

Ethics and integrity

- Ethics refers to principles by which to evaluate behaviour as right or wrong, good or bad.
- In the public sector, ethics refers to well based standards of right and wrong, and prescribe what public servants ought to do.
- Integrity is the quality of being honest and having strong moral principles.

The ethics infrastructure

- For a framework of moral values and ethical principles to have a significant and sustainable impact on the professional conduct of public servants an “ethics infrastructure” is required.
- The basic components of this are:

- A framework of moral values and ethical principles
- A code of conduct
- A programme for the socialization of an ethical framework and code of conduct
- Established anti-corruption legislation
- Established administrative procedures

- Mechanisms for whistle-blowing (ombudsman)
- Sanctions on disgraceful acts
- Mechanisms for collaboration between existing anti-corruption agencies
- Management, coordination and evaluation of an ethical infrastructure.

- The first three components on the list are based on the values approach and the remaining six on the disciplinary approach.
- To be effective in addressing the problem of corruption, an ethical infrastructure must integrate both approaches in a coherent and balanced system

Key concepts in Ethics and Integrity

- **Ethics** means a moral obligation towards the established Code of conduct.
- Code of Conduct refers to the dos and don'ts.
- **Integrity** means the quality of being honest and having strong principles.
- Being with an impeccable character. It is the state of being able to keep one's words.

- **Unethical behaviour** and lack of integrity are largely associated with corruption.
- **Accountability** The act of explaining the utilisation of resource.
- **Feedback** to stakeholders on utilisation of resources.

- **Corruption** - Selfish utilisation of resources denying the rightful people a chance to get a fair share of the resources or services they are entitled.

Causes of Unethical Behaviour and lack of Integrity

- Breakdown in the rule of laws due to civil strife
- Lack of a clear understanding of existing codes of conduct
- Poor procurement systems (Procurement procedures and standards are not adhered to)
- Inadequate legal machinery
- Lack of or unclear inter institutional linkages

- There is severe lack of systems, logistics,
- Corruption among politicians.
- Greed driven by the unstable desire for personal gain
- Individuals who are recruited into public office through backing of politicians. Such people cannot conform to ethics and integrity

- Social/peer pressure.
- Inadequate remuneration in the context of a high cost of living breeds abuse of ethics and Integrity
- Job insecurity for both political and civil offices
- Bureaucracy (red tape)
- Ill health

Importance of Ethics and Integrity

- Proper service delivery
- adequate distribution of services
- equitable distribution of resources thus reducing the gap between the rich and the poor is checked through
- Political stability
- promotes respect in working places

- promotion of Investment and economic growth
- control government-initiated projects through timely accountability.
- End of fatal accidents that results from (traffic officers) who are corrupt
- ensures proper delivery and accountability by relevant officials implementing relevant policies and procedures transparently and in a proper manner.

Whistle-blowing

- This is the act of informing the authorities of instances of the misuse of public offices, property and power.
- They are ordinary members who know and understand the rights of the public and they watch out to ensure that the public gets the service they deserve at the right time, cost and in right quantity and quality.

Importance of whistle blowing

- To prevent misuse of resources or property that would otherwise be lost by a government
- To cause recovery

The role of Governments in protecting whistle blowers

- Ensure observation of the oath of secrecy and official oath
- Design appropriate policy guidelines
- Design a reward system/mechanism to favour whistle blowers
- Promote honesty and transparency
- Create an environment that enhances appropriate actions

Constraints and Challenges in Protecting Whistle Blowers

- lack of appropriate laws
- Existence of outdated laws
- General lack of transparency and honesty amongst officers
- Social dynamics

- Political arena
- Possibility of concoction (inventing a story, an excuse, making unfound/untrue allegations at times for malicious purposes) by the so-called whistle blowers
- Possibility of organised crimes
- Abetting unethical behaviour/conduct by would be whistle blowers.

Protection and promotion of whistle blowers

- Their information is treated in confidence.
- A person may be rewarded for the information and paid an amount of the money-recovered consequent upon information.
- Governments and concerned officers should protect/recognise people who speak out on incidences of misuse of resources.

ETHICAL GOVERNANCE

This is the honest use of authority entrusted in someone occupying any position of leadership. It is based on:

- Listening and respecting the views of the Public
- Continuous communication to ensure feedback to the people.
- Respect for the rights of others.
- Non-interference into the mandates of others.
- Timely accountability for resources.
- The involvement of persons concerned or affected with particular issues.

Rewarding ethical behaviour

- In order to promote ethics and integrity
- A way of feedback to those who behave ethically
- To ensure value for money
- To protect the Constitution and constitutionals
- Promote a culture of appropriate rewarding i.e., those who do well are given a positive and the reverse should be true.

Ways of rewarding ethical practitioners

- Recognition
- Awards
- Promotions
- Bonuses
- Gifts of appreciation
- Certificates of recognition
- Declaring them role model

Key players in the promotion of ethical conduct

- Elected leaders
- Statutory Bodies
- Civil society
- Appointed leaders

Elected Leaders

- Making appropriate policies
- Rewarding ethical behaviour
- Causing discipline in case of unethical behaviour
- Monitoring and evaluating the implementation of Government programmes

- Ensuring feedback/acceptability
- Legislating to create an enabling environment for ethical conduct
- Understanding and appreciating every stakeholder's role in executing Government business
- Promoting the Constitution and other laws

Appointed Leaders

- Implementing lawful decisions
- Constant communication through reporting and advising council and other stakeholders
- Linking Council activities to the civil society and private sectors

Civil Society

- Sensitising the public
- Acting as pressure groups
- Advocacy
- Training and empowering the public in the various aspects that strengthen ethics and integrity
- Feedback
- Act as watchdogs

Statutory Bodies

- Inspection and support supervision to ensure compliance
- Investigating allegations or charges of unethical behaviour
- Ensuring adherence to the rules and regulations
- Making appointments and awards on merit
- Submitting comprehensive unbiased report to appropriate authorities in time
- Enhancing transparency
- Ensuring and promoting fair judgement

The role of Ethics and Anti-corruption commission (EACC)

- Investigates corruption related crimes
- Promotes ethics and oversee the development and enforcement of codes of conduct for public servants
- Prevents corruption
- Educates the public against corrupt practices
- Enlisting public support for the fight against corruption
- Recover public property acquired through corruption
- Conduct mediation, conciliation, and negotiation

KENYAN CONSTITUTION ON INTEGRITY

- The Kenyan 2010 Constitution is robust on matters of ethics and integrity.
- It outlines the role of EACC
- It states how state officers are to act.