



Integrity Concept

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2017 OECD Recommendation on public integrity



- **Public integrity** - refers to the consistent alignment of, and adherence to, shared ethical values, principles and norms for upholding and prioritizing the public interest over private interests in the public sector.
- **professional integrity** - means performing official duties with integrity and through constant adherence to shared ethical values, principles and norms for upholding and prioritizing the public interest over the private interest at the workplace (public institution).
- **institutional integrity** - imply all official persons in a public institution, managers and employees, acting with professional integrity.
- **integrity climate** - is the corruption-free environment in which public and private institutions function, achieved through implementation of the integrity requirements.
- **sectoral integrity** - represents the activity of all institutions in a sector unfolded with institutional integrity (examples of broader sectors: public, political, private; examples of narrower sectors: healthcare, education, law-enforcement, judicial etc.)

Scope of the Integrity Concept

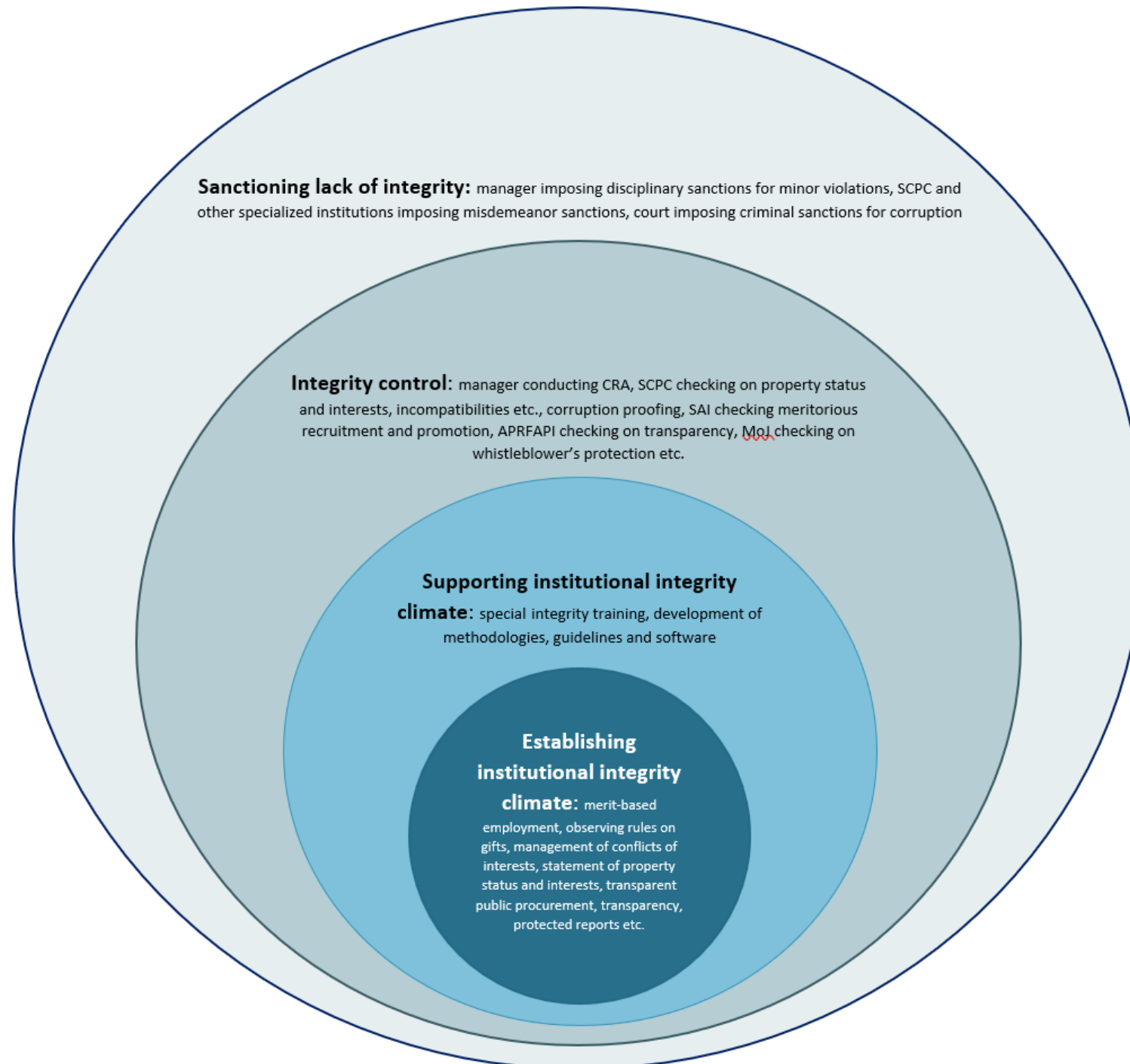


- public sector
- political sector
- private sector *(to the extent it connects to the public sector)*

Responsibilities within the Integrity Concept



- Establishing the Institutional Integrity Climate
- Supporting the Institutional Integrity Climate
- Integrity Control
- Sanctioning Lack of Integrity



Establishing the Institutional Integrity Climate



- ***Public sector integrity requirements***
 - 1) Merit-based employment, promotion, leadership and rewards;
 - 2) Respecting incompatibilities and restrictions;
 - 3) Submitting statement of property status and interests;
 - 4) Management of conflicts of interest;
 - 5) Rules on gifts;
 - 6) Codes of ethics;
 - 7) Transparency, openness and access to information of public interest;
 - 8) Transparent public procurement and efficient resource management;
 - 9) Post-employment restrictions (pantouflage);
 - 10) Whistle-blowers' protection;
 - 11) Intolerance of integrity violations.

- ***Political sector integrity requirements***

- 1) Transparency of political parties funding and financing of electoral campaigns
- 2) Ethics codes for political parties and parliamentarians
- 3) Conflict of interest, statements of property status and interests for candidates in elections and candidates for political appointments
- 4) Observing lobbying rules

- ***Private sector integrity requirements (connected to public sector)***

- 1) Refraining from hiring former public employees during the period of post-employment restrictions (pantouflage)
- 2) Observing public procurement rules
- 3) Observing lobbying rules

Private Sector: Pantouflage

Refraining from hiring former public employees during the period of post-employment restrictions (pantouflage)

- **Legal framework:**

The LPCCI does not set out restrictions for hiring former public employees that the private companies should adhere to and pay attention to. It is only up to the former official to adhere to the restrictions stipulated by the LPCCI.

- **Obligations of businesses:**

Currently missing.

Supporting the Institutional Integrity Climate



- Research, education and awareness raising on integrity and anti-corruption
- Guidelines, methodologies, software supporting implementation of integrity and anti-corruption tools

Recommendations



1. Improving the integrity system

- The system described revealed certain missing elements. It is therefore recommended to consider introducing:
 - Ethics codes for political parties and parliamentarians and sanctions for failure to respect them;
 - Regulations on the conflict of interest, statements of property status and interests for candidates in elections and candidates for political appointments, as well as sanctions for failure to observe them;
 - Obligations of observing lobbying rules by politicians and sanctions for failure to observe them;
 - Sanctions for the private sector failing to refrain from hiring former public employees during the period of post-employment restrictions (pantouflage);
 - Sanctions for the private sector failing to observe public procurement rules;
 - Sanctions for businesses failing to observe lobbying rules.

2. Developing national and/or sectoral integrity strategies

- Understanding the role and the place of all the elements of the Integrity Concept, it becomes clearer what influences the growth of integrity in institutions, sectors and overall in the country.
- It is therefore recommended to use the Integrity Concept to develop a National Integrity Strategy divided into sectors and/or to develop separate sectoral integrity strategies (i.e. for bigger sectors – public, political, private, or for smaller sectors – healthcare, law enforcement, sports etc.).
- Aim at reinforcing the accountability of the institutions involved for carrying out their integrity-related mandate: establishing integrity climate in institutions, supporting institutional integrity climate, integrity control and sanctioning of the lack of integrity. The Strategy could make sure that no gaps are left in the accountability canvas of the institutions in charge of contributing, each at their level, to building an upholding integrity. Furthermore, such a strategy could either take the approach of filling in the gaps (i.e. establishing new obligations and sanctions which are missing, planning training sessions and designing guidelines, software etc.) or could envisage ongoing monitoring of the proper fulfilment of the obligations incumbent to different stakeholders in the Integrity Concept, additionally to filling in the gaps.

3. Designing a sectoral integrity assessment methodology

- The IC has to set the base for designing the sectoral integrity assessment by the SCPC. It would imply developing specific questionnaires on the fulfilment of the different roles of the stakeholders from a sector in terms of integrity, in order to understand what aspects of integrity need to be reinforced in the sector.

4. Developing integrity guidelines and training modules

- Frequently the integrity framework in the RNM is not properly followed because it is scattered in different laws, by-laws, regulations. Systematization provided in the IC enables planning appropriate trainings, as well as designing special guidelines for different professional categories, in which the general integrity requirements described herewith would be intertwined with the special professional requirements for different categories, i.e.: Integrity Guidelines for Judges, Police, local governance etc. It is therefore recommended to use the IC as a basis for the drafting of different professional integrity guidelines and use them as a training material for the respective category.

5. Conducting integrity research, surveying and polling

- The IC may be also used to research the integrity levels and issues through surveys and polls, in which questions could be asked about various integrity elements described in this IC. These surveys and polls, if conducted permanently, could become a point of reference and a basis to design a national Integrity Index.

THANK YOU!

