

Briefing on Ethics

Executive Board Briefing

Georgia Shaver

Ethics Office Director, ad interim

Natalia Macdonald

Senior Advisor, PSEA

February 2022





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Part I – Ethics

February 2022

ETHICS OFFICE 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.

ETHICS OFFICE STRATEGY: 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 evolution while maintaining adherence to the principles of the Ethics Office.**

2021 UPDATES AND ACHIEVEMENTS

STRATEGIC OBJECTIVE 1

STRATEGIC OBJECTIVE 2

STRATEGIC OBJECTIVE 3

- Organizational Conflicts of Interest (OCIs) Mapping Project
- Update of WFP Code of Conduct
- Slight increase in the total number of advisories provided in 2021
- Analysis of data collected through case management system
- Review of mandatory ethics e-learning (three modules)
- Ethics Ambassadors/Respectful Workplace Advisors training sessions
- Wellness Support Volunteers training sessions
- 100% completion rate of the 2021 Annual Disclosure Programme Exercise
- Reviews of protection against retaliation requests



2022 UPDATES AND PRIORITIES

STRATEGIC OBJECTIVE 1

STRATEGIC OBJECTIVE 2

STRATEGIC OBJECTIVE 3

- Ethics Office Work Plan and new resources
- Ethics Office Strategy 2023-2024
- Ethics field-focused training plan (Ethiopia Country Office Training: February 2022)
- Proactive and interactive information sharing/toolkit on ethical concerns
- Update of mandatory ethics e-learning and creation of annual refresher modules
- Roll-out of WFP Code of Conduct
- Updates to ethics administrative issuances, procedures and forms
- Launch of the Annual Disclosure Programme and update of related communication guidelines
- Revised standard operating procedures on protection from retaliation





Questions



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Part II - Protection from Sexual Exploitation and Abuse (PSEA)

February 2022

ETHICS OFFICE STRATEGY ON PSEA: VISION

WFP has effective **prevention and protection measures that safeguard the people WFP serves** enabling safe access to WFP programmes and operations without being subject to sexual exploitation or sexual abuse by WFP employees and partners, and, if acts of exploitation and abuse are attempted or committed, **WFP responds swiftly with a victim-centered approach**

UPDATES AND PRIORITIES BY STRATEGIC OBJECTIVE

STRATEGIC OBJECTIVE 1: Capacitate WFP employees and partners with knowledge and skills to identify, prevent and respond to SEA. Support WFP employees with timely, relevant and useful advice and guidance.

UPDATE: Enhancement of online resource platform including development of resource materials for cooperating partners (CPs) and CPs management staff

WAY FORWARD:

- Development of an executive version of the online resource platform for director-level PSEA focal points and refresher modules for PSEA focal points
- Roll-out of the multi-media awareness package - “PSEA at the Frontline” project

"PSEA AT THE FRONTLINE" PROJECT



UPDATES AND PRIORITIES BY STRATEGIC OBJECTIVE

STRATEGIC OBJECTIVE 2: Enhance policies, processes/procedures to ensure accountability and a victim-centred approach.

UPDATE: Draft of the updated WFP Executive Director's Circular on PSEA has been drafted; Over 300 PSEA advisories provided in 2021

WAY FORWARD: Completion of the update of the Executive Director's Circular on PSEA and implementation of the roll-out plan

STRATEGIC OBJECTIVE 3: Expand PSEA mainstreaming across WFP

UPDATE:

- PSEA mainstreamed across WFP's initiatives and operations
- Collaboration with Corporate Planning and Performance Division and Protection colleagues and integration of PSEA indicators into the Corporate Result Framework
- Support to the roll out of the UN PSEA Assessment Tool for Cooperating Partners through pilots in selected Country Offices and in coordination with the NGO Unit

WAY FORWARD:

- Recruitment of dedicated PSEA/Partnership consultant



UN PSEA CAPACITY ASSESSMENT TOOL FOR COOPERATING PARTNERS



Colombia Country Office piloting the PSEA Capacity Assessment tool in the field



Inter-agency pilot of the PSEA Capacity Assessment tool in Democratic Republic of Congo

UPDATES AND PRIORITIES BY STRATEGIC OBJECTIVE

STRATEGIC OBJECTIVE 4: Use data to identify opportunities for mitigation measures and preventative actions across WFP

UPDATE:

- Support to country offices' initiatives to enhance PSEA through the development of beneficiary sensitization material, visibility items and training of partners
- "PSEA Digitalization" project

WAY FORWARD: Continued dedicated support to country offices

STRATEGIC OBJECTIVE 5: Maintain and enhance WFP's role as a key stakeholder at the United Nations, inter-agency and RBA level, as well as with donors and Executive Board Members.

UPDATE: Active participation in the UN SEA Working Group and IASC technical-level coordination bodies and provision of support to WFP's engagement in the High-level Steering Group on SEA, IASC Principals and IASC Senior Focal Points meetings

WAY FORWARD:

- Continued active participation and provision of support
- Participation in PSEA global inter-agency training series for PSEA focal points





Questions



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