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Development of Public Service Ethics

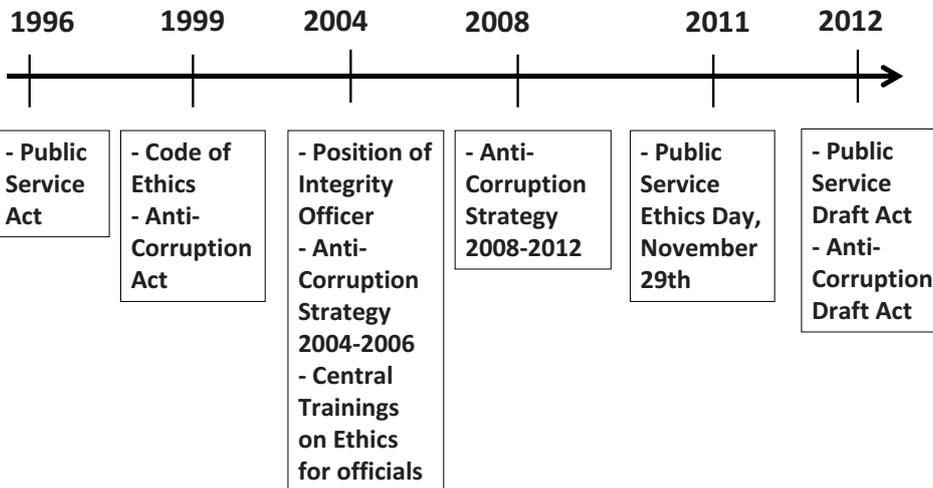
Lessons Learned in Estonia

Anneli Sihver

Public Administration and Public Service Department

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Milestones of Developing Public Service Ethics



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Anti-Corruption Strategy 2008-2012

- Coordinated by the Ministry of Justice
- 8 areas of priority, 57 activities and costs
- Areas of priority:
 - Private sector and non-profit sector
 - **Avoiding conflict of interest in public sector**
 - Local governments
 - Health care sector
 - Foundations established by the state and local governments
 - Granting driving licences and registration of vehicles
 - Financing of political parties
 - Agencies investigating corruption offences

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Coordination of Public Service Ethics

- **Decentralised system**
- The coordinating role of the **Ministry of Finance**
 - Enhancing awareness of officials on ethics via “Central Training Programme”, guidelines and advising
 - Spreading information about ethics via surveys and communication events
 - Supporting development of ethics infrastructure
 - Initiating draft regulations and amendments to regulations
- Focus is on the public service values and **development of ethically competent officials**

Impacts?

According to the surveys :

- Officials are more critical towards corruptive practices compared to citizens and entrepreneurs
- Officials’ awareness on ethics has been improved (compared to 2005)
- Officials who have attended ethics training programmes are more critical towards ethically questionable practices

Challenges

- Insufficient infrastructure for implementing Public Service Code of Ethics
- Problem-areas
- Integrating public service values into HRM and management practices
- Implementation of new Public Service Act and Anti-Corruption Act

Plans for theFuture

- Establishment of Council of Public Service Ethics
- Development of self-assessment tool for public service organisations
- Guidelines and recommendations on „grey areas“
- Development of e-learning courses

Key Aspects for Developing Public Service Ethics in Estonia

- Political support
- Responsible institution/ position
- Coping with available/limited resources
- Network of experts of the field
- To reach to the audience, keep it practical!

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Thank you for
your attention!

anneli.sihver@fin.ee