

# Ethics in WFP



**World Food Programme**

*Executive Board, Induction  
Bonnie Green, Chief Ethics Officer and Director, Ethics Office  
Rome, January 2018*



**“Relativity applies to physics, not ethics.” Albert Einstein**



# Ethics in an organization

- ❖ About how we do what we do
- ❖ Based on institutional values, principles and standards
- ❖ Acting per expected standards of conduct
- ❖ Ethically conscious decision making
- ❖ Integrity-based actions and results
- ❖ Strong Ethical Culture
- ❖ Fundamental to an effective, competent, and trustworthy organization



WFP/Saikat  
Mojumder



# Ethics in WFP

- ❖ UN Charter
- ❖ Standards of Conduct for the International Civil Service (2013)
- ❖ High ethical standards: respect of the highest standards of integrity, impartiality, independence, competence, discretion
- ❖ WFP Code of Conduct and applicable administrative issuances/rules/guidelines
- ❖ Humanitarian Principles
  - ❖ Humanity
  - ❖ Neutrality
  - ❖ Impartiality
  - ❖ Independence
- ❖ "Do No Harm"



Ethics Office

## 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, 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.

For more information, access [newgo.wfp.org/about/ethics-office](http://newgo.wfp.org/about/ethics-office) or contact the Ethics Office at [wfp.ethics@wfp.org](mailto:wfp.ethics@wfp.org)





# Role of the Ethics Office

*Assist the Executive Director in ensuring WFP personnel act with the highest standards of integrity--Nurture a strong ethical culture*

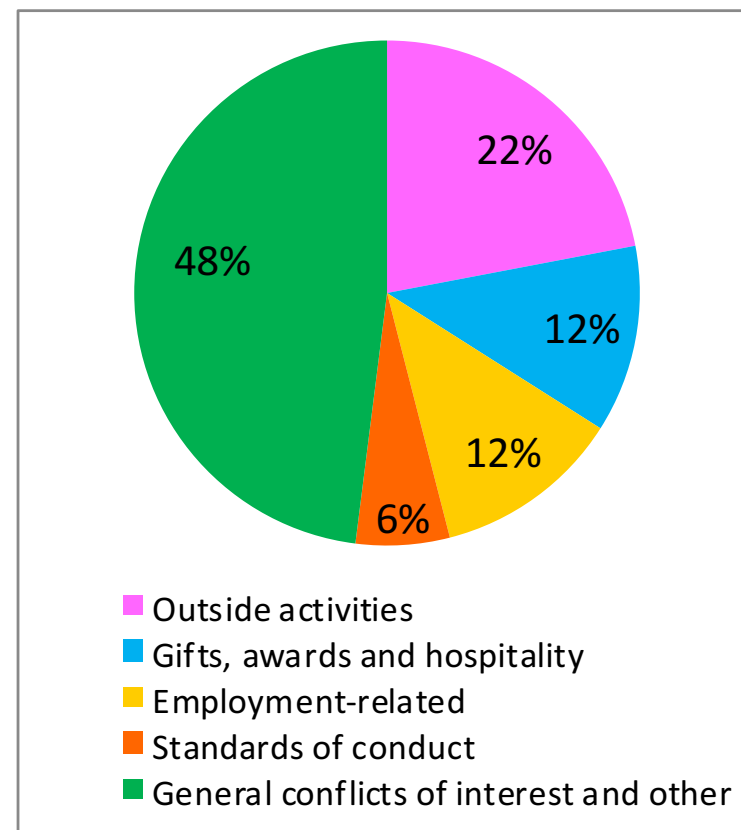


*Advise WFP personnel—as individual employees and as management*

## Four-year trajectory

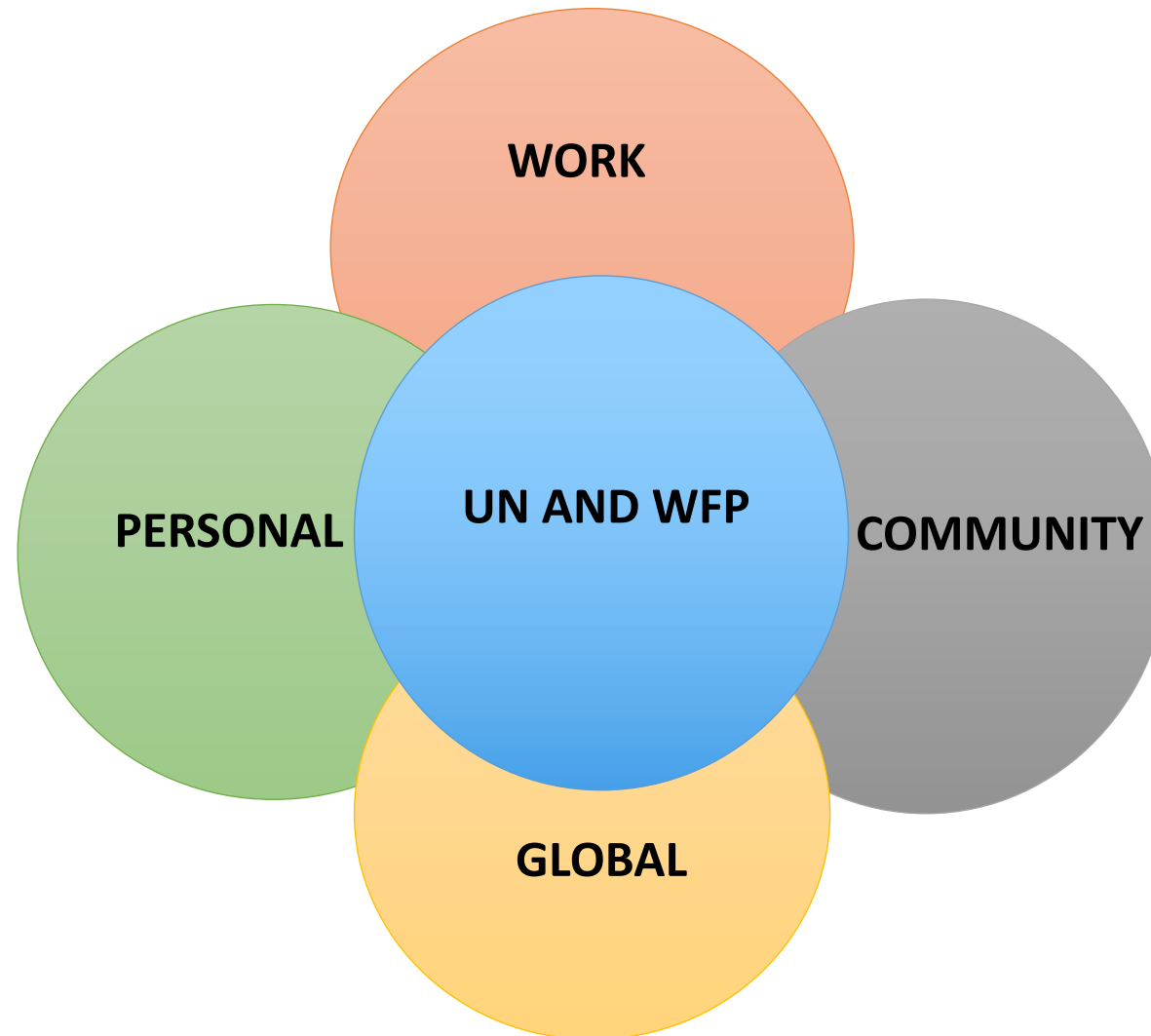
Year	Requests
2016	343
2015	252
2014	160
2013	102

## 2016 Advice and Guidance by Type





# Conflicts of Interest



# Annual Conflicts of Interest and Financial Disclosure Programme



**2017 Population: 1697**

**2009 Population: 540**

## ***Overview:***

- Safeguard and risk management tool*
- Part of commitment to transparency and public confidence*
- Participants include employees at senior levels, in oversight and investment, legal officers, and employees identified based on responsibilities as related to procurement*

**2016**

**Population of: 1487**

## **2016 Results**

- ✓ **100% compliance**
- ✓ 340 possible COIs flagged through COI Questionnaire; all reviewed and cleared
- ✓ 24 possible COIs flagged through Financial Disclosure Statement; none determined to be actual COIs
- ✓ 24 outside activities were reported and reviewed



# Protection Against Retaliation – Whistleblower Protection Policy

**Purpose:**

Enable reporting of misconduct without retaliation

**Scope:**

Report of misconduct in good faith, and/or  
Cooperation with a duly authorised investigation or audit

**Role:**

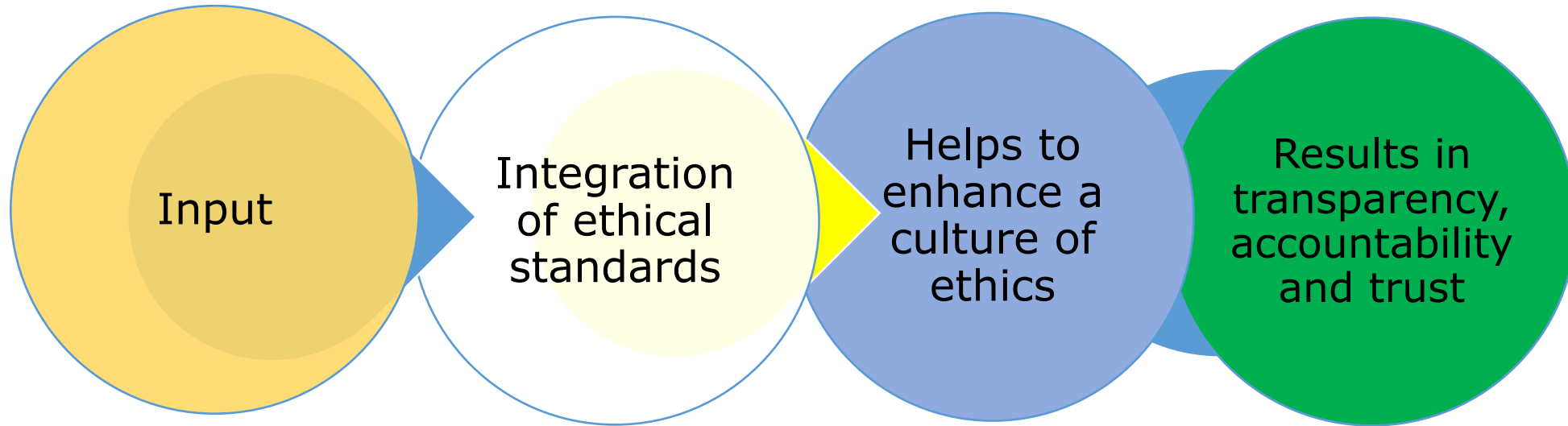
Determine whether there is a *prima facie* case of retaliation  
Make recommendations as to protection measures

**Applicability:**

All WFP personnel: national and international staff members, consultants, interns, service contract holders, special service agreement holders, volunteers and United Nations volunteers (UNVs)



# Standard Setting and Policy Support



- ❖ Consulted on approximately 90 policies
- ❖ Provided input on approximately 70 policies
- ❖ Various forms and on diverse topics, including data protection and privacy, PACE and underperformance mechanisms, climate change/environment



# Education, Training and Outreach

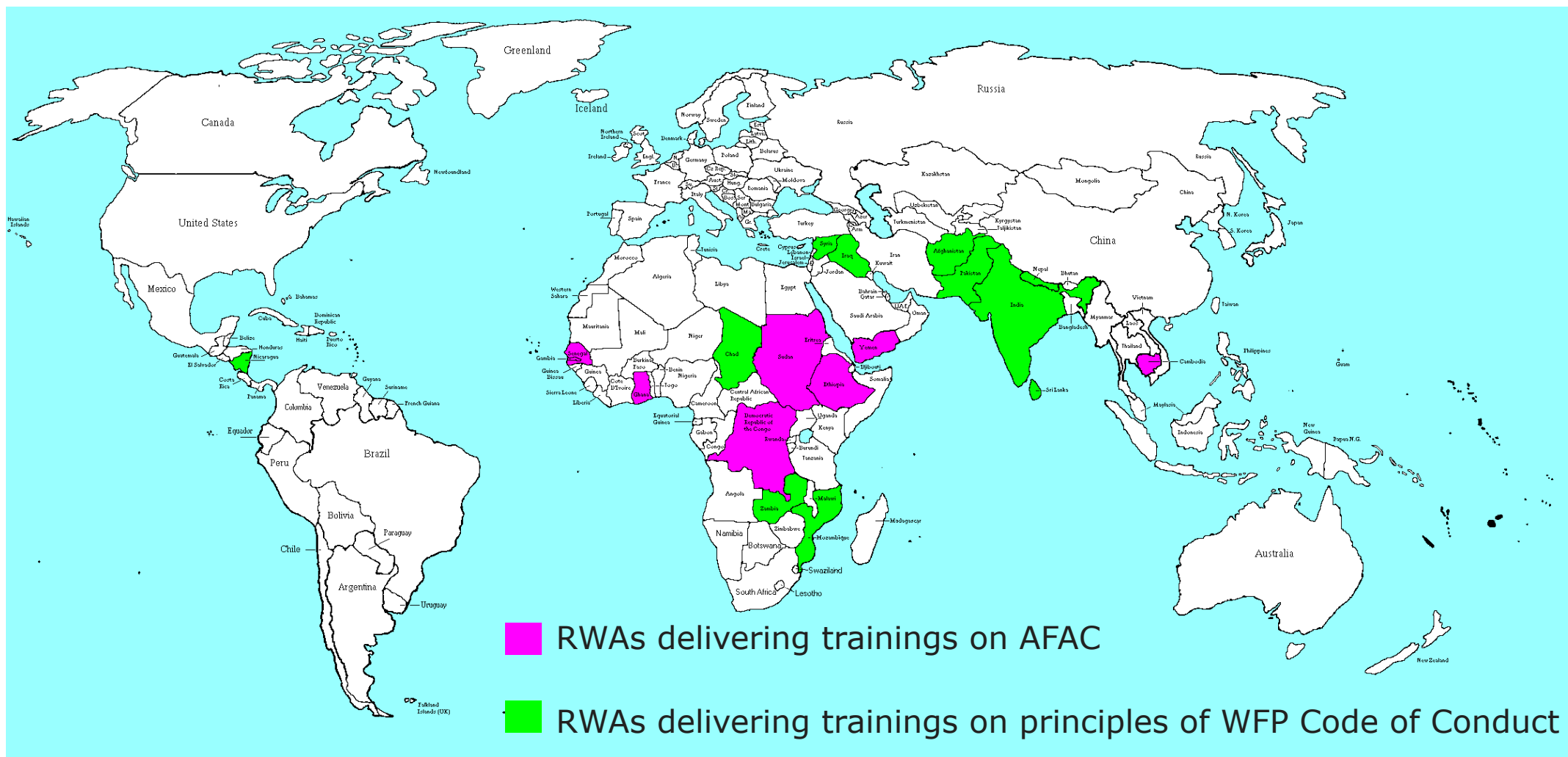
Purpose: Foster knowledge of standards of conduct and compliance with expected behaviour, while raising the ethical consciousness of WFP

- ❖ Awareness and Communication Campaigns with global reach in all official languages and “tone from the top” messaging covering:
  - ❖ Annually: Anti-Fraud and Anti-Corruption
  - ❖ Annually: Gifts
  - ❖ 2017 Highlight: 16 Days of Activism against Gender-based violence Orange campaign
  - ❖ 2016 Highlight: Zero Tolerance - Sexual Violence, Sexual Harassment and PSEA 3 part collaborative campaign
  - ❖ 2015 Highlight: Anti-Child Labour
  - ❖ 2014 Highlight: WFP Code of Conduct
- ❖ Ethics Leadership Dialogue
- ❖ Annual ED Message and Annual Report Summary
- ❖ E-Learnings
  - ❖ Module One
  - ❖ Module Two
  - ❖ Module Three
- ❖ Training
  - ❖ Respectful Workplace Advisors including “train the trainer” sessions
  - ❖ Divisions
  - ❖ In-Country



UNITED  
AGAINST  
CORRUPTION







- ❖ Member of the [Ethics Panel of the United Nations \(EPUN\)](#): UN Secretariat, UNDP, UNICEF, UNFPA, UNOPS, UNRWA, and UNHCR. Address issues of common interest and state of respective practices and policies
- ❖ Member of the [Ethics Network for Multilateral Organizations \(ENMO\)](#): Broader network with an annual meeting. WFP hosted 2017 annual meeting. [Director, WFP Ethics Office: 2017 – 2018 Chair](#)
- ❖ [Rome-based agencies](#): The ethics officers of the three Rome-based agencies coordinate periodically, sharing best practices



WFP/Karel Prinsloo

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





# Contact and Resources

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Queries may be sent to the confidential mailbox at: [WFP.Ethics@wfp.org](mailto:WFP.Ethics@wfp.org)

## Resources:

Ethics Office 2016 Annual Report Summary: <http://newgo.wfp.org/documents/ethics-office-2016-annual-report-summary>

Ethics Office 2016 Annual Report (Annex IV of the Annual Performance Report for 2016):  
<http://documents.wfp.org/stellent/groups/public/documents/eb/wfp291465.pdf>