
Report of the Ethics Office

Organizational Oversight Reports

50th Session of the Programme Coordinating Board

June 2022



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Establishing a New Independent Ethics Office

Implementation of Recommendations by the Joint Inspection Unit (JIU)

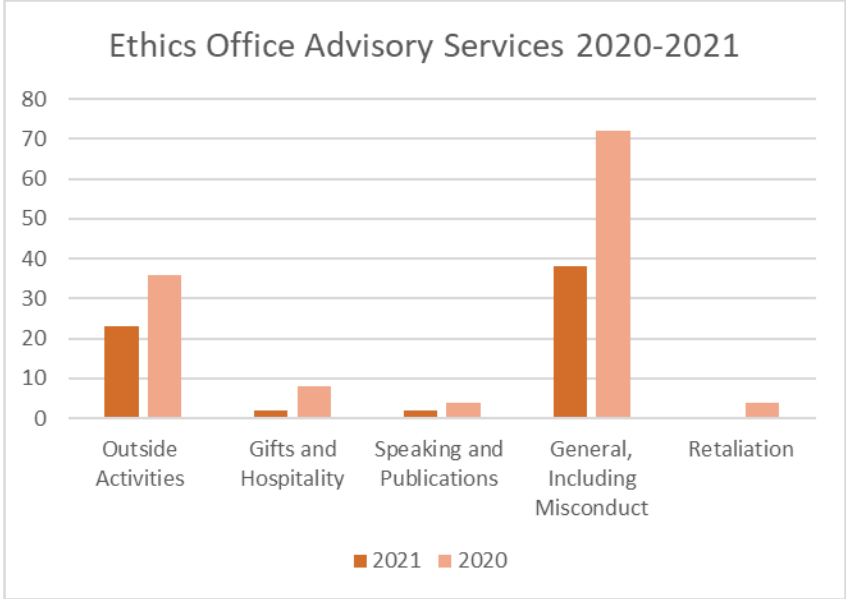
Establishing a New Independent Ethics Office

- Recruitment of the new Head of the Ethics Office
 - Competitive recruitment completed;
 - Ethics qualifications and experience as a requirement;
 - Vacancy announcement open for both internal and external candidates and widely publicized;
 - Vacancy announcement prepared in full consultation with staff representatives;
 - A staff representative serves on the appointment board for the selection; and
 - Term limits are applied to the appointment.
- Strengthening Independence
 - The Head of the Ethics Office reports directly to the Executive Director (through the Chief of Staff);
 - The Head of the Ethics Office submits an annual report, unchanged by management, directly to the PCB;
 - Internal mechanism established to review allegations brought against the Executive Head;
 - The Head of the Ethics Office should be a member of the senior management group and participate in all of its meetings; and
 - **Administrative support and backup resources not yet provided to the Office.**

Functioning of the Ethics Office

2021 Reporting Period Activities

Decrease in confidential advisory services
75 total requests for advice in 2021 compared to 124 in 2020



2021 Reporting Period Activities

- Integrity Hotline and March 2021 new Policy on Preventing and Addressing Abusive Conduct.
- No formal requests for protection from retaliation.
- December 2021 new WHO Policy Directive on preventing sexual exploitation and abuse.
- Increase in eligibility for the Declaration of Interest Program (440 total staff – 96% completion rate).
- Tailored training efforts in the DRC office and participation in the global #Respect campaign.
- Policy coherence through participation in the Alignment Task Team.
- Ethics Multilateral Network participation to resume.

Training Completion Rates

Ethics and Integrity: **75%**
Preventing Sexual Exploitation
and Abuse: **83%**
Preventing Harassment and
Abuse of Authority: **91%**
Preventing Fraud and
Corruption: **64%**



Audit Recommendations

Addressing Audit Recommendations

- Standard Operating Procedures updated as of 27 May 2022 to include target timelines for all requests for advice received by the Ethics Office.
- Commitment to enhanced and desegregated reporting related to conduct allegations in future reports of the Ethics Office.
- Commitment to enhanced tracking of data and case management.
- Commitment to enhanced collaboration with WHO Office of Investigation Services.
- Commitment to launch an independent survey to assess staff satisfaction with the services provided by the Ethics Office in Q2 2023 (assessing one year since the establishment of the new office).



Identified Priorities

Identified Priorities

- Ensuring the highest standards of conduct and prioritizing allegations of sexual misconduct
- Diversity Equity and Inclusion and anti-racism initiatives
- Protection from retaliation and increasing trust
- Enhanced outreach and streamlining processes and procedures
- Enhanced collaboration and building an ethical culture
- Coordination with the WHO Office of Investigation Services and the Office of the Ombudsman



Thank You