



Ethical and Professional Behaviour in the LCRP Context



LCRP ethics workshops

- Need was identified to refresh awareness about **sexual exploitation and abuse, fraud and corruption**, conflicts of interest, and related matters.
- First LCRP **workshop** on ethical and professional behaviour was organized at national level on 19 June in Beirut.
- Participation of more than 100 LCRP partners, at management level.
- Objective to improve collective understanding of **values** to be fostered and how these can be better achieved within the LCRP response.



Field-based ethics workshops

- General agreement for **need to continue** to strengthen internal processes and systems, while also engaging as a humanitarian community on strengthening the collective response.
- In follow-up, and ahead of the LCRP 2020 appeal and planning process, a series of similar three-hour workshops on ethical and professional behaviour was organized at **field level**, in each location.

Region	Date	No. of participants
Mt. Lebanon	17 September 2019	13
North / Akkar	24 September 2019	26
South / El Nabatieh	25 September 2019	26
Bekaa / Baalbek-El Hermel	1 October 2019	39
TOTAL		104



Participation and facilitation

- Both **international and local** partners attended in each workshop.
- Facilitation of the field workshops was done in an **inter-agency manner**, by UNHCR and UNDP jointly, together with different facilitators in each workshop for the session on the prevention of sexual exploitation and abuse (KAFA, DRC/DDG, UNIFIL, and ABAAD).
- All field workshops were held in English, except for the Bekaa where sessions were held in both Arabic and English, with interpretation provided.
- Participation in (at least) one of the (national or field) workshop was requirement in the context of the 2020 LCRP (capacity assessment).



Topics discussed

- **Ethical and professional behaviour:**
 - Key humanitarian and other principles
 - Key standards of behaviour (inspired by UNHCR Code of Conduct and UNDP Code of Ethics)

- **Prevention of fraud and corruption:**
 - Zero tolerance approach towards fraud and corruption
 - Fraud risk indicators (“red flags”)
 - Preventive and mitigating measures

- **Prevention of sexual exploitation and abuse:**
 - Core principles of UN Secretary-General’s Bulletin ST/SGB/2003/13
 - Reporting sexual exploitation and abuse

- **Accountability and feedback:**
 - Components of accountability to persons of concern
 - Complaints and feedback mechanisms
 - Reporting mechanisms



Follow-up

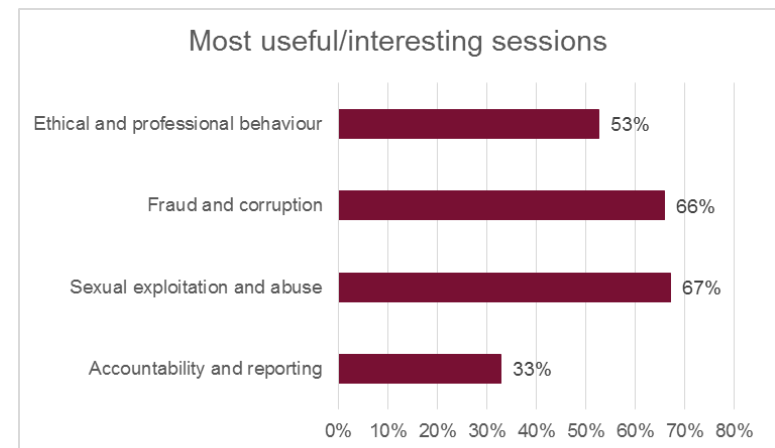
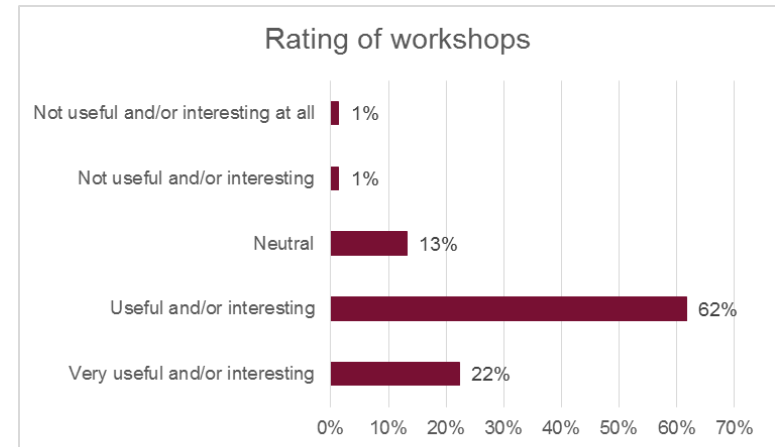
- All participants have been asked to share with the Inter-Agency Coordination team:
 - a) any **code of conduct/ethics** or similar documents that they may have within their own organization, and/or
 - b) name and contact details of their organization's **focal point(s)** for ethical matters.

- “Ambassadors of ethical and professional behaviour” who would promote ethical and professional values within their respective organization, be able to provide input/feedback, and support in spreading awareness.

- Keep partners informed in future of developments, to obtain inputs on proposals or other feedback, and to spread awareness within their respective organizations.

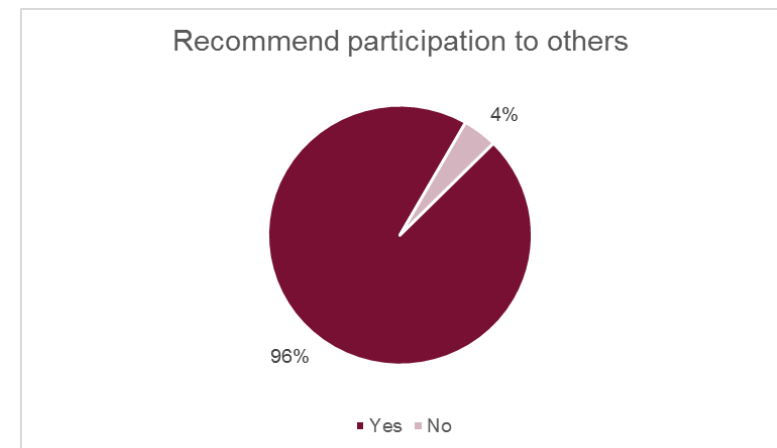
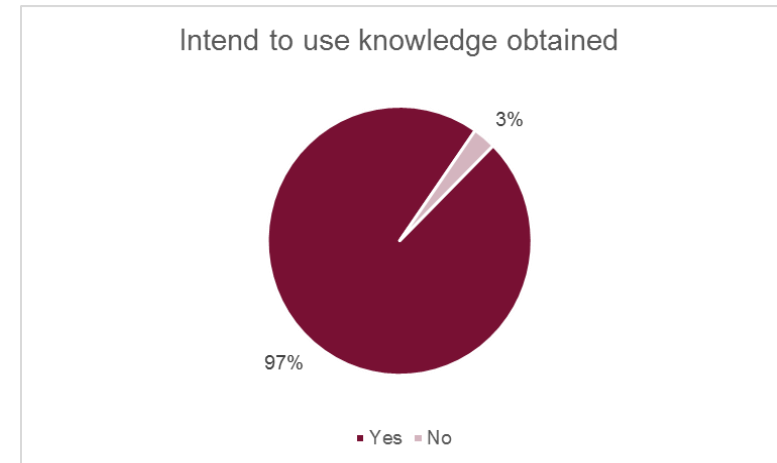
Feedback (1/2)

- Survey following each workshop.
In total: 73% response rate.
- The workshops were largely rated as (very) useful and/or interesting.
- Two-thirds of respondents considered the sessions on fraud and corruption and on sexual exploitation and abuse as the most useful/interesting.



Feedback (2/2)

- Almost all respondents intended to use the knowledge obtained during the workshop at work, and would recommend others to participate in the workshop.
- All respondents, except one, thought it would be useful to have similar workshops on an annual basis, for example with focus on specific topics.





Lessons learnt

- Enhance efforts to make workshops more interactive (case studies, good practices)
- Timing (morning instead of afternoon?, agenda)
- Review level of participation during the workshop, depending on future topics (managers or frontliners?, feedback & complaints, human resources, M&E, etc.)
- Adapt content to audience
- Review language requirements
- Space for discussion and sharing of experiences



Conclusions and next steps

- Intention to continue with ethics **workshops and trainings** next year. Review of format, participation and topics
- Establishment of list of ethics **focal points**, creating a network and, for example, to obtain inputs or feedback on proposals and measures
- Collection of **repository** of ethics-related partner documents
- Strengthening **accountability and feedback mechanisms**, in particular strengthening internal policies within organizations to improve reporting of sensitive and non-sensitive information
- Other suggestions or comments?