ANNUAL REPORT
OF THE ETHICS OFFICE FOR 2019

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June 2020
Mandate of the Ethics Office

ETHICAL CULTURE

ADVICE AND GUIDANCE

COMMUNICATIONS, EDUCATION AND OUTREACH

PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA)

UN COHERENCE

STANDARD SETTING AND POLICY ADVOCACY

WHISTLEBLOWER PROTECTION POLICY

REPORTING AND ADMINISTRATION

ANNUAL CONFLICTS OF INTEREST AND FINANCIAL DISCLOSURE PROGRAMME
Summary of the work of the Ethics Office
by number of activities recorded

Over 1,750 separately recorded activities with PSEA

- Advice and Guidance: 851
- Standard Setting and Policy Advocacy: 714
- Annual Disclosure Programme: 54
- Protection against Retaliation: 6
- Training, Education and Outreach: 42
- UN Coherence: 85
Advice and Guidance

Recorded Numbers: Seven-year trajectory – core mandate

Advice and Guidance by category

- Outside Activities: 33%
- Employment-related: 18%
- Gifts, awards and hospitality: 7%
- Standards of conduct: 5%
- General conflicts of interest and other: 37%

Requests over the years:
- 2013: 102
- 2014: 160
- 2015: 252
- 2016: 343
- 2017: 374
- 2018: 605
- 2019: 690

WFP/Dario Lopera
• **87% compliance**
  (at the documented (second) deadline)

• 354 questionnaire submissions flagged as possible conflicts of interest and reviewed

• 460 statements flagged as possible conflicts of interests and reviewed

• 77 outside activities* and 23 additional matters identified for complete reviews

* 51 outside activities identified, in 2018
Standards Setting and Policy Advocacy

Recorded reviews of policies 2014-2019

- Whistleblower Protection Policy
- Executive Director’s Circular covering conflicts of interest and the Annual Conflicts of Interest and Financial Disclosure Programme (ADP)
- Pre-appointment disclosure process and corresponding guidance for pre-employment vetting conflicts of interest
2019: Six cases considered

Two cases continued from 2018 and four new cases:

• For the two 2018 cases and for three new cases, no prima facie was established

• In the remaining case, a prima facie case of retaliation was established. This case was referred to OIGI.
Education and Outreach is approached holistically and with the goal of helping to build knowledge and skills for empowering employees, as appropriate, to make ethical decisions and take actions in compliance with relevant standards of conduct.

Some examples:

- Induction Briefings: Executive Board and HQ
- Special initiatives, for example Food Procurement training sessions in all regional bureaux
- Ethics Ambassadors’ Training
- HQ and field presentations
- Awareness Campaigns: WFP Code of Conduct fifth anniversary, annual end-of-the-year focus on policies and practices on gifts and linked with anti-fraud and anti-corruption messaging
- Materials created by the Ethics Office upon request for country offices and regional bureaux and tailored to in-country contexts

~ 830 employees trained directly
Protection from Sexual Exploitation and Abuse (PSEA)

**January**
- First meeting of the **Sub-Working Group on Safeguarding against SEA and Sexual Harassment**

**May**
- WFP’s committed to designate **Interagency PSEA Coordinators** in Afghanistan, Sudan, Nigeria, Colombia and Mozambique

**June**
- **Launch of first ever PSEA Focal Points training**, including downloadable tools and training materials to be adapted and used at CO/RB level

**October**
- **Complaints and Feedback Mechanisms (CFM) Standardization Project**. PSEA mainstreamed throughout SOPs for CFM operators

**November**
- PSEA session at the **Global Food Security Cluster** meeting held at FAO
- **Joint WFP/UNHCR regional workshop for PSEA Focal Points** in Nairobi

**December**
- PSEA mainstreamed throughout the draft of the WFP-UNHCR Mitigating risks of abuse in cash assistance Project (MRAPS) toolkit
- **Finalization of Inter-agency PSEA Training Package for Cooperating Partners**
- Submission of a proposal for a PSEA related app to the Innovation Accelerator

**Additional activities:**
- Oversight and administration of PSEA Focal Point
- Education and Outreach in many forms including but not limited to one-one sessions in the field and HQ
- Advice and Guidance (161 recorded)
- Collaboration with key internal stakeholders (Security Division, NGO Unit, etc.)
Special Projects

- **Member** of the Joint Executive Board/ WFP Management Working Group on Harassment, Sexual Harassment, Abuse of Authority and Discrimination (JWG)

- **Oversight** related to the work of the JWG including:
  - Administratively for external consultants who conducted an external review of the workplace culture on behalf of WFP and the JWG
  - Liaison for “Support Group”

- **Positive feedback** on the Ethics Office role from RDs, CDs, and other employees

- “**Lessons learned**” noted and shared with relevant stakeholders

- **Co-chair** of the Sub Working Group on safeguarding against sexual harassment and sexual exploitation and abuse (SWG-1) and:
  - Coordinated the work and discussions within SWG-1 through the organization of seven meetings held in 2019
  - Organization and other preparatory work for two workshops held in 2020
Ethics Panel of the United Nations (EPUN)
- Participated in 8 standard conference calls/meetings
- 77 recorded consultations/deliberations on issues of common interest
- EPUN alternate chair from 1 May to 31 August 2019 and, again, 1 December 2019 to 11 March 2020. In this capacity, considered three appeals on protection from retaliation matters and created a standardized approach to such reviews, including cautions on potential conflicts of interest.

Ethics Network for Multilateral Organizations (ENMO)
- Member of the ENMO Planning Committee
- Presented with another ENMO member on Risk and Ethics: WFP’s risk journey and organizational 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
- Increased interaction, especially with the Director, Ethics Office, IFAD on common issues, such as PSEA
- IFAD attendance at the EB/WFP Management Sub Working Group on Safeguarding against sexual harassment and SEA
Thank you

Any questions?