Executive Board Induction
Bonnie Green, Director and Chief Ethics Officer, 25 September 2019
“Relativity applies to physics, not ethics.”

Albert Einstein
Applicable to everyone, regardless of level and contract type

It’s about how we do what we do

Based on institutional values, principles and standards

Ethics in an Organization
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.

End Hunger

Improve Nutrition

Achieve Food Security

Support SDG Implementation

Partner for SDG results

Ethical Culture

Advice and Guidance

Training, Education, & Outreach

Whistleblower Protection Policy

UN Coherence

PSEA

Standard Setting & Policy Advocacy

Annual Conflicts of Interest & Financial Disclosure Programme

Reporting & Administration
Values, Principles, and Standards

- 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
**Purpose:** Identify and Mitigate Conflicts of Interest

**Recorded Numbers:**
- 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:**
- 33% Outside activities
- 14% Standards of Conduct
- 12% Gift, awards, honours and hospitality
- 7% Employment-related
- 6% General Conflicts of Interest and Other

*Note: This number does not include PSEA-related advisories.*
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:
- **38%** General Conflicts of Interest and Other
- **21%** Standards of Conduct
- **28%** Outside activities
- **8%** Gifts, awards, honours, and hospitality
- **5%** Employment-related

2019 so far
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

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

- **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

2019 population: 2060*
2018 population: 1830
2017 population: 1697

*Implemented initially in 2009: Population of 540

**WFP/Marwa Awad**
Standards Setting & Policy Advocacy

- Results in transparency, accountability and trust
- Helps to enhance a culture of ethics
- Integration of ethical standards
- Input

Recorded reviews of policies

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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.

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

Protection against Retaliation Cases
2018: 4 cases considered
2017: 3 cases considered
3 cases have been considered so far in 2019

• 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-learnings
- 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-learnings
- 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
Contacts and Resources

Contacts
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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 Summary: here

Queries may be sent to the confidential mailbox at: WFP.Ethics@wfp.org
“Without ‘ethical culture’ there is no salvation for humanity.”

Albert Einstein