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Introduction

Ethical conduct of employees in the public sector is an important factor for the appearance of credibility and trustworthiness of the state. The ethical standards, expectations and requirements of citizens about behavior of people in the power has differed throughout history. However, the establishment of modern states and the acceptance of constitutions in the 18th and 19th century were very important in forming new constitutional rights and for the protection of human rights and fundamental freedoms against the discretionary and arbitrary use of state power. Last century, the emergence of Nazism, fascism and communism meant that the world experienced the terrible consequences of totalitarianism. Such cruel, inhumane and degrading treatment would not have been possible if the national authorities allowed oversight of the political process by civil society. With the changeable social environment and modern times have come new dilemma(s). It is important that democratic societies and emerging democracies revisit ethical standards and principles of public sector ethics for protecting the human rights and fundamental freedoms against arbitrariness of state authority. To ensure proper ethical conduct in the public sector, many countries have set up special bodies, which are charged with developing and promoting ethics, participating in the process of education of public servants, and assisting state institutions with solving various ethical dilemmas.

Results of the Research

The research titled ‘Ethics in the Public Sector’ was undertaken in 2004. The results are presented below. The survey was sent to 490 employees of the public sector and 610 users of service of the public sector. Responses were received from 247 employees and 155 users of public sector services. The questionnaire (not anonymous) about ethics in the public sector was sent to 59 important public institutions including parliament, government departments, courts, political parties, educational institutions, health and cultural institutions. From these organisations, 29 completed surveys were returned.
Figure 1(a)  Sex of inquireress

Employees

- Male: 28%
- Female: 72%

Users

- Male: 40%
- Female: 60%
Figure 1b. Age of inquirers

**Employees**
- 28% 15 do 20
- 28% 21 do 30
- 32% 31 do 40
- 11% 41 do 50
- 1% 51 do 60

**Users**
- 26% 15 do 20
- 25% 21 do 30
- 17% 31 do 40
- 5% 41 do 50
- 5% 51 do 60
Figure 1c  Level of education of inquirers

**Employees**
- Tertiary: 74%
- Secondary: 26%
- Primary: 0%

**Users**
- Tertiary: 35%
- Secondary: 57%
- Primary: 8%
2. Do you think that the coordination of ethical conduct in the public sector is needed?

*Results of the questionnaire for public institutions*

The graphs show that employees and users support the coordination of ethical conduct across the public sector.
3. How, for those who answered YES

Results of the questionary for public institutions

![Pie chart showing results of the questionary for public institutions]

- No answer: 25%
- By additional competences of existing authorities: 8%
- By establishment of a new specialized body: 67%
The results show that the majority of public institutions do believe that responsibility should be given to one of the existing authorities. The response from employees was similar. Among the users, both options are divided almost equally.
4. To which existing authority the competency of the coordination and promotion on ethical conduct should be delegated?

Results of the questionnaire for public institutions
Results of the survey of employees and users of public sector services

Figure. 4: Granting responsibility for coordination and promotion of ethical conduct to existing authorities

The results of the research show that the majority of public institutions believe that responsibility for coordinating and promoting ethical conduct should be granted to the Office of Ombudsman.
Responses of employees and users show that 35 percent of employees think that the government should have the responsibility for coordinating and promoting ethical conduct in public sector — 30 percent would delegate these responsibilities to the Office of Ombudsman rather than to the National Assembly (20 percent).

Users of public sector would assign these responsibilities to the Office of Ombudsman, followed by the National Assembly and then government agencies. According to data, it could be inferred that the Office of the Ombudsman was considered to be the most reliable authority for the coordination role.
5. If the new specialized body would be created, to which authority it should be accountable?

*Results of the questionnaire for public institutions*

![Pie chart showing the distribution of responses]

- **75%** To the National Assembly
- **17%** To the Government
- **8%** It should be independent body
Results of the poll for employees and users of public sector services

To the National Assembly

It should be independent body

To the Government

Figure 5: Accountability of the new specialized body