

EXECUTIVE BOARD

FIRST QUARTERLY BRIEFING

25 JANUARY 2021

PART I – Forward Looking into 2021

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Director and Chief Ethics Officer
Ethics Office



World Food Programme



Photo: WFP/Lilu KC



Ethics Office Strategy 2021-2022

ETHICS IS HOW WE DO WHAT WE DO

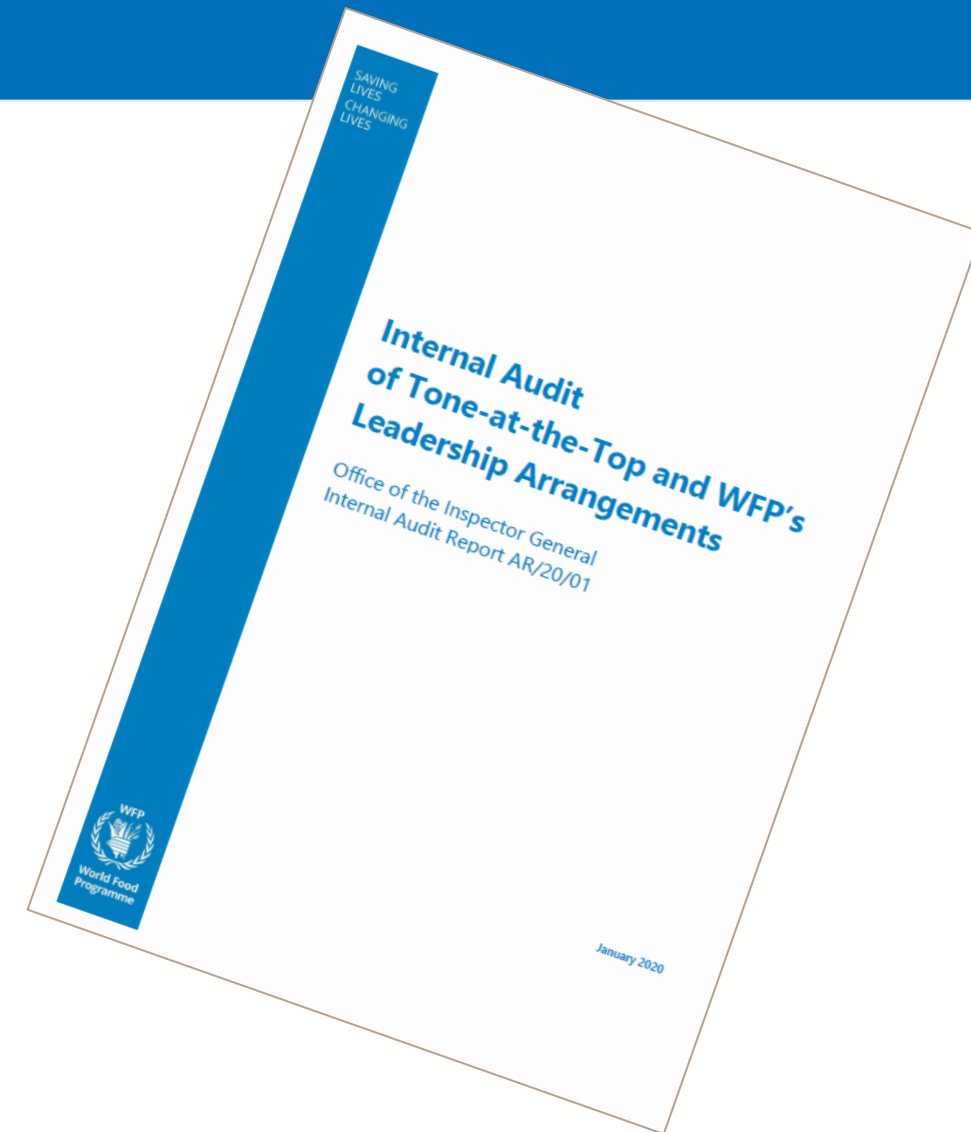


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Background

“The Ethics Office should:

- (i) Revisit the multiyear goals and strategy of the Ethics Office and present this to the ED for review and approval together with a resource plan for the Ethics Office itself – that takes into account the behavioural change initiatives to address workplace culture and tone issues being implemented.
- (ii) Work closely with the Internal Communications team to ensure that ethics and integrity issues continue to be woven into WFP internal messaging.”



Purpose and methodology

Identify, prioritize, and contextualize the strategic, resourcing and technical actions of the Ethics Office to achieve the strategic objectives in support of the vision of the 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

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

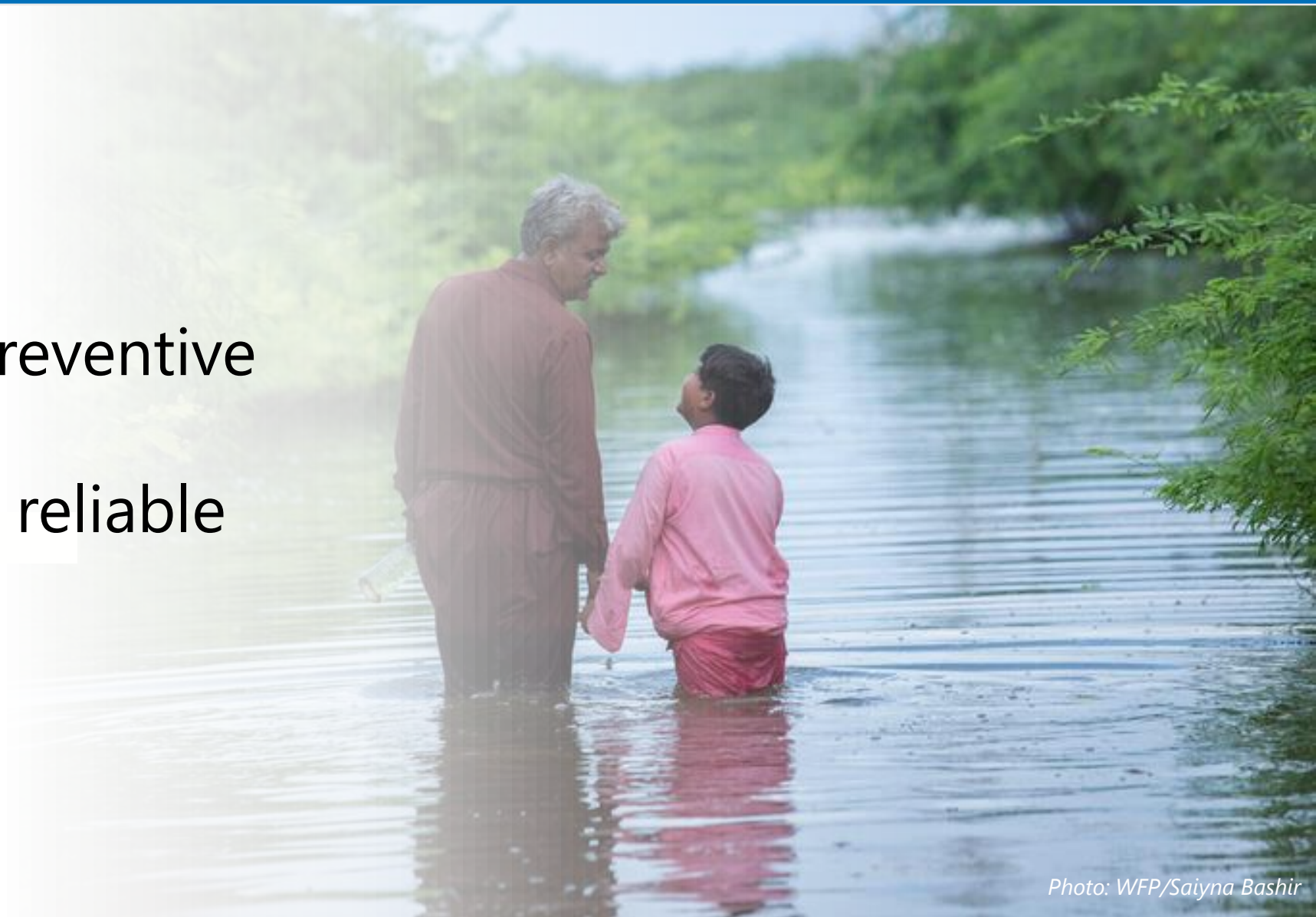
Integrate values, ethics, standards of conduct and compliance in everyday practices in a practical and relevant manner and by using professional knowledge, skills and expertise; key divisions take co-ownership of mainstreaming the values, principles and standards throughout WFP.

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.

Principles of the Ethics Office

- Independent
- Confidential
- Proactive and preventive
- Results-focused
- Responsive and reliable
- Collaborative
- Inclusive



Examples of activities proposed

		Strategic Objective 1	Strategic Objective 2	Strategic Objective 3
Areas of the Ethics Office mandate	Advice and Guidance	- Provide timely, coherent, and consistent advice and guidance on standards of conduct and ethical matters, including proactively to management and all employees, no matter the level or type of contract.		
	Mandatory Annual Conflicts of Interest and Financial Disclosure Programme (Programme)	- Build and implement the “back of the house” database to administer the Programme more efficiently, enable timely mitigation measures to be implemented, and identify common trends in order to take other preventative actions, such as advisories and education.*		
	Protection against Retaliation	- Educate relevant divisions on the revised policy and its purpose in order to support employees through consistent and accurate messaging mainstreamed into relevant divisions.		
	Standard Setting and Policy Advocacy	- Advocate (including through the provision of specific recommendations) for inclusion of ethical standards into policies, standards and practices, through timely, fair, practical, even-handed input, based on experience and expertise in Ethics and Compliance and relevant “best practices”.		
	Communications Education and Outreach	- Draft and implement an education, communication and outreach plan, including organization-wide awareness campaigns, covering a range of media and tactics and inclusive of learning styles and diversity of our key stakeholders/audiences. **		

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**PART II – 2020 updates and
accomplishments**



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2020 – High level updates

Record number of advisories

Record number of PSEA advisories

Record number of ADP participants

Record number of ADP advisories

Joint RBA statement on racism



RBA Panel on ethics and PSEA



Revised Code of Conduct draft



Roll-out of the Whistleblower Protection Policy



Whistleblower Protection Policy: purpose and scope

PURPOSE: enable employees to report misconduct and wrongdoings and cooperate with duly-authorized audits, inspections, investigations, **proactive integrity reviews and evaluations** without fear of retaliation.

The Whistleblower Protection Policy covers all employees who, in good faith, engage in a protected activity.



GOOD FAITH means an honest belief, on reasonable grounds, that the report is true.

APPLICATION: past and current employees, regardless of the contract type or duration.

What is new?

- Expanded **scope** of the Policy
- Enhanced possibility for **protection measures** to be taken
- Clarified **roles and responsibilities** in maintaining a workplace free from any form of retaliation

The Role of the Ethics Office

WHAT DOES THE ETHICS OFFICE DO?



determines whether there is a *prima facie* case of retaliation

if so determined, refers the matter to OIGI for investigation

makes recommendations on protection measures and on disciplinary action



does not conduct a *prima facie* review of other types of misconduct

does not investigate retaliation or other types of misconduct

does not take the decisions regarding protection measures or disciplinary action

The Ethics Office is always available to provide advice and guidance on acts of retaliation in a confidential manner.



Questions



Photo: WFP/ Annabel Symington



THANK YOU



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