ANNUAL REPORT
OF THE ETHICS OFFICE FOR 2018
Bonnie Green, Director and Chief Ethics Officer

June 2019
ETO: Independent, formal office – part of oversight and internal justice system
Ethics in WFP

Values, Principles and Standards:

• 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”

• Respectful, safe and harmonious workplace
Ethics in WFP is about applying our values, principles and standards to our actions – everyday.

- Understand and act per established standards as an international civil humanitarian organization
- Identify ethical issues and undertake ethical decision making
- Support a speak up culture by speaking up
- Recognize inappropriate behavior and how to address as a bystander
- Thinking about these issues — it matters
Summary of the work of the Ethics Office by number of activities recorded*

- **Advice and Guidance**: 605 activities
- **Annual Disclosure Programme**: 886 activities
- **Standard Setting and Policy Advocacy**: 605 activities
- **Protection against Retaliation**: 72 activities
- **Training, education and outreach**: 4 activities
- **UN Coherence/Ethics Panel**: 45 activities
- **Over 1,830 with PSEA**
- **~1,700 by mandate**

*Excluding PSEA related activities
Advice and Guidance

Recorded Numbers
Seven-year trajectory

2019: ~ 260*

*Excluding PSEA-related advisories

Advice and Guidance by category

- Outside Activities: 33%
- Gifts, awards and hospitality: 34%
- Employment-related: 14%
- Standards of conduct: 12%
- General conflicts of interest and other: 7%
Annual Conflicts of Interest and Financial Disclosure Programme

- 100% compliance
- 449 questionnaire submissions flagged as possible conflicts of interest
- 437 statements flagged as possible conflicts of interests
- 51 outside activities identified for complete reviews*

* 34 outside activities identified, in 2017

Number of employees

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Employees</th>
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<tbody>
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<td>2009</td>
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<td>1697</td>
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<td>2018</td>
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2019: Over 2000
Standards Setting and Policy Advocacy

Recorded reviews of policies 2014-2018

- In 2018, the Ethics Office received requests for input to 86 policies
- The Ethics Office reviewed 72 of them

2019:
- ~25
- Whistleblower Protection Policy
- Conflicts of Interest Policy
- Pre-Employment Vetting Guidance with Proposed Policy and Procedure Updates
2018: Four cases considered

One case continued from 2017 and three new cases:

• The 2017 case was not completed because the complainant did not provide complete information

• No *prima facie* was established but protection measures were provided during the *prima facie* review

• The complainant did not provide complete information and the review was not completed

• One case remained under review into 2019; no *prima facie* case was established

2019: two new cases
Training, Education and Outreach

- ~1,000 employees trained directly
- Over 500 employees trained indirectly through 25 sessions held by colleagues (including RWAs)
- Launch of the Third Module of the Ethics e-learning

2019

- Induction Briefing for new Executive Board members
- HQs Ethics Induction Sessions (~100 employees)
- Food Procurement (~50 employees per training)
  - RBN, RBB, RBJ, RBC, RBP, RBD
- RBB/CD
- COs – Philippines, Cambodia CO
- RWA Ethics Ambassador Training
- Other HQ presentations
Training, Education and Outreach

2018 & 2019 AWARENESS CAMPAIGNS BY TOPIC AND MONTH

**January**
- Standards of Conduct and United Nations Charter

**February**
- Protection & Accountability to Affected Populations

**March**
- Protection from Sexual Exploitation & Abuse (PSEA)

**April**
- Humanitarian Principles

**May**
- Protection from Harassment, Sexual Harassment, Abuse of Authority & Discrimination

**June**
- Accountability at WFP

**July**
- Speaking-Up/Listening Culture

**August**
- PSEA Campaign

**September**
- Executive Director’s Message on Ethics

**October**
- Executive Director’s Message on Ethics

**November**
- WFP Code of Conduct Campaign

**December**
- End-of-the-year Campaign on Gifts and Anti-Fraud & Anti-Corruption
The Ethics Office was tasked with being the Organizational focal point for PSEA, facilitating a multi-disciplinary approach to PSEA, including working collaboratively with other UN agencies and entities.

Key Achievements

- 40 consultations with key internal and external stakeholders
- Establishment of the PSEA Advisory Group and first Group Consultation
- Administration of the PSEA Focal Point Network (278 Focal Points and alternates in COs and RBx)
- 66 Advice and Guidance requests on PSEA (in 2018)
- WFP-wide awareness campaign
- Half-day session at the Annual Partnerships Consultation

2019

- PSEA Focal Point online course
- WFP PSEA Strategy (2020-2022)
- UN system and Inter-agency participation
- Executive Board/WFP Management Sub Working Group on Safeguarding against sexual harassment and sexual exploitation and abuse
- ~ 55 Advice and Guidance requests
Ethics Panel of the United Nations (EPUN)

- 10 standard conference calls/meetings
- 72 consultations/deliberations on issues of common interest
- 10 reviews of non-prima facie findings of the Protection against Retaliation cases of member Ethics Offices

2019
- Current EPUN alternate chair
- Reviews of non-prima facie determinations
- Consultations
  - Whistleblower Protection Policy
  - Disclosure Programme
  - Conflicts of Interest

Ethics Network for Multilateral Organizations (ENMO)

- Director, Ethics Office, was ENMO Chair for 2017-2018
- Expanded three and one-half day agenda for the 2018 Annual Meeting to commemorate the 10-year anniversary of ENMO Meeting.
- The Conference was hosted by the UN Ethics Office and held in New York City for the first time

2019
- ENMO Planning Committee
  - HSHAPD
  - PSEA, and
  - Conflicts of Interest

Rome-based Agencies (RBA)

- The ethics officers of the three Rome-based agencies continued ad-hoc sharing of best practices and knowledge with increased interaction, especially with the Director, Ethics Office, IFAD on common issues.

2019
- Periodic meetings covering consultations on:
  - HSHAPD,
  - PSEA, and
  - Conflicts of Interest.
- IFAD attendance at the EB/WFP Management Sub Working Group on Safeguarding against sexual harassment and SEA
Thank you and Questions