

Comparative analysis of ethical codes for state administration in the Republic of Macedonia and nearby states

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Abstract

Professional Ethic is the professional set of standards that describe the professional behavior that is expected in all fields of work. Professional Ethics examines the moral and ethical issues that arise in a corporate environment. The basic ethics a responsible and reliable employee practices are that he stays productive and takes responsibility for his action, and that includes being accountable for the good or bad consequences of his actions. Morals are the welfare principles enunciated by the wise people, based on their experience and wisdom. They were edited, changed or modified or evolved to suit the geography of the region, rulers and in accordance with development of knowledge in science and technology and with time.

This paper analyzes the comparison of the professional code of conduct of civil servants in all neighboring countries including the Republic of Macedonia. Particular importance is given to similarities and differences in each neighboring country including the Republic of Macedonia.

Keywords: ethics, code, conduct, morality, professionalism.

Introduction

Ethics is a practical discipline and is essential for human life (Temkov, 2009, pp. 7). Its themes are how people act and how should they react. In different eras various problems are processed, values and norms are offered in conformity with the movement of humanity and dilemmas that people face. On the threshold of the modern era, there was a big debate for the position of a human in society and the significance for individual role of a human in community.

The significance of ethic is so important that even covers the environmental aspects of a life of human being that emphasizes the need to respect ethical principles in the field of environmental protection (Sazdovska, 2010, pp. 103).

Ethic can be defined as a philosophical discipline which examines the meaning and purpose of moral requirements, criteria for moral evaluation, and also general merits and source of morality. Also, ethics as a science is tasked to familiarize people with the meaning of the question what is moral and its basic components, but also to take a critical stance towards the already existing moral practice (Suklev, 2010, pp. 375).

To explain the professional ethics we should start from the fact that the essence of human is work. Everything in human's life depends from work; human is product of work and depends from work.

Profession and professional work (Temkov, 2011, pp. 8), relationship between

performances and ethics, also good conduct at work are extremely important for the career, professional and personal image for anyone who is engaged in certain activity or work.

Professional ethics refers to the work and decision making from managers, but also the work of employees in certain institution, in situation where they face a series of ethical choices, which in essence represent the ethical dilemmas. In such situations they should have ethical way of thinking and behavior which will not cause harm or benefit for other entities (Simonceska, 2007, pp. 162).

Profession is human characteristic. Everyone is working something designated and try to achieve knowledge and skills, because those allow to human to perform at work with quality and success. The term occupation or profession means exactly such as having craft (profession, graduation, employment) and also having knowledge, skills, orientation and of course conditions for such activity.

Everyone thinks deep for his professional orientation, committed to complete the training as good as possible, tries to find and start to work, and keep doing efforts for best performance to achieve skills such as master of his craft. It obsesses every person in his thoughts and that for him is a big moral task. However it is based on has old roots in the philosophical model of applied ethics (De Zharden, 2006, pp. 3).

There is way so much attention is given to the profession and professionalism as its core, but the same attention is given also for professional ethics and the characteristics and standards of professionalism.

Professional ethics refers to the moral aspects of performance at work. It has its own principles and standards, speaking for ethical importance of the profession, its benefits, its incorporation in the general activities and its need for committing for best performance.

Professional ethics:

- Explains the meaning of relevant activity;
- Represent general norms of morality, work ethics with regard to specific task for specific activity;
- Pointing out the ethical importance of that specific activity, its benefit to the people, its incorporation in the system in human activity;
- Talking about the fact that such activity somebody needs it, and who needs it
- Pointing out that the obligation of professionals to give their best during performance;
- And also expresses the expectation that the expert will always act with conformity with idea and reality of professional duty.

In professional ethics proper economic and economic relationship are included such as:

- Proper use and storage of devices;
- Hygiene of work premises;
- Improving of working conditions;
- Promotion of the economics aspects of the performance at work.

Ethical code of conduct for administration in neighboring countries

Ethics has a great social meaning and represents the basis for community building. However public service cannot be adversely ethically minded, although may violate ethics if does not meet its objectives. Public service is established as action for successful implementation of life. Its goals are not independent, but intermediate and moral above all, such as goodness in community and the people in it. It is necessary for people to meet their needs, its ethical measure is precisely to value enforcement, i.e. the quality and quantity of goal execution for benefit of individuals outside its compositions.

Therefore public service isn't an ethical virtue in itself (Temkov, 2009, pp. 49), but is more aimed at achieving the value of living, social and ethical values in society, in other words public service belong to levers of operation and promotion.

Public service has a high utility function (Temkov, 2009, pp. 50), necessary for life and successful living and from its mission and point of view are following these ethical-axiological bases of valuation. Also the mentioned above applies to the role and the place of individuals in its frame.

But the dilemma is how to sanction actions and offenses contrary to the norms of professional ethics. For that purpose codes of professional ethic are created. There are many. Code in essence means a set of values and rules, moral norms or imposed action. They should be performed by everyone in their field of action, every professional, and also from the members of professional association that requires form their members behavior and respect conform in compliance of identical principles and moral norms. These codes in the same time are both moral and professional orders (Temkov, 2011, pp. 13), because they apply to technology and the ethic of specific work. Form here we can understand how work and performance are important to humans, and it is present in every human life activity, but especially in the work are incorporated ethic and distinguishing between good and evil, following the good and avoiding evil.

Serbia ("Sl. Glasnik RS", br. 29/2008) code of conduct includes 19 articles with special focus on these topics:

- Public trust in organization;
- Legality and impartiality;
- Political neutrality;
- Protection of public interest;
- Conflict of interest;
- Gifts in workplace;
- Procedure with confidential assets;
- Procedure with information;
- Privacy policy;
- Conduct with clients, colleagues and superiors;
- Protecting the reputation of the organization and appropriate dressing;
- Prohibiting sexual harassment and mobbing.

Croatia («Narodne novine», br. 92/2005, 107/2007 i 27/2008) code with 15 different

chapters and 40 articles with special emphasis on topics relate to:

- Conduct of public administration;
- Respect of integrity and dignity of clients and public servants;
- Protection of individual and organization dignity;
- Prohibition of acquiring material benefit and avoiding conflict of interest;
- Treatment with clients, persons with special needs, colleagues and superiors;
- Appointing a trustee of ethics and his independence in his work, also independent body to control procedures of ethical behavior;
- An open telephone line for complaints of unethical conduct.

Albania ("Fletorja Zyrtare" Nr. 44/2015) code of conduct and procedures consists of 39 articles and focuses in:

- Ethics and ethical behavior;
- Legality, non-discrimination and proportionality;
- Power abusing;
- Impartiality, integrity and independence;
- Objectivity, behavior and assistance to parties;
- The right to protect the interest of parties;
- Justified time limit for decisions;
- Protection of personal data and protection of confidential documents;
- To perform tasks independent from any kind of pressures;
- Conflict of interest;
- Relationship with superiors and colleagues;
- Alcohol, smoking, proper dressing and reputation at work;
- Protection of property.

Bosnia and Hercegovina ("Sluzbene novine FBiH", broj: 29/09) code of conduct consists of 16 articles and is focused in:

- Legality and protection of public interest;
- Responsibility and protection of clients;
- Independence in decisions;
- Help the ignorant persons;
- Provide the oversight work;
- Protection of confidential information;
- Execution of official necessity, expertise and responsibility towards work;
- Avoiding conflict of interest;
- Avoiding narcotic and alcohol;
- Integrity and behavior.

Kosovo ("Gazeta Zyrtare QRK", Nr. 04/2015) code of conduct consists of 27 articles and is focused on:

- Legality and non-discrimination;
- Effectiveness and efficiency, working schedule;
- Responsibility, impartiality and independence in tasks;
- Transparency and avoiding conflict of interest;

- Providing equal chances to genders and nationalities;
- Behaving with clients, colleagues and superiors and political impartiality;
- Conduct with mass media;
- Protection of state property;
- Appropriate dressing and reputation at work.

Ethical code of conduct for the administration in the Republic of Macedonia and a comparison with the neighboring countries

As regarding to the code of ethics of public administration in our country it is composed and drafted in November 19th 2014 by the Ministry of Information Society and Administration as under law or act on the basis of Article 7 (1) point 8 of the Law for Administrative Officers (Official Gazette no. 27/14). With this code are prescribed the ethical standards and rules of conduct of administrative officers. The main goal of this code is to encourage good conduct and behavior of administrative officers and strengthening citizens' confidence in the work of institutions of the public sector. The Code of Ethics for State Administration of the Republic of Macedonia has a total of 23 articles with particular reference to:

- ✓ Legality, Impartiality and Professionalism;
- ✓ Democratic Values and Social Rights;
- ✓ Non-Discrimination;
- ✓ Political Neutrality and Public Interest protection;
- ✓ Personal Integrity;
- ✓ Administrative officer status abuse;
- ✓ Handling with information, objects and documents;
- ✓ Behavior at work, private life and decent dressing;
- ✓ Behavior with clients, superiors and colleagues;
- ✓ Resources using.

What we can notice from all analyzed above, is that all neighboring countries including Republic Macedonia have created codes of conduct, but subject of further analysis would be how truly the administration and the countries will uphold to such codes. Although all created codes, it can be concluded that the codes in all countries have many common points but also it can be noted that any of them have their specific points or topics.

Common points in all representing codes are as follows: legality, impartiality, avoiding conflict of interest, conduct towards the clients and protecting the public interest.

What intrigues most that the certain states pay attention to specific, different importing points and topics. For an example in Serbia pay attention to topics such as sexual harassment and mobbing, which are very important factors in healthy organizations, because if these phenomena are present organizations spend millions of dollars in lawsuits cases for sexual harassment or the same millions for rehabilitation from mobbing and job absence.

In Croatia special trustees and bodies are appointed in working organizations, with particular concern about the behavior of the administration but in the same time thru procedures take decisions for complaints of misconduct, also having hotlines for

complaints about unethical behavior.

In Bosnia and Hercegovina it is noticed different point from other codes such as helping uninformed parties, which is an important element in the Balkans because unfortunately there is still ignorance and illiteracy and assistance is welcomed.

In Albania it is noticeable that according to their code they pay attention to the protection of confidential information, realizations of tasks independently of any kind of pressure. It is understood that is a very important element especially in Balkans countries that are known for political revenge. But it can also be noted alcohol and smoking in working environment.

In Kosovo however efficiency and effectiveness during working time are different from other codes but also most intriguing is behavior with mass media. But what is most positively important is the point which provides equal opportunities to minority, gender and diversity.

What's different from neighboring countries but with special value in the Code of Ethics of Public Administration in our country is perceived in Article 8: promoting democratic values and social rights and respecting the principles of humanity and equality as well, which clearly shows the aspirations of our country and the kind of values it cherished.

Conclusions

In conclusion is imposed the fact that in Republic of Macedonia and neighboring countries is adopted a code of ethics but in the same time the question is imposed about implementation of ethics in everyday work of public authorities and administration. It also poses the question of reporting irregularities by citizens for violation of ethical standards and norms, and it will be topic of research for the future. However, with application of ethical norms will greatly improve the reputation of the administration and will create conditions for the existence of confidence in the objectivity of the proceedings.

The application of the Code of Ethics is directly linked to certain control system, within certain bodies and organizations, for which there are positive examples of the existence of bodies for internal control in certain institutions, thus creating conditions for adequate application of ethical standards and norms and possibly sanctioning the various types of violation. This will raise awareness of employees for compliance with these standards and norms on the one hand, and will encourage reporting of illegal action and violation from citizens for civil servants on the other.

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