



“Ethics Training for Public Officials”

12-14 March 2013

Danilovgrad, Montenegro

PROVISIONAL PROGRAMME

Background

Ethics training for public officials is an important tool to promote integrity in public administration and to prevent corruption. However, in many transition countries with high levels of corruption, ethics training programmes are not very effective. The OECD Anti-Corruption Network for Eastern Europe and Central Asian (ACN) in cooperation with the OECD-EU SIGMA Programme and the OECD Public Integrity Network (PIN) have recently prepared a Study on Ethics Training for Public Officials that examines how this training is currently provided in the Eastern European and Central Asian countries and in selected OECD countries. The Study identifies recommendations that countries can use to improve the training on ethics that they provide to their public officials. These recommendations suggest how to improve the preparation of ethics training programmes, and also insist that modern training methods such as practice oriented interactive methods – and not lectures about legislation - are more effective in training public officials about ethical norms and for developing skills for ethical decision making.

Objectives

The training will provide an opportunity to train public officials and other persons involved in the ethics training for public officials in the Western Balkans in the development of effective ethics training programmes and in using modern training methods based on the OECD study.

The objective of the training is twofold: (1) to analyze the process of planning of ethics trainings in the Western Balkan countries (on the basis of the check list proposed in the OECD study); and (2) to discuss different ethics training methodologies and their practical value and applicability in the Western Balkan region and to train participants to use these methodologies.

Content

The training seminar will focus at the following two issues:

- ✓ How to design and develop an effective training programme on ethics for public officials (policy development training) - Good training programs for public officials depend on cooperation of all institutions responsible for the good governance and ethical public sector. The OECD/ACN study proposes an agenda to develop coherent and consistent ethics trainings for public officials. During the training, stages of the planning and conducting

trainings (needs assessment, objective, institutions, trainers, training materials, program, and evaluation) will be discussed.

- ✓ How to use modern training methods during the training courses (ethics train-the-trainer) - Contemporary approaches to adult trainings demand more attention to the development of the practical skills of the participants. It is important to use active learning methods where learners work collaboratively, discuss materials while role-playing, debate, engage in case study, take part in cooperative learning. Active training methods are also suitable for public ethics trainings, where actual ethics problems in the public sector and their solutions are under the question. The OECD/ ACN study shows that a typical approach to ethics trainings is to deliver knowledge in form of lectures and to improve compliance. The task of the international experts is to demonstrate how to use active methods to conduct ethics trainings in practice, taking into account specific aspects of the culture, public administration, types of corruption integrity violation and others.

Working Language

The training will be conducted in English and simultaneous interpretation will be provided subject to a minimum number of participants requiring translation.

Target Group

Civil servants public service agencies, public service academies, anti-corruption agencies, other institutions involved in the training of public officials on the issues of ethics, integrity and anti-corruption. The best participants are those, who have already been conducting ethics trainings or will conduct, and who are responsible for the organizing of those trainings, as well as participants who seek to develop or improve their current state of ethics trainings in their institutions. The experts will rely very much on the practicability of this training. The training will bring together 21 participants in total.

Trainers

The seminar will be prepared and delivered by the following trainers:

Leading Trainer: *Ms. Aive Pevkur*, Ethics Trainer, Estonia - Ms Pevkur has a doctoral degree in practical philosophy and her scientific interest is in professional ethics. She has been involved in the development of the public service ethics system in Estonia since 2004 when she became an advisor of the public service ethics in the Estonian State Chancellery. She is a trainer and consultant of the public service ethics and she has been involved in several international projects as a public ethics and corruption prevention expert.

Mr. Ahmet Coşkun, Advisors, Prime Ministry Office of Deputy Undersecretary, Turkey - Mr Coskun has been working on public management reform related issues including corruption prevention policies more than 10 years within the center of government. He is now working as an advisor to the Deputy Undersecretary who is responsible from public reform agenda on such matters. He managed several projects and carried out ethics training events for the Council of Ethics for Public Service between 2009 and 2011. After his period in this Council, he worked within the OECD Public Integrity Division where he wrote a case study about Ethics Training in Turkey.

Ms. *Zorana Markovic*, Independent consultant, Serbia - Ms Markovic is a lawyer with strong experience in public service, international and national non governmental organizations. From 2001-2005 was senior trainer on governance reform in the OSCE Mission to Serbia, was managing for 2 years a training program for lawyers in applying the European Convention of Human Rights and worked in the US Department of Justice in Belgrade office on anti corruption and organized crime training program for prosecutors, judges and investigators. As a short term consultant/expert was engaged in the French donor program for governance reform in Serbia and with the UNDP regional office on public administration in Athens – RSPAR. Under the Fulbright funded Fellowship program in 2003/2004 worked in the UNDESA, Department for Public Administration and Development management. From 2009-2012 was a director of the Serbian Anti Corruption Agency mandated to develop integrity and enhance corruption prevention mechanisms within public service.

OECD representative: *Mrs. Olga Savran*, ACN Manager, OECD

Venue

The training will be held at the ReSPA premises, Danilovgrad, Montenegro.

Methodology

Preparation: participants will be asked to update questionnaires on ethics training in their countries that were prepared for the OECD Study one year ago.

Delivery: Short/interactive lectures by trainers and working groups for practical tasks, development of action plans for each country/institution All experts will use case-studies in different forms. Activity of the participants is expected and our hope is to have cases from the participant countries.

Evaluation: All participants, ReSPA and trainers will evaluate the training in order to further improve its methodology.

Training materials: OECD Study on Ethics Training for Public Officials, Questionnaires on ethics training for the Western Balkan countries, paper by Ms. Pevkur.

Draft programme

Day 1, 12 March 2013

Time	Content	Responsibility
9.30- 9.45	<i>Welcome word, introduction of the trainers</i>	Mrs. Olga Savran Mr. Aqim Emurli Trainers
9.45- 10.15	<i>Introduction of the participants</i> (their area of work, experience in ethics training, expectations of the Seminar, ethics training in their countries)	All participants
10.15- 10.45	<i>Short overview of the current state of ethics trainings in the Western Balkan</i> <i>Deliberation of the expectations of the Seminar</i>	Trainers, All participants
10.45- 11.00	<i>Coffee break</i>	
11.00- 11.30	<i>Presentation of the OECD/ACN Study of ethics training for public officials</i> <i>General findings and recommendations</i>	Ms. Olga Savran
11.30- 12.30	<i>Working groups</i> <i>Analysis of the ethics training systems for public officials in the Western Balkans against the OECD/ACN recommendations</i> (on the basis of questionnaire filled out by participants before the Seminar)	All participants
12.30- 13.45	<i>Lunch break</i>	
13.45- 15.15	<i>Organization of ethics training system in the OECD and Western Balkan countries</i> <i>Presentation by Turkey, Serbia and Estonia</i>	Trainers
15.15-15.30	<i>Coffee break</i>	
15.30- 16.30	<i>Discussion/Working groups</i> <i>Practical questions of planning ethics trainings on the basis of the OECD checklist and developing a training plan for the Western Balkan countries</i>	Ms. Aive Pevkur All participants

Day 2, 13 March 2013

Time	Content	Responsibility
09.30-11.00	Content and methodologies in ethics trainings, inputs and approaches. Various approaches and mini training based on Estonian model	Ms. Aive Pevkur
11.00-11.15	Coffee break	
11.15- 12.30	Content and methodologies of ethics trainings (Serbia)	Ms. Zorana Markovic
12.30-13.30	Lunch break	
13.30- 15.00	Mini training – Turkish model	Ms. Ahmet Coskun
15.00- 15.15	Coffee break	
15.30- 16.45	Discussion/Working groups: <i>Practical questions of training ethics, on the basis of model trainings and participating trainers' experiences: developing a program including content and methodologies for selected target groups in the Western Balkans</i>	Mr. Ahmet Coskun, Ms. Zorana Markovic, Ms. Aive Pevkur

Day 3, 14 March 2013

Time	Content	Responsibility
09.30-10.15	Additional aspects of ethics trainings: how to find cases, conduct surveys	Ms. Aive Pevkur
10.15-11.00	Working groups: Developing and action plan for the Western Balkans <i>The aim of the session is that each participating country develops its own action plan with key structural arrangements for a sustainable successful ethics training policy. These action plans are expected to serve as a road map involving legislation amendments, new tools, mechanisms and institutional responsibilities for decision makers. Participating countries are introducing their action plans to others and may have a valuable feedback, attention to loops, exchange of best practices etc</i>	Participants
11.00-11.15	Coffee break	
11.15- 12.00	Working groups: Developing and action plan for the Western Balkans (cont.)	Participants

12.00- 13.00	<i>Presentation of Action Plans and discussions</i> <i>(3 countries)¹</i>	Participants
13.00- 14.30	<i>Lunch break</i>	
14.30- 15.30	<i>Presentation of Action Plans and discussions</i> <i>(3 countries)</i>	Participants
15.30- 15.45	<i>Coffee break</i>	
15.45- 16.15	<i>Evaluation of the Seminar</i> <i>Conclusions</i>	Participants and Trainers

¹ Depending on the number of participating countries, final agenda may have names of the countries in alphabetical order divided in 2 sessions, or left as it is for final adjustments during the Seminar