

# EXECUTIVE BOARD

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THIRD QUARTERLY BRIEFING

9 JULY 2021

**PART I – Updates on Ethics**  
**PART II – Updates on PSEA**

Bonnie E. Green

Director and Chief Ethics Officer  
Ethics Office





# Mandate of the Ethics Office



# Ethics Office Strategy: Vision

## A CULTURE OF ETHICS AND ACCOUNTABILITY

constantly and continuously **nurturing a culture of ethics and accountability** through

proactive, preventative and supportive measures to

the Executive Director, leadership and management, divisions/colleagues/peers working on workplace culture, and all employees and other vested stakeholders

# Ethics Office Strategy: Strategic Objectives

## STRATEGIC OBJECTIVE 1

**Use an evidenced/data-driven approach to maximize the impact of advice, education and outreach initiatives and recommendations to and on standards, policies and procedures, matters of retaliation, ethics and professionalism, including but not limited to measures of transparency and disclosures for mitigating conflicts of interest and other ethical risks.**

## STRATEGIC OBJECTIVE 2

**Integrate values, ethics, standards of conduct and compliance** in everyday practices in a practical and relevant manner and by using professional knowledge, skills and expertise; key divisions take co-ownership of **mainstreaming the values, principles and standards throughout WFP.**

## STRATEGIC OBJECTIVE 3

**Capacitate employees to live up to the values, principles and standards** by recognizing and addressing ethical issues in the ordinary course through strengthened knowledge and skills; **help senior leaders and managers/supervisors to display “Tone at Top” and “Model at the Middle” and support WFP’s workplace culture evolution while maintaining adherence to the principles of the Ethics Office.**

# Advice and Guidance

Total number of advisories (as of June 2021): ~**480**\*

*\*Including PSEA advisories*

- ~ 60 % of field requests
- ~ 40 % of HQ requests

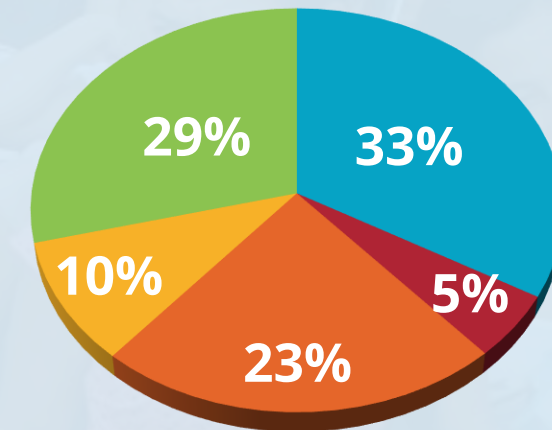
Out of the total number of requests:

- ~ 8 % are external
- ~ 48 % are individual
- ~ 33 % are management
- ~ 11 % are organizational

STRATEGIC OBJECTIVE 1

STRATEGIC OBJECTIVE 3

**2021 Advice and Guidance  
by standard/harmonized categories**



- 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

## 2021 Annual Disclosure Programme Exercise

- Launch date: 12 April 2021
- Total number of participants: **2,933**
- 77 % compliance at the first deadline (21 May 2021)
- **89% compliance** at the second deadline (18 June 2021)
- Mid-July: escalation to Country/Division Directors and focal points of employees who have not yet completed the exercise

STRATEGIC OBJECTIVE 1

STRATEGIC OBJECTIVE 3



WFP/ Michael Tewelde

# Standards Setting and Policy Advocacy

- Ethics and Integrity Advisory
- Guidance Note on the Independence of the Ethics Office
- Guidance Note with Recommendations on Retaliation
- WFP Code of Conduct
- Organizational Conflicts of Interests Mapping
- Implementation of Pre-Employment Vetting of Conflicts of Interest
- HR Manual Recommendations
- Other Recommendations

**STRATEGIC OBJECTIVE 1**

**STRATEGIC OBJECTIVE 2**



# Whistleblower Protection and Retaliation

## ***Prima facie* reviews:**

- Five new cases and two cases from 2020

**Advisories:** three

## **Education and Outreach:**

- Ethics Ambassadors
- Office of Inspections and Investigations



WFP/Annabel Symington

STRATEGIC OBJECTIVE 1

STRATEGIC OBJECTIVE 2

STRATEGIC OBJECTIVE 3



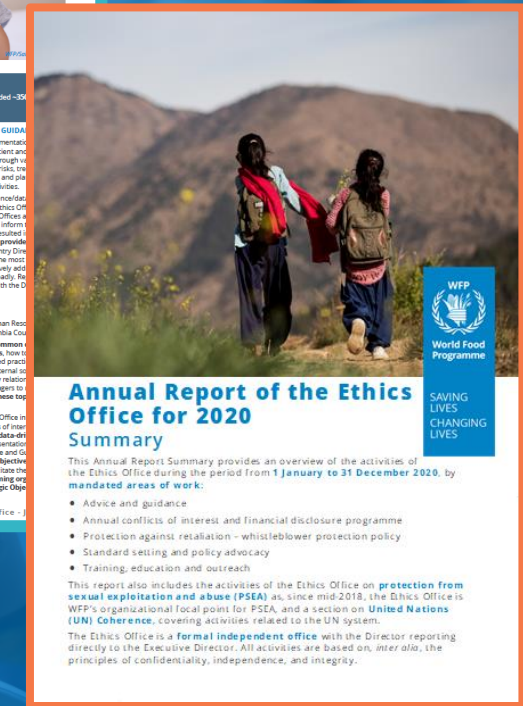
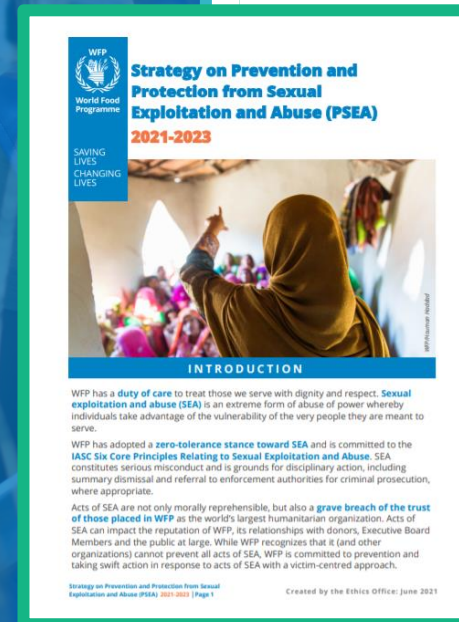
# Training, Education and Outreach

## Some updates:

- Ethics and PSEA sections of WFPgo
- Ethics in WFP - Mid-year Highlights
- 2020 Annual Report Summary
- PSEA Mid-year Highlights
- Ethics Office Strategy – User-friendly Version
- Ethics Office Strategy on PSEA – User-friendly Version
- CD/DCD Induction Programme
- Wellness Support Volunteers Session
- Sessions for RWAs as Ethics Ambassadors on Protection from Retaliation
- Session with OIGI on Protection from Retaliation and PSEA (Planned: Conflicts of Interests Session)

STRATEGIC OBJECTIVE 1

STRATEGIC OBJECTIVE 3





# Questions



Photo: WFP/ Annabel Symington

# EXECUTIVE BOARD

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THIRD QUARTERLY BRIEFING

**PART II – Updates on PSEA**



World Food Programme

# Background



**2018: the Ethics Office  
appointed PSEA  
Organizational Lead**




**Stocktaking,  
consultations and  
reflections**



**Identification of  
key areas**

# Policy and Strategy

Fighting Hunger Worldwide


**World Food Programme**  
 wfp.org

**Executive Director's Circular**  
 (Gender Office – Partnership & Governance Services Department – Programme, Guidance & Policy Service)

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Date: 15 December 2014  
 Circular No.: OED2014/020  
 Revises:  
 Amends:  
 Supersedes: OED2013/014

**Special Measures for Protection from Sexual Exploitation and Sexual Abuse**

**Background**

- All UN system organizations, including WFP, have a duty of care to beneficiaries, which includes a responsibility to ensure that they are treated with dignity and respect and that proper standards of behaviour are observed. As a result, in April 2002, the UN Inter-Agency Standing Committee (IASC) established a Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises and Other Operations, with WFP as an active participant.
- The Task Force developed core principles on the issue of sexual exploitation and sexual abuse (SEA) in humanitarian crises and other operations, endorsed by the IASC and later incorporated into the Secretary-General's Bulletin on "Special measures for protection from sexual exploitation and sexual abuse" (ST/SGC/2003/13) (hereafter referred to as the "Bulletin").
- The Bulletin provides the following definition of SEA: **the term "sexual exploitation" means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. Similarly, the term "sexual abuse" means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.**
- WFP implemented the Bulletin on 22 January 2004 (Annex 1). The Bulletin clarifies that such acts, particularly when perpetrated against beneficiaries of the United Nations protection or assistance, constitute serious misconduct and are therefore grounds for disciplinary measures, including summary dismissal.


**World Food Programme**  
 SAYING LIVES CHANGING LIVES

**Strategy on Prevention and Protection from Sexual Exploitation and Abuse (PSEA) 2021-2023**



**INTRODUCTION**

WFP has a duty of care to treat those we serve with dignity and respect. **Sexual exploitation and abuse (SEA)** is an extreme form of abuse of power whereby individuals take advantage of the vulnerability of the very people they are meant to serve.

WFP has adopted a zero-tolerance stance toward SEA and is committed to the IASC Six Core Principles Relating to Sexual Exploitation and Abuse. SEA constitutes serious misconduct and is grounds for disciplinary action, including summary dismissal and referral to enforcement authorities for criminal prosecution, where appropriate.

Acts of SEA are not only morally reprehensible, but also a gross breach of the trust of those placed in WFP as the world's largest humanitarian organization. Acts of SEA can impact the reputation of WFP, its relationships with donors, Executive Board Members and the public at large. While WFP recognizes that it (and other organizations) cannot prevent all acts of SEA, WFP is committed to prevention and taking swift action in response to acts of SEA with a victim-centred approach.

Strategy on Prevention and Protection from Sexual Exploitation and Abuse (PSEA) 2021-2023 | Page 1

Created by the Ethics Office, June 2021

# Ethics Office Strategy on PSEA: Vision

WFP has effective **prevention and protection measures that safeguard the people WFP serves** enabling safe access to WFP programmes and operations without being subject to sexual exploitation or sexual abuse by WFP employees and partners, and, if acts of exploitation and abuse are attempted or committed, **WFP responds swiftly with a victim-centered approach.**

# Ethics Office Strategy on PSEA: Strategic Objectives

## STRATEGIC OBJECTIVE 1

**Capacitate WFP employees and partners** with knowledge and skills to identify, prevent and respond to SEA. Support WFP employees with timely, relevant and useful advice and guidance.

## STRATEGIC OBJECTIVE 2

**Enhance policies, processes/ procedures** to ensure accountability and a victim-centred approach.

## STRATEGIC OBJECTIVE 3

**Expand PSEA mainstreaming** across WFP.

## STRATEGIC OBJECTIVE 4


**Use data to identify opportunities** for mitigation measures and preventative actions across WFP.


## STRATEGIC OBJECTIVE 5

**Maintain and enhance WFP's role as a key stakeholder** at the United Nations, inter-agency and RBA level, as well as with donors and Executive Board Members.


# Capacity Building

## PSEA WELEARN

RBB - PSEA Control Self-Assessment	
<ul style="list-style-type: none"> <li>What is Sexual Exploitation and Abuse (SEA)?</li> <li>WFP Policy</li> <li>Who is responsible?</li> <li>PSEA Focal Points Role and Responsibilities</li> <li>Prevention</li> </ul>	 <p>The Regional Bureau Bangkok (RBB) has taken deliberate measures to reinforce PSEA across the country offices in the region.</p> <p>An important step has been the completion of the PSEA Control Self-Assessment checklist by all COs and the Regional Bureau for the Asia and Pacific region. The purpose of this completing the checklist was to ensure compliance with the relevant directives and guidance, particularly in the areas of training and awareness, cooperating partner management, reporting, accountability to affected populations, protection and program design. A review of the checklists also helped to identify good practices and inform the development of strategies and mechanisms to address the gaps and risks identified. This process was led by the Regional Director who requested and encouraged all CDs in the region to conduct the exercise and share their results and supported by an RBB PSEA team including the Deputy Regional Director, Regional Gender Advisor and Regional Programme Policy Officer.</p> <p>Also, RBB contracted a Protection expert to conduct field missions to priority countries with PSEA as a dedicated component. The completion of the self-assessments along with the Protection expert missions has prompted more conversations with COs to ensure that PSEA structures and mechanisms are in place and functioning.</p> <p>The renewed dialogue on PSEA with COs through the checklist and RBB support has fostered greater awareness and trust in the corporate mechanism for reporting on SEA and other forms of misconduct, indicative from an increase in reporting.</p> <p>Photo: WFP / Saikat Mojumder</p>
<ul style="list-style-type: none"> <li>Identifying risk factors for SEA Key message   1 min   5 PTS</li> <li>Awareness Raising - Introduction Key message   1 min   2 PTS</li> <li>WFP Employees Key message   2 min   5 PTS</li> <li>Partners Key message   1 min   1 PT</li> <li>Community Members Key message   1 min   2 PTS</li> <li>Tools to download Document to download   1 min   5 PTS</li> <li>Example from the field - Afghanistan Case study   2 min   5 PTS</li> </ul>	<p>NEXT &gt;</p>



### Know The Terms: Sexual Exploitation, Sexual Abuse, and Sexual Harassment



*"We will not tolerate anyone committing or condoning sexual exploitation and abuse. We will not let anyone cover up these crimes with the UN flag. Every victim deserves justice and our full support. Together, let us deliver on that promise."*

**António Guterres**  
United Nations Secretary-General



*Thank you for the information and for registering me in the PSEA online training course. I accessed the course and completed it. The course itself and additional resources were beneficial to embrace the responsibilities and fulfil the PSEA focal point's role."*

Head of Office

## 2021 UPDATE

### "PSEA in Box"



# Inter-agency Collaboration



IASC Learning Package on Protection from Sexual Misconduct for UN partner organizations

**SAYING *NO* TO SEXUAL MISCONDUCT**

'Saying No to Sexual Misconduct' is an interactive and innovative learning package that aims to raise awareness among IASC partner staff and ensure they have the skills and tools to define, detect and respond to sexual misconduct.

**IASC** Inter-Agency Standing Committee

(Interim)  
Harmonized Implementation Tool

**UNITED NATIONS IMPLEMENTING PARTNER PSEA CAPACITY ASSESSMENT**

UNICEF, UNFPA, UNHCR, and WFP in consultation with IASC members and the UN SEA Working

September 2020  
Endorsed by IASC Operational Policy and Advocacy Group



# Assessment 2021 - Piloting in the Field

- In coordination with the PSEA Network Coordinator, **WFP has initiated a pilot roll-out of the assessment tool in Colombia.**
- Lessons learned from Colombia will be used by the Ethics Office to further support other **WFP Country Offices in rolling out this assessment.**
- This approach is being piloted in the **Democratic Republic of Congo** under the leadership of the National PSEA Network.
- WFP Country Offices have also started rolling out the assessment tool, such as the case of **Mozambique or Iraq.**



*PSEA awareness session in Nariño, Colombia*

# Innovative Initiatives

## PSEA Digitalisation



## PSEA at the Frontline

**TOGETHER  
WE SAY NO**



# PSEA at the Frontline



*This is an interagency project to develop an impactful PSEA awareness raising package to equip WFP/UN employees and partners – those who work at the frontlines directly with the people we serve – with PSEA knowledge and skills through multilingual tools.*

- In June 2020, WFP, through the Ethics Office, partnered with **Translators Without Borders (TWB)**. The **International Organization for Migration (IOM)** later joined the project in December 2020
- To understand the needs at the frontline, an **initial survey** was created by TWB and circulated amongst IOM, WFP, IASC partners and interagency PSEA Networks globally in December 2020.
- Approximately **3,000 responses** were received from humanitarians **from 82 countries**.
- The project focuses on **drivers, small NGO partners, non-traditional partners** such as **contractors**, and **data collection teams**. These groups have been selected as they work at the frontlines and, in our experiences, have not been the focus of capacity building initiatives to date.

# PSEA at the Frontline - Update



- An interactive **PSEA multilingual outreach package** will be produced in English and made available **in eight additional field relevant languages** (based on survey findings). Targeted material will include highly illustrated printed materials, audio messages and multimedia awareness material.
- TWB is currently conducting the field-testing phase that aims to validate the relevance and appropriateness of the content, products and channels of the PSEA outreach package from a technical and linguistic perspective. The testing phase is taking place in five countries selected according to the criteria of operational relevance and geographical and language representation: South Sudan, Afghanistan, Turkey, Bangladesh and Colombia.
- Finally, TWB will conduct an **assessment** for the purpose of documenting the impact of **the tools/products created as part of this project**, taking into consideration the baseline survey.

# PSEA at the Frontline - Update



*“Testing what people have understood and what key messages are not getting through has been fascinating. Among all the groups participating in the studies we have found a lack of clarity about where to report. There is a real challenge for humanitarian agencies in developing clear, consolidated, multilingual reporting systems”. (South Sudan)*

*“The PSEA frontline project is so timely and relevant as the message on expected conduct, why and how to report SEA misconducts will reach out the hard to reach frontline staff. These are the ones who have close interaction with communities. We are happy to have these messages pre-tested in South Sudan, more so in Juba Arabic, as some frontline staff only understand Juba Arabic and not the classic Arabic”. (Turkey)*

*“This phase will enable us to develop better, clearer, more culturally acceptable PSEA related messages, that will increase the awareness of targeted audience about PSEA. This would eventually lead to ensuring the protection of the communities we are serving from any potential SEA risks.”*



# Questions



Photo: WFP/ Annabel Symington

## Background Information





# 2018 Timeline



## March

- Appointment of **Ethics Office** as **organizational focal point for PSEA**.
- Recruitment of a technical senior advisor (PSEA)

## May - August

More than 40 consultations held by the Ethics Office with key internal and external stakeholders to identify PSEA challenges/priorities/successes



## September

- First consultation of the global PSEA Advisory Group (bringing together representatives from all six RBx and selected COs per region)
- Endorsement of **Collective Statement of the Members of the SG Circle of Leadership** on the Prevention of and Response to SEA in UN Operations



## December

PSEA half-day session at the **Annual Partnerships Consultation**



## May

- WFP joined **UN SEA Working Group** and **strengthened engagement in IASC PSEA initiatives** at the senior and technical level
- Panel to the Geneva group on “Applying an ethical framework to tackle sexual harassment and sexual exploitation and abuse”



## August

- WFP Executive Director joined the United Nations High-level Steering Group on SEA, responsible for overseeing the UN system’s approach and response to SEA
- Conducted an **online survey by PSEA Focal Points** providing insights into key challenges and opportunities



## October

- WFP participated in the **DFID Safeguarding Summit**, convened to commit to better prevent, listen and respond to SEA
- Full contingent of PSEA Focal Points constituted

# 2019 Timeline

## 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
- **Joint WFP/UNHCR regional workshop for PSEA Focal Points** in Nairobi

## May

WFP committed to place **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.
- Joint interagency mission to Colombia

## December

PSEA mainstreamed throughout the draft of the WFP-UNHCR Mitigating Risks of Abuse in Cash Assistance Project (MRAPS) toolkit

# 2020 Timeline

## January

- **OECD Development Assistance Committee (DAC) Reference Group on Preventing Sexual Exploitation and Abuse Meeting**
- Workshops of the **Sub Working Group on Safeguarding against sexual harassment and sexual exploitation and abuse**

## May

Launch **interagency PSEA learning package for cooperating partners: “Saying No to Sexual Misconduct”** developed with lead role from WFP along with IOM, UNHCR and IASC partners. WFP funded the translations into Arabic, French, Portuguese and Spanish.

## December

- Rome-based Agencies joint panel: Working together to enhance prevention and response to Sexual Exploitation and Abuse (SEA): The Role of Ethics.
- Launch of PSEA webpage on [wfp.org](http://wfp.org)



## February

### **PSEA Digitalization**

Project presented at Innovation Bootcamp hosted by the WFP Innovation Accelerator

## April

- **Covid-19 Guidance on PSEA: Key Considerations on PSEA during Covid-19 pandemic; and IASC Interim Technical Note**
- Covid-19-adapted online PSEA training sessions for PSEA Focal Points in all six RBx, co-chaired with the NGO Unit and OIGI.

## October

- Roll-out of **UN PSEA Assessment Tool for Cooperating Partners**, developed with lead role from WFP along with UNHCR, UNFPA and UNICEF. Webinar for WFP field colleagues.
- **“PSEA at the Frontline”** and **PSEA “in a Box”** projects initiated

# 2021 Timeline

## February

- **OECD DAC** Reference Group on Ending SEA and SH Meeting
- Concept Note and Recommendation on IASC Championship on Protection from Sexual Exploitation and Abuse



## March - June

- Consultations with Humanitarian and Gender/Protection Advisors at the field level
- Update of **ED Circular on PSEA**
- Collaboration with NGO Unit to update the standard **Field Level Agreement**

- Support to COs (Tanzania and Rwanda) and in-country PSEA inter-agency networks (Mozambique) in conducting adapted sessions using the “Say No to Sexual Misconduct” training package
- Integration of the **PSEA Capacity Assessment into the UN Partner Portal** and creation of resource materials.

## April

- Inter-agency joint **mission to CAR CO**
- PSEA awareness session for CAR CO employees
- French Session for PSEA Focal Points on the PSEA Assessment Tool



## June

- **Consultation and collaboration** with HR Staff Relations and Enterprise Risk Management
- **Approval and roll-out of Ethics Office Strategy on PSEA**
- PSEA session at the SSAFE training and Spanish Session for PSEA Focal Points on the PSEA Assessment Tool

## July – December

Roll-out of:

- **“PSEA at the Frontline”** Project
- Pilot of **PSEA Digitalization** Project
- **PSEA “in a Box”** Project

*\*In black are planned or ongoing initiatives.*



**THANK YOU**



WFP

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