



World Food Programme



WFP/Saikat Mojumder

SAVING
LIVES
CHANGING
LIVES

Executive Board, Induction

Bonnie Green, Chief Ethics Officer and Director, Ethics Office

January 2019

"Relativity applies to physics, not ethics."
Albert Einstein



Ethics in an Organization

- About how we do what we do
- Based on institutional values, principles and standards
- Acting per expected standards of conduct
- Ethically conscious decision-making
- Integrity-based actions and results
- Strong Ethical Culture
- Fundamental to an effective, competent, and trustworthy organization



Ethics in WFP

Values, Principles and Standards:

- ❖ Respect, Dignity
- ❖ Integrity, Impartiality, Competence, Discretion
- ❖ Accountability
- ❖ Culture
- ❖ UN Charter
- ❖ Standards of Conduct for the International Civil Service (2013)
- ❖ WFP Code of Conduct and applicable administrative issuances/rules/guidelines
- ❖ Humanitarian Principles
- ❖ “Do No Harm” Principle

WFP Ethics Office

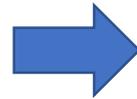
Mandate



Advice and Guidance

Recorded numbers: 6-year trajectory

Year	Requests
2018	669*
2017	374
2016	343
2015	252
2014	160
2013	102



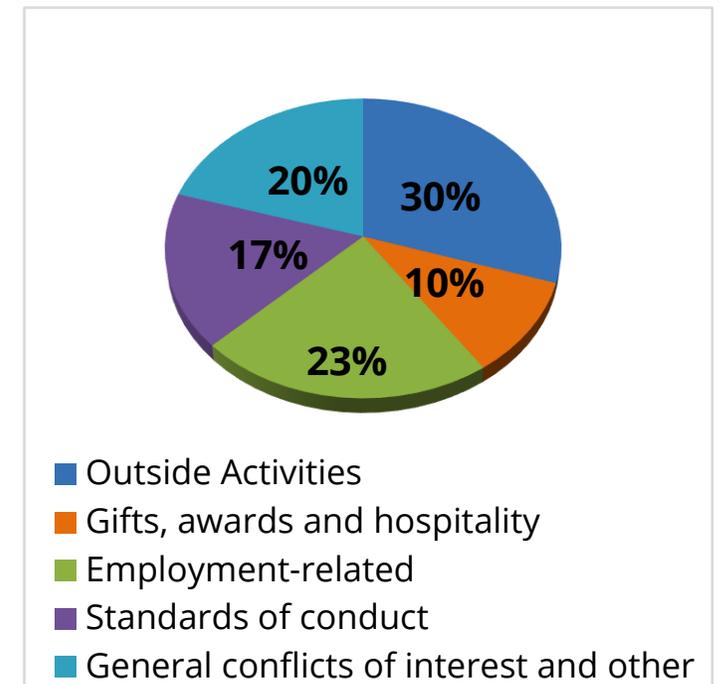
2018 A&G requests: **608***

- 210 categorized as "Management" requests
- 28 categorized as "Organizational" requests

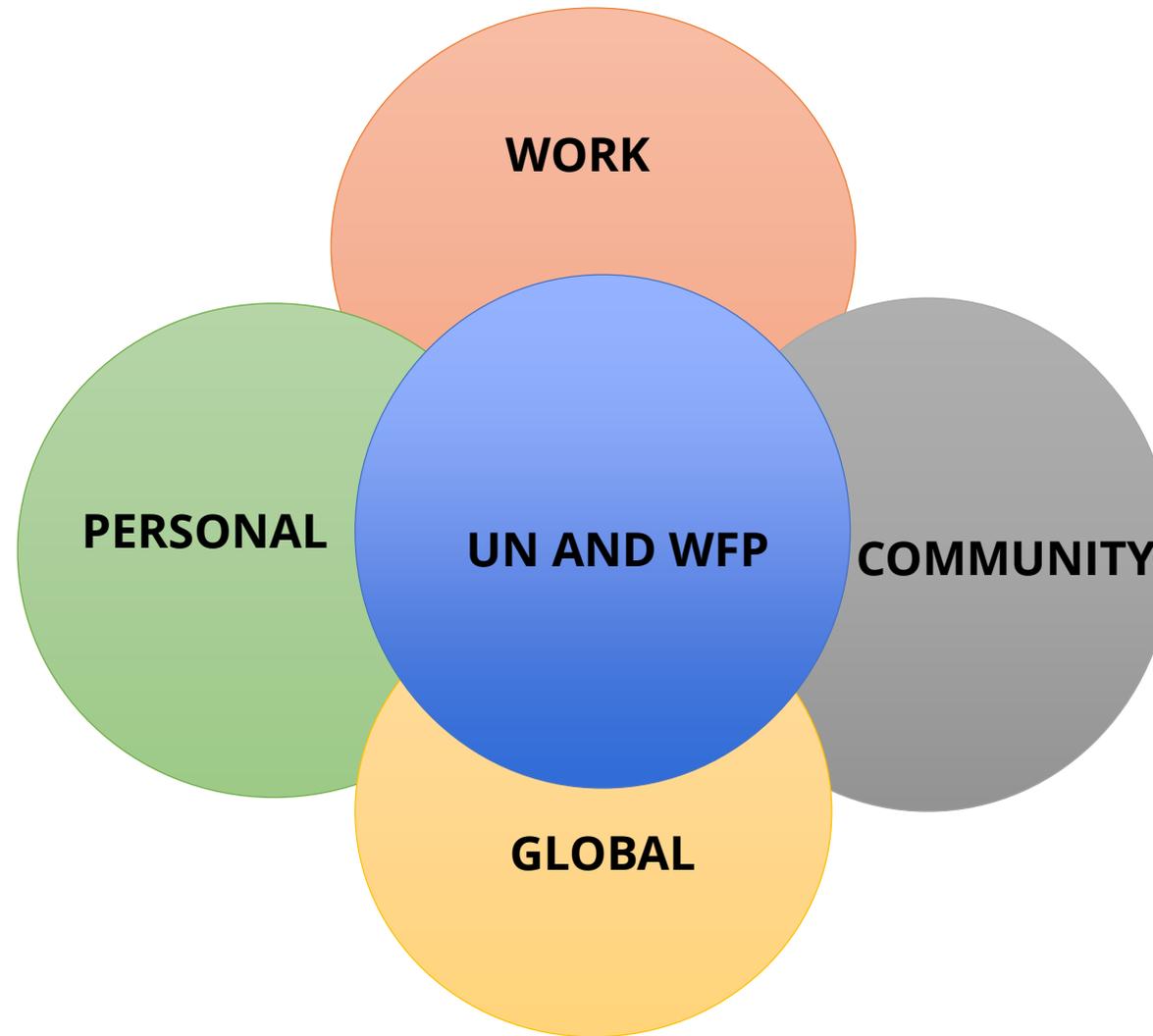
2018 PSEA A&G requests: **61***

- 43 categorized as "Management" requests
- 17 categorized as "Organizational" requests

2017 Advice and Guidance by Category



Conflicts of Interest



Annual Conflicts of Interest and Financial Disclosure Programme (ADP)

Purpose: Identify and Mitigate Conflicts of Interest; Risk Management and Transparency Tool

Three Components:

- Conflicts of Interest (COI) Questionnaire
- Eligibility Questionnaire
- Financial Disclosure (FD) Statement

Participants:

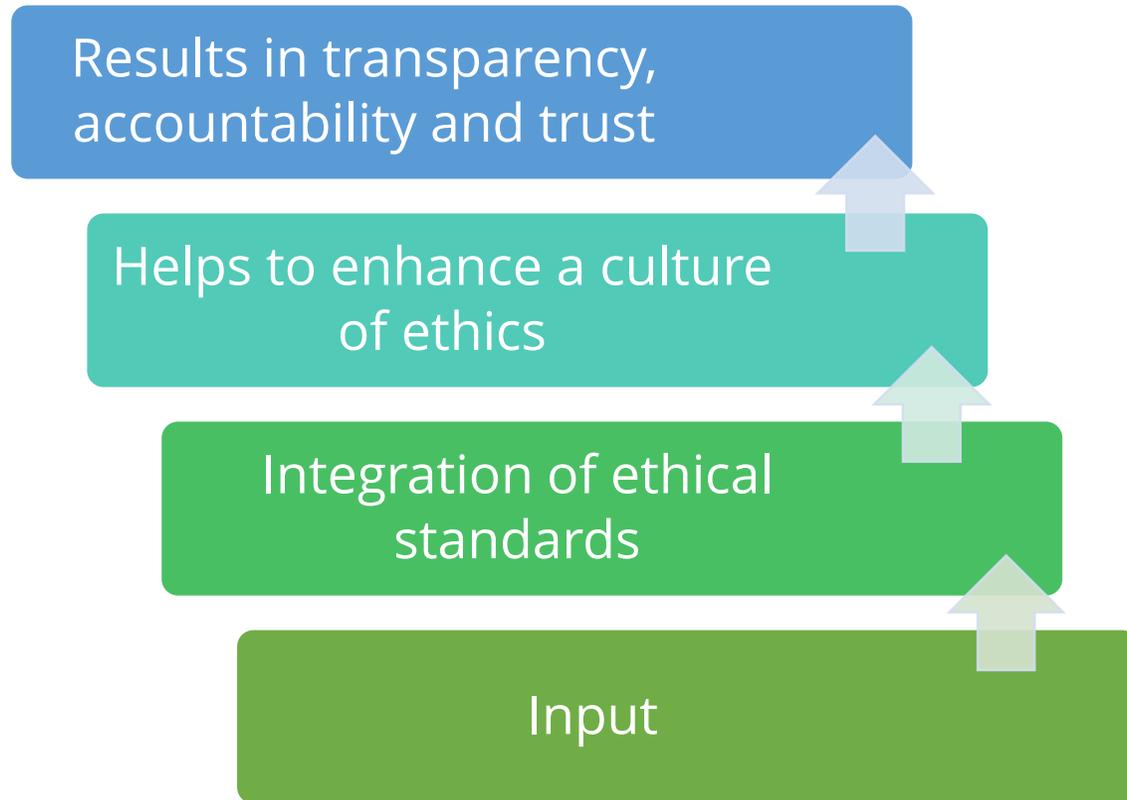
- Senior levels
- Oversight, Investment (Treasury), Procurement and Legal, excluding the Administrative and Employment Law Branch
- Others with material procurement authority
- Employees on vendor management committees or with regular access to confidential procurement information/documents

2018: Population of: 1826*

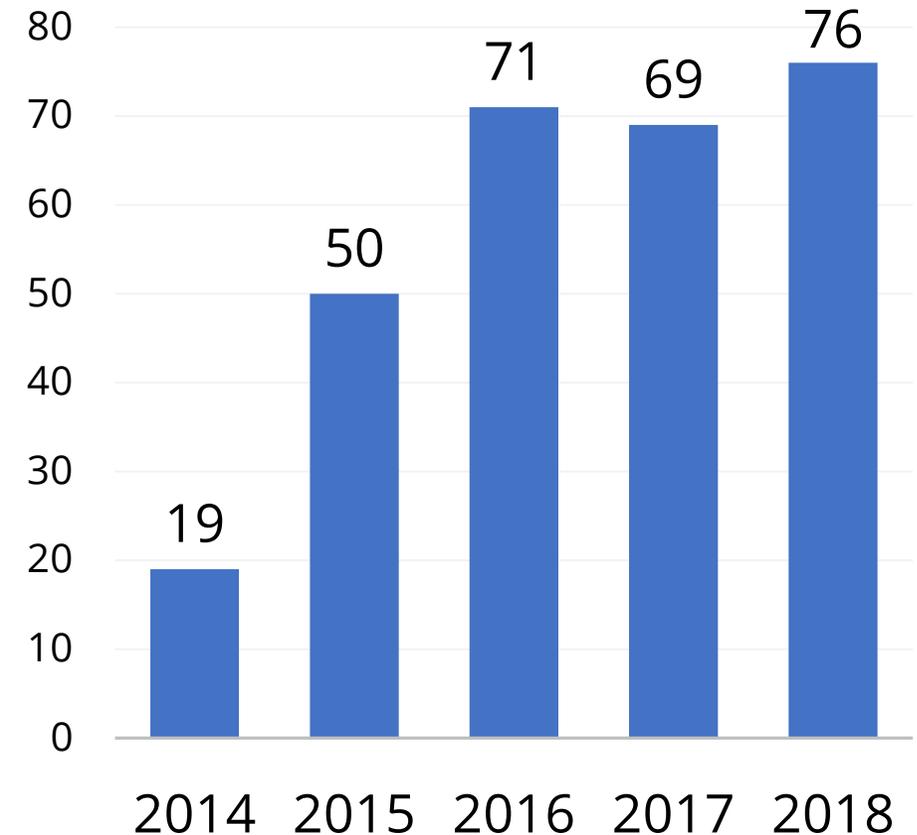
2017: Population of: 1697

- **100% compliance**
- 600 submissions flagged as possible conflicts of interest and reviewed
- 34 outside activities identified for complete reviews through the Ethics Office standard practices
- 66 *ad hoc* exercise submissions reviewed

Standards Setting and Policy Advocacy



Recorded reviews of policies*



*Note: 2018 numbers are not official.

Protection against Retaliation – Whistleblower Protection Policy

Purpose:

- ❖ Enable reporting of misconduct without retaliation

Scope:

- ❖ Report of misconduct in good faith
- ❖ Cooperation with duly authorized audits, investigations or Proactive Integrity Reviews (PIRs)

Role of the Ethics Office:

- ❖ Determine whether there is a *prima facie* case of retaliation
- ❖ If substantiated, refers the matter to OIGI for investigation, unless there is a conflict of interest
- ❖ Make recommendations as related to protection measures

Applicability:

- ❖ All WFP employees, national and international staff members, consultants, interns, service contract holders, special service agreement holders, volunteers and United Nations volunteers (UNV)

Protection against Retaliation Cases

2018: Five cases

considered

2017: Three cases

considered

Training, Education and Outreach

Awareness Campaigns

- ❖ Annually: end-of-the-year campaign on gifts, fraud and corruption
- ❖ Annually: Auction
- ❖ Annual Executive's Director Message on Ethics
- ❖ 10th Anniversary of the Ethics Office: 12-months awareness campaign

Mandatory Ethics E-learning

- ❖ Module Three, 2018: misconduct, protection against retaliation, Protection from Sexual Exploitation and Abuse, respect cam

Live presentations, workshops and trainings

- ❖ Nicaragua Country Office, El Salvador Country Office, Johannesburg Regional Bureau, and the African Risk Capacity
- ❖ Respectful Workplace Advisor Basic Training and "Train the trainer" sessions
- ❖ Risk Compliance Advisor Trainings
- ❖ HQ Ethics Induction Briefings
- ❖ Executive Board Inductions
- ❖ Protection from and Prevention of Sexual Exploitation Abuse Advisory Group Workshop



Protection from Sexual Exploitation and Abuse (PSEA)

- ❖ **Zero-tolerance policy** to any acts of sexual exploitation and abuse (SEA) committed against those we serve. **SEA constitutes serious misconduct**, and is grounds for disciplinary action, including summary dismissal.

Definitions:

- ❖ **Sexual exploitation** is the actual or attempted abuse of 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. **Engaging prostitution services** is also considered a **form of SEA**.
- ❖ **Sexual abuse** is the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

WFP's multidisciplinary **approach to PSEA** is facilitated by the **Ethics Office** as WFP's corporate focal point, and includes identifying the right policies, good practices, and areas to be strengthened.



WFP/Giulio D'Adamo

UN Coherence - Collaboration

- ❖ Member of the **Ethics Panel of the United Nations (EPUN)**: UN Secretariat, UNDP, UNICEF, UNFPA, UNOPS, UNRWA, and UNHCR. Address issues of common interest and state of respective practices and policies
- ❖ Member of the **Ethics Network for Multilateral Organizations (ENMO)**: Broader network

WFP Ethics Office, Chair: 2017-2018
WFP Ethics Office, Host: 2017

- ❖ **Rome-based agencies**: The ethics officers of the three Rome-based agencies coordinate periodically, sharing best practices



WFP/Karel Prinsloo

***"Without 'ethical' culture, there is no salvation for humanity."
Albert Einstein***



Contacts and Resources

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Resources:

Ethics Office 2017 Annual Report: [here](#)

Ethics Office 2017 Annual Report Summary: [here](#)

Ethics Office 2016 Annual Report (Annex IV of the Annual Performance Report for 2016): [here](#)

Ethics Office 2016 Annual Report Summary: [here](#)