



# Briefing on Ethics

## Executive Board Briefing



World Food Programme

SAVING  
LIVES  
CHANGING  
LIVES

Deidre Walker  
*Ethics Office Director*

2025 February

# MANDATE OF THE ETHICS OFFICE



**ADVICE AND GUIDANCE**



**TRAINING AND OUTREACH**



**STANDARD SETTING  
AND POLICY ADVOCACY**



**WHISTLEBLOWER  
PROTECTION POLICY**



**ANNUAL CONFLICTS OF  
INTEREST AND FINANCIAL  
DISCLOSURE PROGRAMME**



**UN COORDINATION  
AND ETHICS PANEL**

*Following the PSEA team's transfer to the Chief of Staff, the ETO team now consists of eight members: 2 Professional staff, 2 General Service staff, and 4 consultants, all working together to implement the mandate and serve the entire WFP.*

## 2024 HIGHLIGHTS IN NUMBERS



**914 Advice and Guidance Requests (13% increase from 2023)**

**70 % requests from Country Offices/Regional Bureaus**



**15.2 % of total WFP population participating in the ADP**

**Efficiency review of questionnaire and guidance completed**



**Nearly 3800 participants in ethics training sessions (virtual and in-presence)**

**Ethics fully integrated in CD/DCD and Head of Field Office induction programmes**



**28 Protection Against Retaliation (PAR) matters addressed**

# 2024 COMMUNICATIONS, OUTREACH AND TRAINING



Global

- ADP Launch
- ADP video message
- Ethics from the field Burundi
- Diwali Gifts Campaign
- *Navigating politically charged times* - All Staff
- Ethics from the field Mozambique
- Year End Gifts Campaign - All Staff
- Anti-Corruption Day Message with RMD

Political Activities Toolkit: 20 COs with elections

Quarter 1

Quarter 2

Quarter 3

Quarter 4

50+ multilingual training sessions across 17 country offices spanning all Regional Bureaus

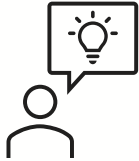
In person field outreach: Turkey, South Sudan, Honduras, Bangladesh, Nigeria, Mali, Chad, Algeria



Topic specific

- HR Officer conflicts of interest disclosure form
- Ethics Ambassador Training
- CD/DCD Induction Training Programme
- Head of Field Office Training Programme
- Ethics Ambassador Advanced Training

# STRATEGIC OBJECTIVE 1: 2024 Achievements and 2025 Strategic Plans



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.



## 2024 Achievements

- 50+ multilingual training session in 17 country offices
- Political activities toolkit to 20 country offices
- CD/DCD and Heads of Field Office Induction programmes
- 7 mini e-learning courses developed
- Gift awareness campaigns - added Diwali/Deepawali



## 2025 Strategic Plans

- Risk-informed outreach and ethics training
- Roll-out and additional targeted communication materials
- Joint outreach with OBD, HRSMR and Workplace Culture
- Expand HR coaching on pre-appointment conflict of interest disclosure form



## STRATEGIC OBJECTIVE 2: 2024 Achievements and 2025 Strategic Plans



Advice and guidance provided by ETO on ethical risks and dilemmas is widely recognized by WFP leadership and employees as relevant and of added value.



### 2024 Achievements

- 914 Advice and Guidance requests
- 1 in 5 requests from returning clients
- 70% request from outside HQ
- 2024 ADP exercise successfully completed: 3443 participants
- ADP reviewed for efficiency and clarity



### 2025 Strategic Plans

- Advice and Guidance data analysis for support prioritization
- Improve efficiency of tool to track advice and guidance requests
- Expand one-on-one Country Director outreach

## STRATEGIC OBJECTIVE 3: 2024 Achievements and 2025 Strategic Plans



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.



### 2024 Achievements

- Outside Activities Circular
- ENMO standards for the ethics functions
- Lead EPUN working groups: outside activities + communications
- Project with RMD on Organizational Conflict of Interest identification



### 2025 Strategic Plans

- Roll out of Outside Activities Circular and tools
- Review of the Whistleblower Protection Policy
- Revision of Circular on Ethics Office



# QUESTIONS?

