

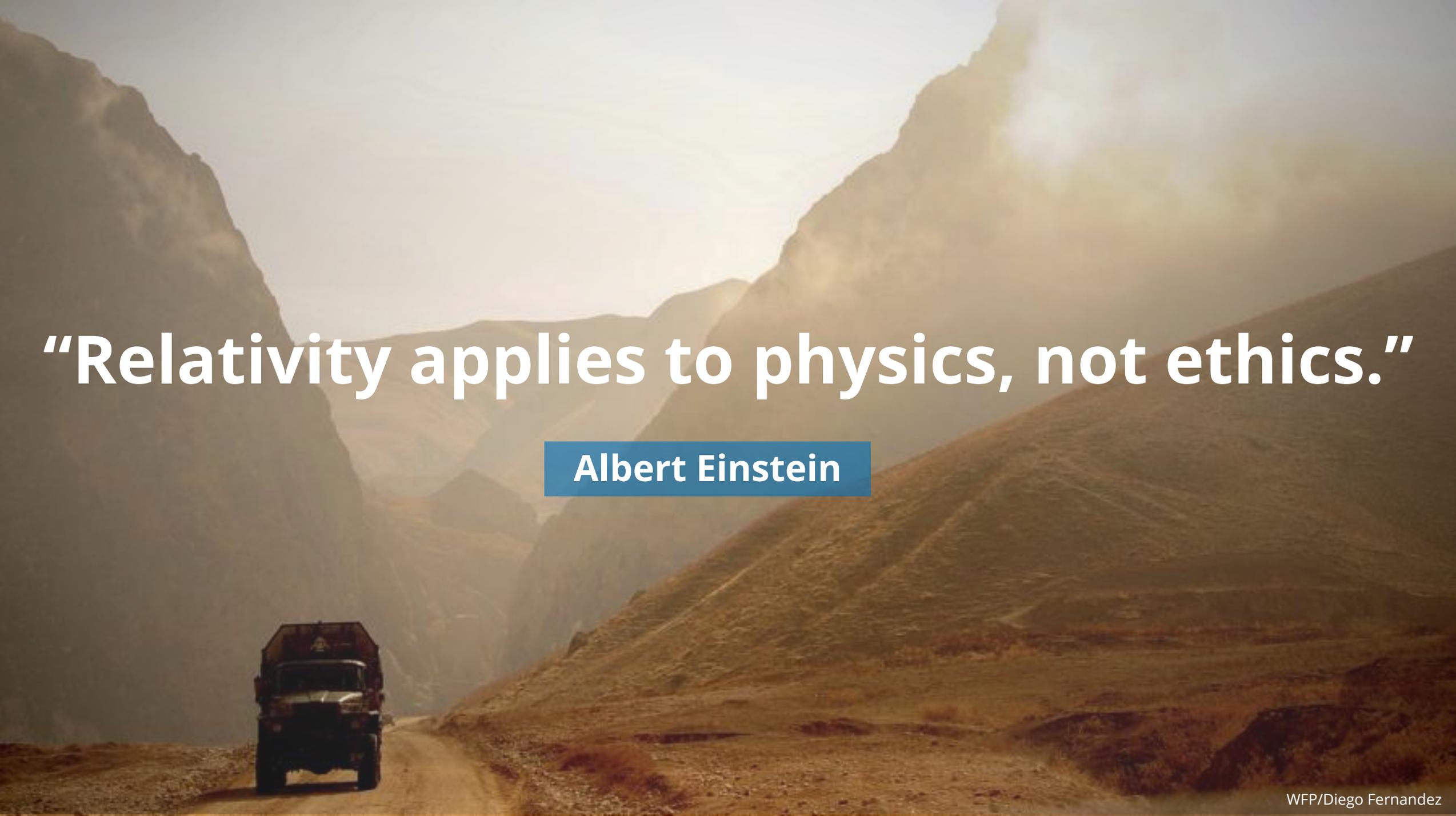


Executive Board Induction

Bonnie Green, Director and Chief Ethics Officer, 25 September 2019



World Food Programme

A photograph of a dark-colored truck driving away on a dirt road that winds through a vast, mountainous landscape. The scene is bathed in the warm, golden light of a setting or rising sun, with long shadows and a hazy atmosphere. The mountains are rugged and layered, creating a sense of depth. The truck is positioned in the lower-left foreground, moving towards the center of the frame.

“Relativity applies to physics, not ethics.”

Albert Einstein



Ethics in an Organization



It's about how we do what we do



Based on institutional values, principles and standards



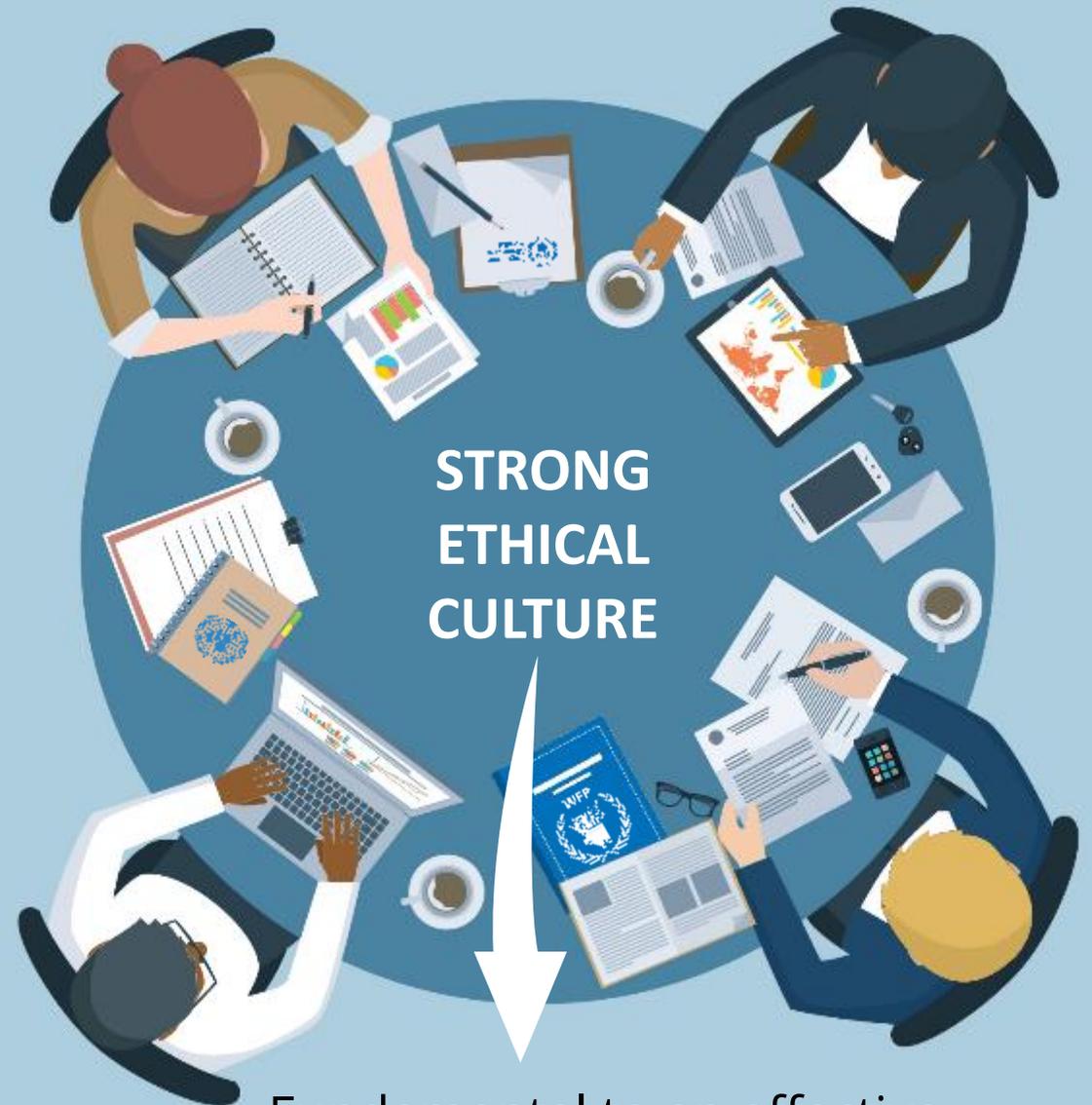
Applicable to everyone, regardless of level and contract type

Ethics in an Organization

1 UNDERSTANDING AND ACTING PER EXPECTED STANDARDS OF CONDUCT 

2 ETHICALLY CONSCIOUS DECISION-MAKING 

3 INTEGRITY-BASED ACTIONS AND RESULTS 



Fundamental to an effective, competent and trustworthy organization

Mandate of the Ethics Office

Support and advise WFP and its employees on fulfilling WFP's mission with the highest standards of integrity

Achieve Food Security

Support SDG Implementation

End Hunger

Improve Nutrition

Partner for SDG results



Values, Principles, and Standards



WFP Code of Conduct

"The way we work together at WFP to save lives and help hungry and vulnerable people is what makes us stand out. And we must always do that in ways that uphold our highest values, with a sense of personal responsibility to our co-workers, our donors and those whom we serve. Thank you for all you do every day, and for doing it with integrity." David Beasley, WFP Executive Director

WE CONTRIBUTE to the WFP mission of promoting food security and fighting hunger worldwide, serving the ideals of peace, respecting fundamental human rights, economic and social progress and international cooperation, adhering to highest standards of conduct and all the principles and values enshrined in the United Nations Charter—fundamental human rights, social justice, the dignity and worth of the human person and respect for the equal rights of men and women.

I COMMIT to carry out my duties and conduct myself, both in public and private life, with competence, integrity, impartiality, independence and discretion.

I UNDERTAKE

- to abide by WFP regulations and rules, as well as my contract, and to report any breach of them, understanding I have a right to be protected from retaliation
- to contribute to building a harmonious workplace, based on mutual respect and understanding, free from discrimination, harassment, sexual harassment and abuse of authority, with respect for diversity
- to respect the rights, dignity and safety of the people WFP assists and to act impartially and fairly. WFP upholds a zero-tolerance policy to sexual exploitation and abuse
- to base my actions on honesty, truthfulness, impartiality and incorruptibility, reporting any practice or attempted practice of fraudulent, corrupt and collusive behaviours
- to perform my official duties and conduct my private affairs in a manner that avoids actual, apparent and potential conflicts of interest or reflects unfavourably on WFP. If a conflict of interest should arise, I undertake to disclose it
- not to accept any personal honour, favour, gift, remuneration or economic benefit from any source external to WFP without authorization
- to protect confidential information, not using it for unauthorized purposes or disclosing it to unauthorized persons
- to use and safeguard the assets, property, information and other WFP resources with care, efficiency, effectiveness and integrity and for authorized purposes only.

I RECOGNIZE privileges and immunities enjoyed by WFP employees are conferred solely in the interests of WFP. I am not exempted from observing local laws or respecting private legal or financial obligations.

I AM accountable and answerable for all my actions, decisions and commitments in the performance of my functions.

December 2018 | Ethics Office

- Integrity, impartiality, independence, competence, discretion
- United Nations 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”
- Respect, worth, and dignity of the human being
- Prevention and protection from abusive conduct in any form, including sexual exploitation and abuse (SEA), sexual harassment and violence



Advice and Guidance

Purpose: Identify and Mitigate Conflicts of Interest

**Recorded Numbers:
six-year trajectory**



**Note: This number does not include PSEA-related advisories.*

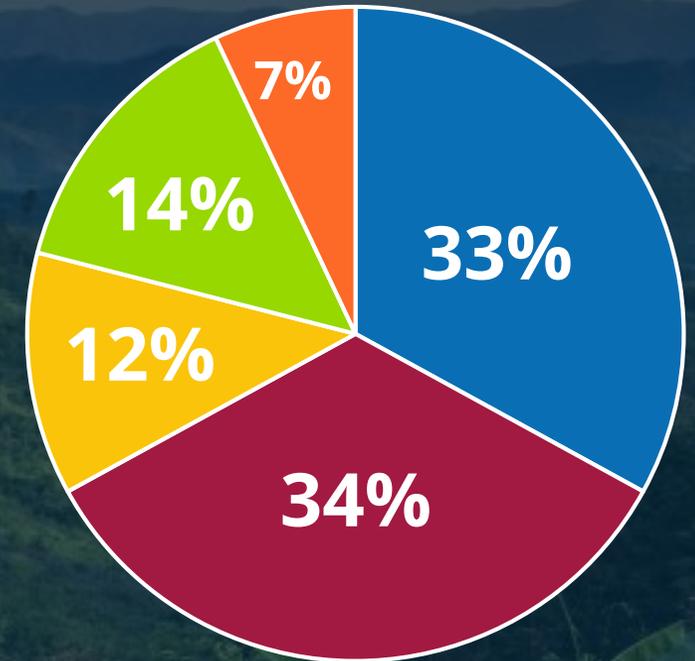
2018 A&G requests: **605**

- 250 categorized as "Management"
- 10 categorized as "Organizational"

2018 PSEA A&G requests: **28**

- 46 categorized as "Management"
- 20 categorized as "Organizational"

**2018 A&G
by Category**



- Outside activities
- Standards of Conduct
- Gifts, awards, honours and hospitality
- General Conflicts of Interest and Other
- Employment-related



Advice and Guidance

2019 so far

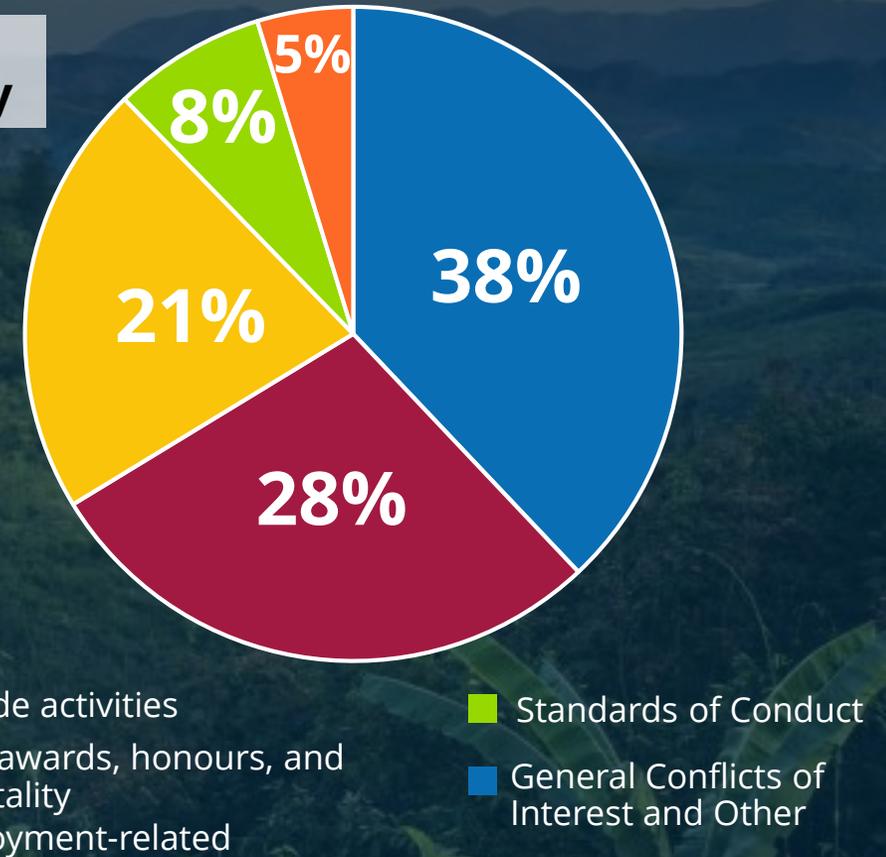
2019 A&G requests: **424**

- 165 categorized as “Management”
- 5 categorized as “Organizational”

2019 PSEA A&G requests: **109**

- 42 categorized as “Management”
- 67 categorized as “Organizational”

2019 A&G
by Category



- Outside activities
- Standards of Conduct
- Gifts, awards, honours, and hospitality
- General Conflicts of Interest and Other
- Employment-related

Conflicts of Interest



Annual Conflicts of Interest and Financial Disclosure Programme (ADP)

What is the purpose?

- Safeguard and risk management tool
- Part of WFP's commitment to transparency and public confidence



What are the components?

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

2019 population: 2060*
 2018 population: 1830
 2017 population: 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

Who is required to participate?

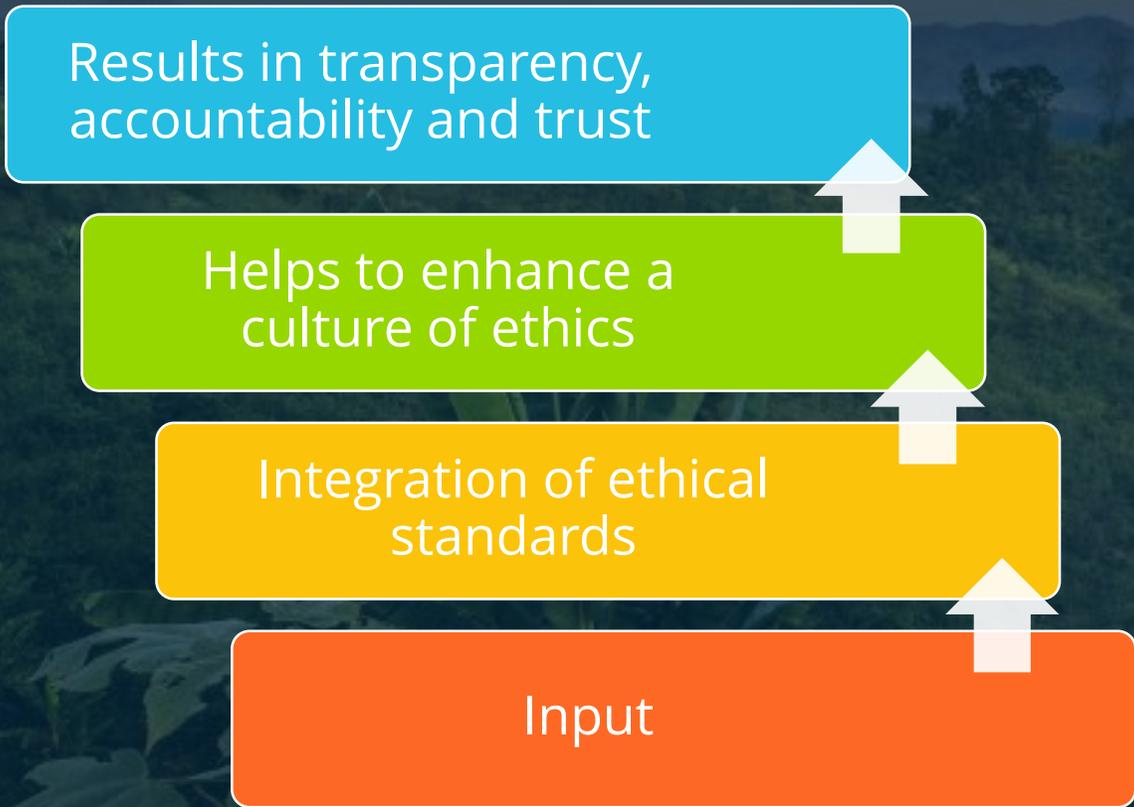
- Employees at senior levels
- Oversight, Investment (Treasury), **Procurement**, and Legal Officers, excluding the Administrative and Employment Law Branch
- Others with **material procurement authority**
- Employees on **vendor management committees** or with regular access to **confidential procurement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



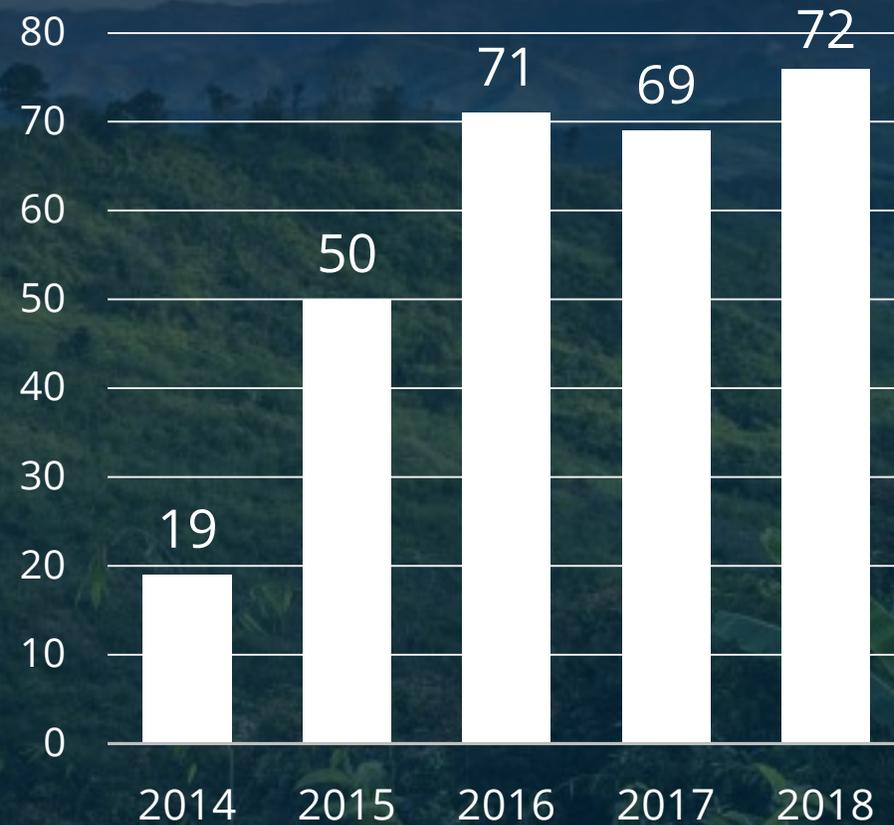
**Implemented initially in 2009: Population of 540*



Standards Setting & Policy Advocacy



Recorded reviews of policies



38 policies reviewed so far in 2019



Whistleblower Protection Policy

The policy provides a way to enable the organization to protect WFP employees who report misconduct or cooperate in independent queries.

The policy encourages coming forward and is a tool for speaking up and promoting a speak-up culture.



Protection against Retaliation Cases



2018: 4 cases considered
2017: 3 cases considered

3 cases have been considered so far in 2019

What does it cover?

Reports of misconduct in good faith and/or cooperation with a duly authorized investigation or audit or Proactive Integrity Review (PIR)

Who does it apply to?

Applies to all WFP employees (all contract types)

What is the role of the Ethics Office?

- determines whether there is a prima facie case of retaliation;
- if there is a credible case of retaliation, it is referred to OIGI for investigation, unless there is a conflict of interest; and
- makes recommendations as to protection measures

- ETO was the EPUN Alternate Chair, a.i from May – Sept 2019
- Two requests received for reviewing no *prima facie* determinations



Training, Education and Outreach

2018 initiatives

Awareness Campaigns

- Annually: end-of-the-year campaign on gifts, fraud and corruption
- Annual Executive Director Message on Ethics
- 10th Anniversary of the Ethics Office: “12-month” awareness campaign
- Protection from sexual exploitation and abuse

Mandatory Ethics E-learning

- Module Three, 2018: Misconduct, protection against retaliation, protection from sexual exploitation and abuse and respect

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





Training, Education and Outreach

Current 2019 initiatives

Awareness Campaigns

- Annual Executive Director Message on Ethics
- WFP Code of Conduct
- Annually: end-of-the-year campaign on gifts, fraud and corruption
- Targeted political activities “pre-election” toolkit

Mandatory Ethics E-learning

- Module Three translations launched in French, Spanish and Arabic

Live presentations, workshops and trainings

- Ethics in Food Procurement in all RBs
- Respectful Workplace Advisor Basic and Advanced Training and “Train the trainer” sessions
- COs: Philippines, Cambodia, Lesotho
- RBB/CD Training on Ethical Leadership
- Input into the CD/DCD Induction Programme led by HRM
- Finance Officers Induction session
- HQ Ethics Induction Briefings
- Executive Board Inductions
- Ad hoc requests: RBB Induction, Brasilia CoE, RBP Regional Finance 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.

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.

Definitions

- **Sexual exploitation** is any 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 in 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.



United Nations Coherence - Collaboration

WFP is a member of:

Ethics Panel of the United Nations (EPUN)

- Composed of: the United Nations Secretariat, UNDP, UNICEF, UNFPA, UNOPS, UNRWA, UNHCR, and WFP
- Address issues of common interest and state of respective practices and policies

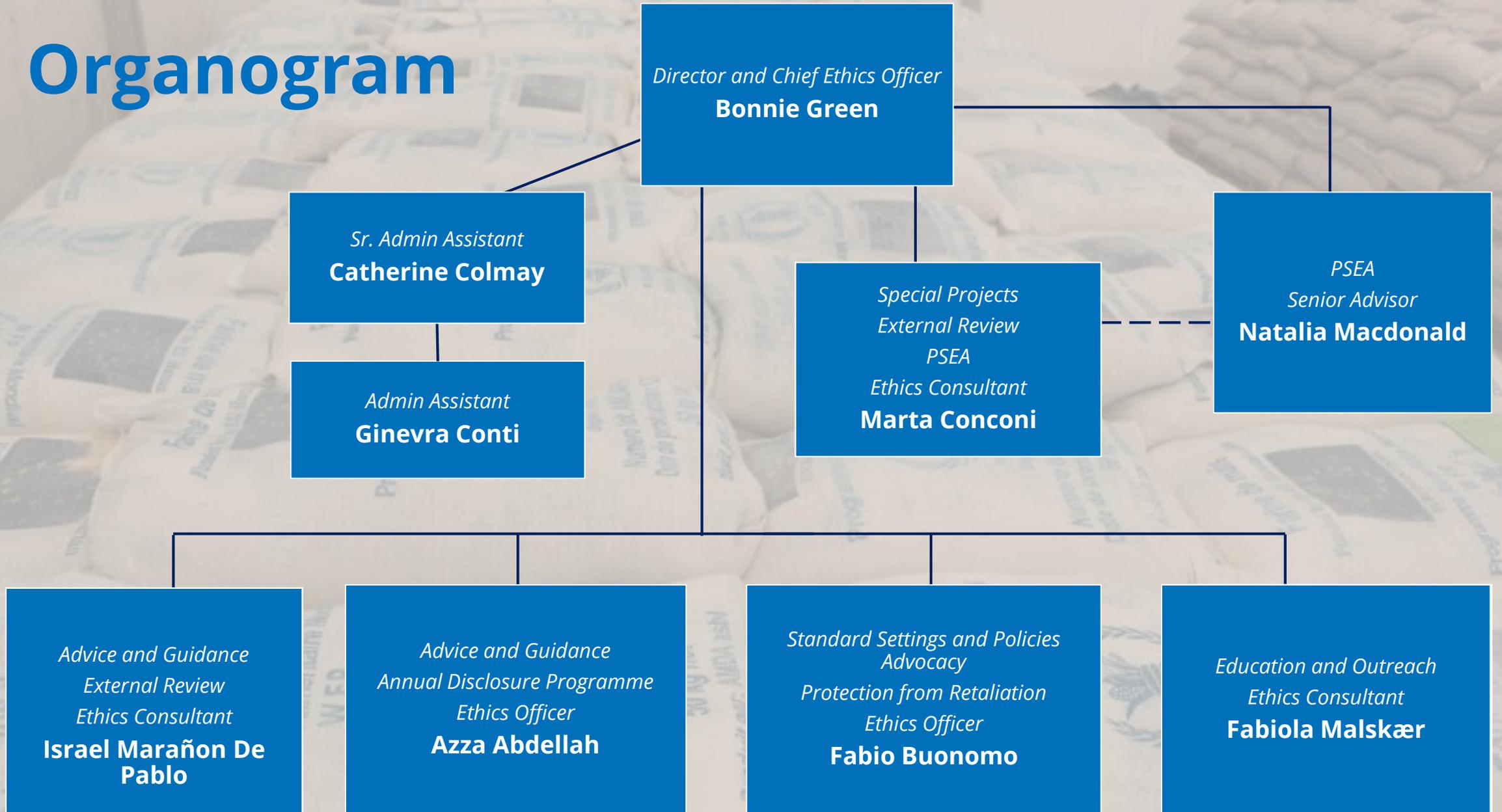
Ethics Network for Multilateral Organizations (ENMO)

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

Rome-based agencies (RBA)

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

Organogram





Contacts and Resources

Contacts

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at: WFP.Ethics@wfp.org

Resources

Ethics Office 2018 Annual Report: [here](#)

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](#)



**“Without ‘ethical culture’
there is no salvation for
humanity.”**

Albert Einstein