



World Food
Programme

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Ethics Office

Deidre Walker, Director Ethics Office

2025 September

Mid-year status (up to 31 Aug 2025)

Advisories trend:

- ✓ approximately 15% decrease
- ✓ Sharp increase in outside activities
- ✓ +40% related to writing, publication, research
- ✓ +60% related to teaching



Annual Disclosure Programme:

- ✓ Approximately 16% of total WFP population
- ✓ 95% completion rate to date
- ✓ Advisories in progress

Protection Against Retaliation

- ✓ Part of promoting a speak-up culture
- ✓ 30 inquiries on whistleblower protection (up from 28)
- ✓ 50% about **workplace reprisal, abusive conduct or work performance**, or policy questions



Communications, outreach and training

JAN/FEB/MAR

APR/MAY/JUN

JUL/AUG/SEP

Political Activities Toolkits (9)

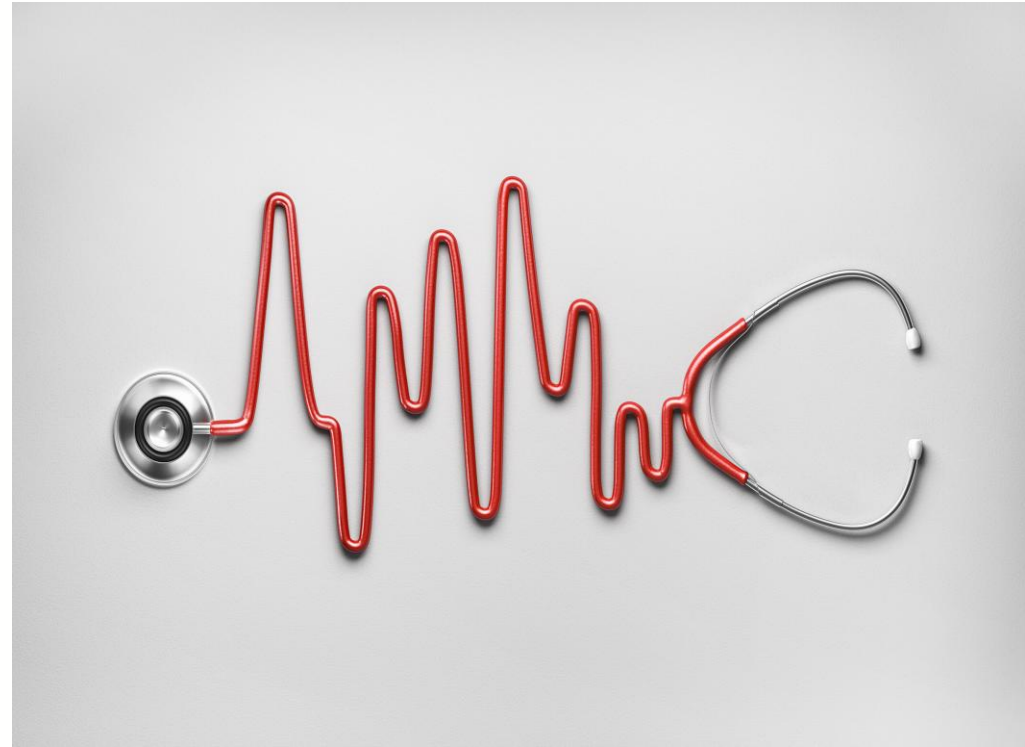
Multilingual sessions (13 COs across all regions)

In-person outreach: 4 Countries

- ✓ ADP Launch
- ✓ 3 "bite-sized" tools & ETO video
- ✓ HR Officer conflicts of interest disclosure form
- ✓ ADP video message
- ✓ Heads of Field Office training session
- ✓ CD/DCD Induction Training Programme
- ✓ 3-year CoC anniversary ED All Staff message + CO communication package
- ✓ Mini-campaign pilot testing in Burkina Faso

Indicators of the ethical pulse

- ❖ Increased support on political tension and social media activity
- ❖ PaR requests referring to post abolition
- ❖ Unprecedented ethical challenges – comments reflect concerns for Humanitarian Principles
- ❖ CoC 3-year anniversary – strong uptake and positive feedback



Whistleblower Policy Review



Timeframes



**Roles and
Coordination**



**Formalization
of process**

New Outside Activity Circular

- **Clarity & Consistency:** required disclosure/approval (e.g., teaching, publishing, volunteering) and exempt (e.g., leisure; hobbies).
- **Approval Process:** Country & Global HQ Directors formally delegated to approve; approval in writing for accountability and traceability.
- **Practical Support:** New FAQ with examples, exceptions, and real-life scenarios; for both requestors and approvers.



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Wrap up and Questions