



Raising awareness on ethical issues



The importance of awareness

Ethical requirements and obligations of SAI's members and staff need to be well known by those who are to respect them and should also be made public (see principle 4 of ISSAI 20).







We are defining a model for training and other methods of raising awareness, to enhance knowledge and skills of ethical decision making.



Main results of the survey

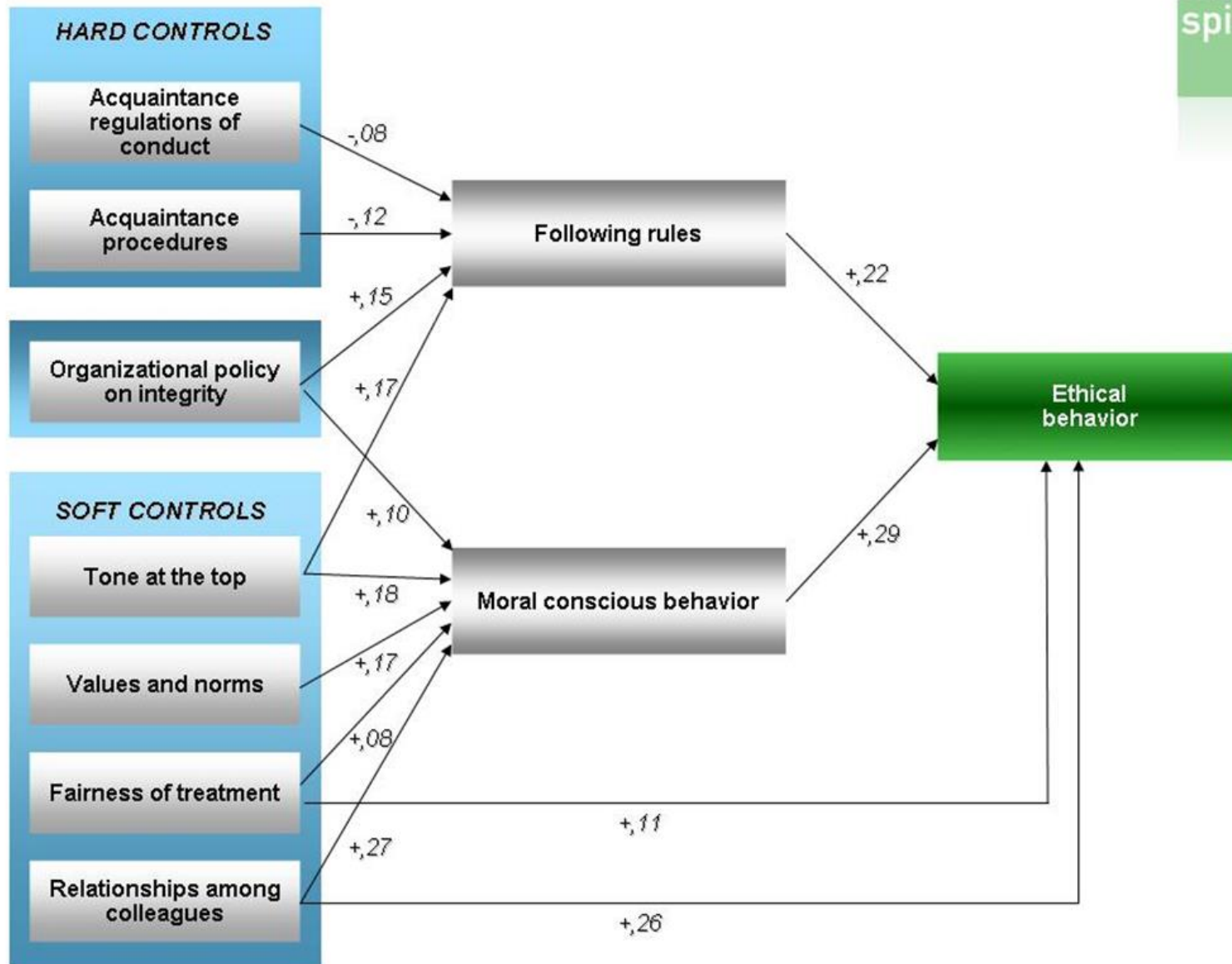
- Training sessions or lectures
 - Intranet
 - SAI-specific Code of ethics
- } Raise awareness
- Training based on real-life situations -> practical guidelines
 - Into-SAINT -> self-evaluations
 - Working with non-SAI organizations -> audit/prevent corruption



Training & real-life situations

- To gain knowledge
- Identify risks
- Prevent unethical conduct

- Provide practical guidelines
- Create an open atmosphere
- Improve communication





Lay out of the model to raise awareness on ethical issues

- *Organizational policy on integrity*
- *Tone at the top*
- *Values and norms*
- *Fairness of treatment*
- *Relationships among colleagues*



1. Organizational policy on integrity

- Rules
- Code of conduct
- Explaining the principle



2. Tone at the top



Source: The FCPA Blog



3. Values and norms

- Set values and norms
- Provide a safe working environment
- Protect from integrity risks



4. *Fairness of treatment*

- Explain the intention of rules
- Execute regulations fairly
- Implement the code of conduct
- Accept learning from mistakes
- No discrimination tolerated



5. Relationships among colleagues





1. Good practices: Organizational policy on integrity

- *Training sessions about ethics (Portugal)*
- *Hand-out documents on ethical guidelines and regulations (ECA)*
- *Self-assessment tool INTOSAINT (Netherlands)*



2. Good practices: Tone at the top

- *Training for management on issues of ethical conduct: leading by example (Portugal)*
- *Other ways for management to improve and ensure the tone at the top (EUROSAI Taskforce on Audit & Ethics)*
 - Self-reflection: identify and discuss daily life experiences
 - Discuss examples on unethical behaviour from the media
 - Develop a manager-specific behavioural code



3. Good practices: Values and norms

- *Values and Norms of Ethical Conduct in the Serbian Public Sector (Serbia)*
- *A basic training that describes the values and norms (ECA)*
- *E-seminar on Business ethics for civil servants (Republic of Croatia)*



4. Good practices: Fairness of treatment

- *Code of conduct: behavioral code with ethical dilemmas (Netherlands)*
- *Course on gender equity (Spain)*
- *Resolving ethical dilemmas in business (Republic of Croatia)*



5. Good practices: Relationships among colleagues

- *Teambuilding exercises*
- *Social activities*
- *Workshop giving and receiving feedback, based on real life situations (Netherlands)*



Workshop

Help us improve the model on raising awareness on ethics

- A good practice is found on every table
- Discuss in small groups as many good practice as you can
- write your comments and recommendations on the stickies
- place them on the flipcharts, in the right spot, please 😊
- Lunch at 12:30, feel free to ask questions at any time



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