STRATEGIC OBJECTIVE 2**

- Continue to provide clear, pragmatic and objective advice and guidance
- Continue to identify, manage, and mitigate conflicts of interest through the Annual Disclosure Programme
- Conduct an assessment of the value for money of the current Annual Disclosure Programme
Protection from Sexual Exploitation and Abuse (PSEA) is integrated across WFP’s programmes, systems, and policies to make programming safer and following a victim-centered approach, and WFP is a leader in the humanitarian system-level change and coordination for PSEA.
WFP is an active leader in the UN on ethical policy framework and good practices, and WFP’s organizational policies and practices consistently reflect and incorporate the highest ethical standards.

**STRATEGIC OBJECTIVE 4**

- Ethics is integrated into WFP policies, standards and guidelines
- Update existing policy and guidance on Outside Activities
- Regularly interact with other Ethics functions within the UN system
Part II - Protection from Sexual Exploitation and Abuse (PSEA)

2024 March
In January 2024, Executive Director Cindy McCain assumed the role of Champion, taking over from Andrew Morley, President of World Vision International.

As Champion, she will advocate to strengthen the implementation of the IASC strategy, policies, and commitments by focusing on three key priorities.
PRIORITY 1: OPERATIONALIZING A VICTIM AND SURVIVOR-CENTERED APPROACH

- Strengthening information sharing with communities through PSEA at the Frontline Phase 2
- Creating a global advisory group consisting of women-led NGOs and civil society
- Strengthening inter-agency standards on PSEAH
PRIORITY 2: PROMOTING ORGANIZATIONAL CULTURE CHANGE THROUGH LEADERSHIP AND PARTNERSHIPS

- Updating, re-signing, and disseminating the Inter-Agency Standing Committee Principals’ Statements
- Building and expanding the work of the Implementing Partner Protocol Working Group
PRIORITY 3: SUPPORTING CONTINUED CAPACITY STRENGTHENING ACROSS THE SECTOR

Identifying and promoting good practices across the cluster system

Developing guidelines to reduce SEA risks in humanitarian assistance, including cash transfers.
QUESTIONS?