



UNIUNEA EUROPEANĂ
Fondul Social European



GUVERNUL ROMÂNIEI
Ministerul Dezvoltării Regionale și
Administrației Publice



Instrumente Structurale
2007-2013

INTERNATIONAL CONFERENCE Ethics in public administration

CONFERINȚĂ INTERNAȚIONALĂ Etica în administrația publică

BUCUREȘTI, 27 MARTIE 2015

Formare și dezvoltare pentru asigurarea eticii și integrității
în administrația publică, SMIS 22242

Proiect co-finanțat de Fondul Social European,
prin Programul Operațional Dezvoltarea
Capacității Administrative 2007-2013 .



CONFERENCE ORGANIZERS:

Centre for Legal Resources & National Agency for Public Servants

The **Centre for Legal Resources** is a non-governmental, non-profit organization, established in 1998 by the Open Society Foundation, which actively advocates for the establishment and operation of a legal and institutional framework that safeguards the observance of human rights and equal opportunities, free access to fair justice and which contributes to the capitalization of its legal expertise for the general public interest. The Centre for Legal Resources has two strategic directions: respect for human rights and advocacy for the rule of law. In this respect, the Centre for Legal Resources conducts monitoring, research, advocacy, professional development, strategic litigation and institutional capacity development activities.

The **National Agency for Civil Servants** (NACS) was established under Law no. 188/1999 regarding the Statute of Public Servants, as republished and subsequently amended, and it functions under the Ministry of Regional Development and Public Administration as a public institution with legal status and specialized body of the central public administration. NACS is the initiator of the Code of conduct for public servants (Law no. 7/2004), and the institution that has introduced into the Romanian administrative system the “profession” of Counselor of Ethics and it has established a data base of public servants responsible with ethics counseling in the public sector.

ETHICS IN PUBLIC ADMINISTRATION

Identifying good practices and proposals for improving the ethics system in public administration Centre for Legal Resources & National Agency for Public Servants

Conference theme

The impact of government in day to day life of citizens and communities is increasingly greater in terms of both public affairs management and budgetary aspect. The power to spend the community resources and to influence the lives of others means at the same time a great responsibility. That is the responsibility to act morally (with integrity) and ensure effective spending of resources. This means not to corrupt and do not let yourself be bribed, but it also means openness to dialogue with stakeholders, internal organizational climate of trust and cooperation, internal procedures to ensure ethical advise. In this sense, in the last 20 years, the public sector has developed legal rules or internal policies, procedures and organizational tools to ensure the integrity and responsible leadership. Public organizations have adopted and applied ethics codes, procedures regarding conflicts of interest, whistleblowing, declaring gifts and other measures to prevent corruption.

The conference aims to challenge the public sector leaders in Europe, Eastern Partnership and Romania to discuss experiences in the field of systems of ethics, moral issues and solutions/ working tools developed to meet ethics challenges. We want to identify best practices and „moral compasses,, in organizations in Romania. We want to learn some of the techniques and tools used by European public mangers.

Opening session

- 09.00 – 09.30 Participants registration
- 09.30 – 09.35 **Georgiana IORGULESCU**, Executiv Director, Centre for Legal Resources
- 09.35 – 09.40 **Sirma CARAMAN**, State Secretary, Ministry of Regional Development and Public Administration
- 09.40 – 09.45 **József BIRTALAN**, President, National Agency for Civil Servants
- 09.45 – 09.50 **Carmen Elena DOBROTĂ**, Director, General Directorate for European Programmes, Directorate for Administrative Capacity Development
- 09.50 – 10.00 Questions & answers

Plenary Session I

- Moderator: Georgiana IORGULESCU, Centre for Legal Resources*
- 09.50 – 10.25 **Robert Alan DOIG**, Visiting Professor, Newcastle Business School, Northumbria University (United Kingdom)
Ethics systems in public administration in European Union member states
- 10.25 – 10.50 **Monica Nicolle DIMITRIU**, National Agency for Civil Servants (Romania)
Ethical system in the European Commission - Procedures and Tools
- 10.50 – 11.05 Coffee break
- 11.05 – 11.30 **Yves GOUNIN**, Conseiller d'Etat, Délégué aux relations internationales du Conseil d'Etat (Paris)
- 11.30 – 11.55 **Katarzyna DUDZIK**, Counsellor to the Head of the Chancellery of the Prime Minister (Warsaw)

- 11.55 – 12.20 **Nebojsa TASIC**, Senior Advisor for Communication Strategy
in the Office of the Director, Anti-Corruption Agency, Republic of Serbia
- 12.20 – 12.45 **Alina GEORGEVICI**, National Agency for Civil Servants – Rules of conduct and
monitoring of the implementation of disciplinary proceedings
- 12.45 – 13.10 Ministry of Justice representative
- 13.10 – 13.35 **Andreea GRIGORE**, Head, Anticorruption Department, Ministry of Regional
Development and Public Administration
- 13.35 – 14.35 Lunch

Plenary Session II

- Moderator: Adriana CÎRCIUMARU, National Agency for Civil Servants*
- 14.35 – 15.00 **Vugar ASGAROV**, Head of Legal Department of the Civil Service Commission
(Baku, Azerbaijan)
- 15.00 – 15.25 **Irina AGHAPISHVILI**, Head of the Civil Service Institutional Set-up and
Practice Generalisation Department – Civil Service Bureau of Georgia (Tbilisi)
- 15.25 – 15.50 **Gegham SARGSYAN**, Head of Science and Education Department of the Civil
Service Council of the Republic of Armenia
- 15.50 – 16.05 Coffee Break
- 16.05 – 16.30 **Tamara GHEORGHÎȚA**, Head of Personnel Policy Department of the State
Chancellery, Republic of Moldova
- 16.30 - 17.30 Discussions & conclusions
- Radu NICOLAE**, Centre for Legal Resources
- Cristian DUCU**, Center for Advanced Research in Management and
Applied Ethics

Sesiunea de deschidere

- 09.00 – 09.30 Înregistrarea participanților.
- 09.30 – 09.35 **Georgiana IORGULESCU**, Director executiv, Centrul de Resurse Juridice
- 09.35 – 09.40 **Sirma CARAMAN**, Secretar de stat, Ministerul Dezvoltării Regionale și Administrației Publice
- 09.40 – 09.45 **József BIRTALAN**, Președinte, Agenția Națională a Funcționarilor Publici
- 09.45 – 09.50 **Carmen Elena DOBROTĂ**, Director, Direcția Generală Programe Europene, Direcția pentru Dezvoltarea Capacității Administrative, Ministerul Dezvoltării Regionale și Administrației Publice
- 09.50 – 10.00 Întrebări & răspunsuri

Sesiunea plenară I

- Moderator: Georgiana Iorgulescu, CRJ*
- 09.50 – 10.25 **Robert Alan DOIG**, Visiting Professor, Newcastle Business School, Northumbria University (Marea Britanie)
Sisteme de etică în administrația publică a statelor membre UE
- 10.25 – 10.50 **Monica Nicolle DIMITRIU**, Agenția Națională a Funcționarilor Publici (Romania)
Sistemul etic în cadrul Comisiei Europene - Proceduri și instrumente
- 10.50 – 11.05 Pauză de cafea
- 11.05 – 11.30 **Yves GOUNIN**, Consilier de Stat, Delegat pentru Relații internaționale al Consiliului de Stat (Franța)
- 11.30 – 11.55 **Katarzyna DUDZIK**, Consilier al Șefului Cancelariei Primului Ministru (Polonia)

- 11.55 – 12.20 **Nebojsa TASIC**, Consilier superior pentru Strategia de comunicare în cadrul Agenției Anticorupție din Republica Serbia
- 12.20 – 12.45 **Alina GEORGEVICI**, Agenția Națională a Funcționarilor Publici – Monitorizarea normelor de conduită și a modului de implementare a procedurilor disciplinare
- 12.45 – 13.10 Reprezentant Ministerul Justiției
- 13.10 – 13.35 **Andreea GRIGORE**, Șef Serviciu - Serviciul Anticorupție, Ministerul Dezvoltării Regionale și Administrației Publice
- 13.35 – 14.35 Pauză de masă

Sesiunea plenară II

- Moderator: Adriana CÎRCIUMARU, Agenția Națională a Funcționarilor Publici*
- 14.35 – 15.00 **Vugar ASGAROV**, Șeful Serviciului Juridic al Comisiei pentru funcția publică din Azerbaijan
- 15.00 – 15.25 **Irina AGHAPISHVILI**, Șeful Departamentului pentru Unificarea Practicilor și de Organizare a Funcției Publice, Biroul Funcției Publice din Georgia
- 15.25 – 15.50 **Gegham SARGSYAN**, Șeful Departamentului Știință și Educație, Consiliul Funcției Publice, Republica Armenia
- 15.50 – 16.05 Pauză de cafea
- 16.05 – 16.30 **Tamara GHEORGHÎȚA**, Șef, Direcția Resurse Umane, Cancelaria de Stat a Republicii Moldova
- 16.30 - 17.30 Dezbateri și concluzii
- Radu NICOLAE**, Centrul de Resurse Juridice
- Cristian DUCU**, Centrul pentru Cercetare Avansată în Management și Etică Aplicată



Robert Alan DOIG

Visiting Professor at Newcastle Business School,
Northumbria University (United Kingdom)

In 2009 he was appointed for one year as the UNODC UNCAC mentor to Thailand. From 2008, he was for 16 months the Council of Europe's Resident Advisor in Turkey for a public ethics and prevention of corruption project. Previously, he was Professor of Public Services Management at Teesside and Liverpool Business Schools. He has been project director for several international anti-corruption projects, he drafted manuals on practitioner topics ranging from performance measurement of anti-corruption agencies

to integrity testing methodologies, and supervised over 40 National Integrity Study country reports published by TI. In 2006/7 he was Lead Editor and co-author of the draft UNCAC Technical Guide. He was a Board Member of the Standards Board for England, 2001-2005, dealing with public ethics in UK's local government. He has published extensively on public ethics, fraud, and corruption in the UK and the international context.



Monica Nicolle DIMITRIU

National Agency for Civil Servants
(Romania)

She developed her career within the European Commission, where she acquired comprehensive knowledge about the ethical system and ethical rules applied to European Civil Servants. She started as an expert within the Legislative Department in NACS where, at a very early stage of her career, she managed to influence and make changes in the system, by contributing to the drafting of the Code of Conduct for Civil Servants. That is when she introduced the Ethical Counselor profession within the Romanian Civil Service, conceiving the job description and the curricula.

In 2008 she introduced a national annual public awarding event - Innovation within the Public Sector (which reached its 8th edition) – and an international platform for exchanging good practices on different topics within the Romanian Public Administration system. Monica Dimitriu is passionate about ethics and the role it plays within the work environment. She is the author of many articles and manuals on this topic and participates as a trainer and speaker in events that address the issue of ethics of civil servants.



Yves GOUNIN

Conseiller d'Etat, Délégué aux relations
internationales du Conseil d'Etat
(Paris, France)

Yves Gounin graduated the Institute of Political Studies of Paris and the ESSEC Graduate School of Business Administration. After completing his studies at the Ecole Nationale d'Administration, he joined the French State Council (Conseil d'Etat) and later became Deputy Head of Mission at the French Embassy in Nairobi, Kenya. From 2006 to 2009 he served as Legal Advisor to the President of the Republic of Senegal

and from 2010 to 2012 as Deputy Principal Advisor to the French Minister of European Affairs. From 2013, he became Head of the International Department of the State Council. In this capacity, he contributed to raise awareness about the French Public Law, the continental civilian legal system, as well as European Public Law.

Nebojsa Tasic has 20 years' experience, both in the civil and the public sector in Serbia, in raising public awareness about the topics that are the basis of the societal maturity and essential for its better functioning: human rights, rule of law, democratization, ethics and integrity. He works in the Anti-corruption Agency since it was first established. He set up the Agency's educational policy and participated in developing of training programs and in its implementation. Also, he helped the creation of the Agency's policy for cooperation with the civil society. Currently he is responsible for the communication strategy that aims to make the work of the Agency more recognizable to the public and to gain the public's support.



Nebojsa TASIC

Senior Advisor for Communication Strategy
in the Office of the Director, Anti-Corruption
Agency, Republic of Serbia



Katarzyna DUDZIK

Counsellor to the Head of the Chancellery
of the Prime Minister (Warsaw, Poland)

Katarzyna Dudzik graduated from Cracow University of Economics, the National School of Public Administration in Warsaw. During 2002 – 2006 she worked in the Civil Service Office. Her professional experience also includes lectures and workshops on quality management in administration at College of World Economy, Warsaw School of Economics and a job as a short term expert in Twinning Project for Ukrainian Civil Service. Currently, she works as a counselor to the Head of the Chancellery of the Prime Minister in Civil Service Department, responsible for communication and international cooperation in the field of civil service. Her main duties focus on cooperation with countries undergoing the process of transformation in the framework of the Eastern Partnership Program and other national initiatives. Ms. Dudzik is also responsible for coordination and implementation of the national civil service projects aiming to strengthen trust in government administration by facilitating the communication between the citizens and the government administration. Other main responsibilities relate to gathering information on international results on ethical prevention practices and anti-corruption measures and dissemination of the best practices in Polish administration.



Irina AGHAPISHVILI

Head of the Civil Service Institutional Set-up and Practice Generalisation Department – Civil Service Bureau of Georgia (Tbilisi, Georgia)

Irina Aghapishvili graduated International Law from Iv. Javakishvili Tbilisi State University and University of Vienna and has a PhD in Law, International Law and Legal Studies. She has been employed in the Civil Service Bureau of Georgia since 2013, starting as a Senior Analyst and she's currently the Head of the Civil Service Institutional Set-up and Practice

Generalization Department. Her main responsibility refers to monitoring the employees' performance of the supervised structural sub-unit and to exercising control over the unit. Her work experience also includes lectures on European Law and Public International Law, Academic Writing, International Investment Law and Presentation and Communication Research Skills.

Vugar Asgarov graduated the International Law department within the International Law and International Relations Faculty of the Baku State University, 1997-2001. Then, in 2004 he graduated a Master's program and a PhD program at the same University. In 2014, he published a paper on "Ethics in Civil Service". Previously, he worked within the Office of the Commissioner for Human Rights (Ombudsman) of the Republic of Azerbaijan. Since 2006, he has been working in the Civil Service Commission under the President of the Republic of Azerbaijan and he is also a Junior Civil Service Counselor.



Vugar ASGAROV

Head of Legal Department of the Civil Service Commission (Baku, Azerbaijan)



Alina GEORGEVICI

Head of the Legal Service – Monitoring and Evaluation, within the General Direction of Regulation, Monitoring and Litigation of the National Agency of Civil Servants (Romania)

Alina Georgevici works with the Agency since the year 2000, when the Agency was established. The Service's main activities are: 1st – monitoring and control of the implementation of the legislation regarding the public office and the public servants, and 2nd – monitoring and evaluation of the public servants' compliance with the norms of conduct and of the implementation of disciplinary procedures within the public sector. The purpose of monitoring and evaluation of ethical norms implementation is increasing the quality of public services.



Gegham SARGSYAN

Head of Science and Education Department of the Civil Service Council of the Republic of Armenia

Gegham Sargsyan leads the Scientific and Education Department of the Civil Service Council of the Republic of Armenia. He is the national coordinator of civil servants' trainings. He is also responsible for SIGMA, TAIEX and TWINNING projects. During 1996-1998 Mr. Sargsyan headed the Department of Attestation and Upgrading at the Ministry of Education and Science.

Prior to that, he worked as Head of External Relations Department of the same Ministry.

Mr. Sargsyan lectures at the Public Administration Faculty of the Yerevan State University. He holds a PhD in History and is the author of numerous publications.



Tamara GHEORGHIȚĂ

Head of Personnel Policy Department of
the State Chancellery, Republic of Moldova

Tamara Gheorghiu has been appointed as Head of Personnel Policy Department of the State Chancellery in 2008 (since 2013 – Central Public Administration Reform Department).

She managed the implementation of the civil service reform in Moldova that consisted of preparing and approving the legislation on civil servant's status, political appointee status, status of the staff in the cabinet of political appointees, developing the job descriptions in all central and local public

authorities, institutionalizing competitive recruitment, drafting the civil service classification and grading system, developing the performance appraisal, successfully piloting and institutionalizing, creating and implementing the monitoring and evaluation system, creating and putting in place the network of HR practitioners across public administration.

She holds a Master's Degree in International Relations and a PhD in Administrative Sciences.



Radu NICOLAE

Programme Manager
Centre for Legal Resources
(Romania)

Radu Nicolae is involved in a number of projects aimed at improving integrity within Romania's public administration. As part of these projects he has carried out extensive research, written numerous policy papers and conducting various training exercises. In addition to this he is an Adjunct Lecturer in the political science department of the National School for Political Science and Public Administration. Mr. Nicolae holds a Bachelors in Political Science, Masters in Political Theory and a PhD in Political Science. His areas of interest are anti-corruption, ethics, asset recovery, and public policies.



Cristian DUCU

Director of the Center for Advanced
Research in Management and Applied Ethics
(Romania)

Cristian Ducu holds a PhD in Moral Philosophy. He is also an expert in Ethics and Compliance within SDG – Strategic Dynamics Group. Mr. Ducu teaches academic courses on ethics in the Communication and Public Relations Department of the National School for Political Science and Public Administration and in the Journalism and Communication Sciences Department of Bucharest University. His areas of interest are anti-corruption, ethics management and compliance within organizations and professions and applied ethics.

Inovație în administrație!

Titlul proiectului: Formare și dezvoltare pentru asigurarea eticii și integrității în administrația publică

Editor: Centrul de Resurse Juridice

Data publicării: Martie 2015

Conținutul acestui material nu reprezintă în mod obligatoriu poziția oficială a Uniunii Europene sau a Guvernului României.

www.fonduriadministratie.ro

