





## 2271 - Consolidating Ethics in the Public Sector in Turkey (TYEC2)

Overal objective  To contribute to the prevention of corruption in Turkey in accordance with	Objectively verifiable indicators (OVIs)	Sources of verifiction								-													
•		• Ctudios on the offectiveness of		tion/Risks				2	2012							2	2013					2014	
European and other international standards		anti-corruption measures • GRECO reports • OECD/SIGMA reports • EU/EC reports	Assumptions: Political will and continuity to car Willingness of national authoritie EU and Council of Europe norms ar National authorities continue to comply with commitments stemminembership. Risks: Contradicting interests between Lack of common goals and priorit Economic instability affecting the	es to adapt policies, in line with the nd standards; pursue policy integration and to ing from their Council of Europe different institutions; ties among the stakeholders;																			
		against future TYEC 2 evaluation process	implement the programme;  • Lack of cooperation	e capacity of the stakeholders to	1	. 2	3	4	5	6	7	8 9	10	11 1	2 13	14 1	5 16	17 1	18 19	20	21 2:	2 2	3 24
Project Purpose	OVI(s)	Sources of verifiction	Assumptions																				
implementation of the Code of Ethics acros the public sector; support the work of Ministries and Ethics Commissions i developing ethical environments; and rais awareness among public officials and th public about ethics and the Regulation	of  Number of complaints received and investigated  Number of training events delivered by the Council  Number of training activities carried out in different  institutions  Capacity of Council of Ethics for Public Service  Annual plans and reports from Ethics Commissions		Political dialogue and will to consector     National authorities continue to society on issues of ethics awarene     National Staff availability and res     Adequate supply of expertise by	work close with public and civil ess and enhancement; ources; the Council of Europe.																			
Expected Result No. 1	Objectively Verifiable indicators OVI(s)	Means of verification	Assumptions	Benchmarks	1	. 2	3	4	5	6	7	8 9	10	11 1	2 13	14 1	5 16	17 1	18 19	20	21 2	22 23	3 24
for Public Service promote awareness of the Regulation and support the integratio of ethics principles and requirements of th code of ethics in the daily work of th Turkish administration	n • Number of complaints received and investigated by the Council of Ethics for Public Service suggests an increase of 15% in year 2014 compared to year 2012. • Number of training events delivered by the Council • Establishment of training unit • Meetings of Ethics Coordinating Committee • Drafting of draft action plan	Adapted training material Reports on training events Number of trainees and rainers; Number of trainings against previous available data	The Ethics Council will have the necessary resources and commitment to translate the Training Strategy into action																				
Activities	Inputs/Actions	Deliverables	Beneficiary Institutions	Target Groups	Apr	May	Jun	Jul A	ug Se	pt Oct	Nov	Dec .	Jan F	eb Mar	Apr M	lay Jun	Jul A	ug Sep	Oct	Nov Dec	Jan	Feb	Mar
Activity 1  The staff of the Council of Ethics is traine and have the necessary working tools an procedures to manage, oversee and measur the dissemination and implementation of th Training Strategy	d		Council of Ethics  Council of Ethics	Public officials  Staff of the Council of Ethics																			
	1.3 Strengthen the communication and IT skills of the Secretariat through specially tailored trainings (language, communication and computer skills) - 2 training seminars organised		Council of Ethics	Staff of the Council of Ethics																			
	1.4 Train the training staff of the Secretariat in e-based learning - 2 training seminars organised		Council of Ethics	Staff of the Council of Ethics,																			
	1.5 Train the training staff of the Secretariat in supporting the Ethics Commissions in developing and adapting the training strategy - 2 training workshops organised		Council of Ethics	Staff of the Council of Ethics																			
	Train the training staff of the Secretariat in monitoring and measuring the delivery and impact of training events - 2 workshops organised	_	Council of Ethics	Public officials,																			

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March   Marc				1 571																							
Section of the control of the cont			Web sites in English / Turkish	Council of Ethics	General public																						
Controlled March 1972   Provided Controlled March 1972   Provided Controlled March 1972   Provided March 197		both English and Turkish - web site launched																									
Controlled March 1972   Provided Controlled March 1972   Provided Controlled March 1972   Provided March 197																											
Product   Section   Sect		3.5 Development of cross-sector advisories and	Technical Paper	Council of Ethics	General public																						
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Influence of country to promote this production of Ministry Residence and management of the progression of the progression of the production of the progression of th																											<u></u>
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Activity 5 Recommendations of the Research Studies (TYEC 1) in institutions previously involved are implemented  5.2 Develop action plans for ministries to implement Technical Paper / Identifying the key problem areas and recommendations  Activities  Activities  Inputs/Actions  Inputs/Actions  Deliverables  D	Activity 2  At least 100 trainers from central and local government are trained and able to deliver ethics training  Activities  Activities  Activity 4  The development of code of conduct fo state universities and professiona associations is supported and the capacity of their ethics commissions is improved to train	government in conjunction with Ethics Commissions (with specific allocations for the Ministry of Interior, the Land Registry and the internal auditors)  2.2 Training of these Trainers on the application of the Training Package - 2 training seminars organised  2.3 Training of these Trainers on tools and methodology of adult training techniques - 4 training seminars organised  Inputs/Actions  4.1 Organise seminars on developing codes of conduct for universities and professional organisations to identify the possibilities for development of such codes - 2 seminars organised  4.2 Support the development of such codes through workshops and advice - 2 workshops organised  4.3 Train Ethics Commissions on implementation of code and training for staff and/or members - 2	Deliverables Technical Paper	Council of Ethics  Council of Ethics	Registry  • Ministry of Finance  • Ministry of National Education  • Ministry of Interior  • General Directorate of Land Registry  • Ministry of Finance  • General Directorate of Land Registry  • Ministry of Finance  Target Groups  State University Academicians		May	Jun	Jul /	Aug S	Sept (	Oct N	Nov [	Dec J	Jan F	Feb M	1ar Ap	r May	Jun	Jul /	Aug Se	p Oct	t No	ov Dec	Jan	Feb	Mar
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Activity 6 6.1 Organise 10 workshops with Ethics Commissions to devise training strategy - 10 workshops organised  Ethics Commissions are supported in	Activity 2  At least 100 trainers from central and local government are trained and able to deliver ethics training  Activities  Activity 4  The development of code of conduct for state universities and professional associations is supported and the capacity of their ethics commissions is improved to train in the Code  Activities  Activities  Activity 5  Recommendations of the Research Studies (TYEC 1) in institutions previously involved.	government in conjunction with Ethics Commissions (with specific allocations for the Ministry of Interior, the Land Registry and the internal auditors)  2.2 Training of these Trainers on the application of the Training Package - 2 training seminars organised  2.3 Training of these Trainers on tools and methodology of adult training techniques - 4 training seminars organised  Inputs/Actions  4.1 Organise seminars on developing codes of conduct for universities and professional organisations to identify the possibilities for development of such codes - 2 seminars organised  4.2 Support the development of such codes through workshops and advice - 2 workshops organised  4.3 Train Ethics Commissions on implementation of code and training for staff and/or members - 2 seminars organised  Inputs/Actions  5.1 Provision of workshops to discuss research findings 10 workshops organised  5.2 Develop action plans for ministries to implement	Deliverables  Technical Paper  Deliverables  Technical Paper / Identifying the	Council of Ethics  Council of Ethics  Council of Ethics  Beneficiary Institutions  • Council of Ethics • 10 institutions  • Council of Ethics	Registry  • Ministry of Finance  • Ministry of National Education  • Ministry of Interior  • General Directorate of Land Registry  • Ministry of Finance  • General Directorate of Land Registry  • Ministry of Finance  Target Groups  State University Academicians  State University Academicians	Apr																					
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	Activity 2  At least 100 trainers from central and local government are trained and able to deliver ethics training  Activities  Activity 4  The development of code of conduct for state universities and professional associations is supported and the capacity of their ethics commissions is improved to train in the Code  Activities  Activities  Activities  Activity 5  Recommendations of the Research Studies (TYEC 1) in institutions previously involved are implemented	government in conjunction with Ethics Commissions (with specific allocations for the Ministry of Interior, the Land Registry and the internal auditors)  2.2 Training of these Trainers on the application of the Training Package - 2 training seminars organised  2.3 Training of these Trainers on tools and methodology of adult training techniques - 4 training seminars organised  Inputs/Actions  4.1 Organise seminars on developing codes of conduct for universities and professional organisations to identify the possibilities for development of such codes - 2 seminars organised  4.2 Support the development of such codes through workshops and advice - 2 workshops organised  4.3 Train Ethics Commissions on implementation of code and training for staff and/or members - 2 seminars organised  Inputs/Actions  5.1 Provision of workshops to discuss research findings 10 workshops organised  5.2 Develop action plans for ministries to implement respective research findings  Inputs/Actions  6.1 Organise 10 workshops with Ethics Commissions to	Deliverables  Technical Paper  Deliverables  Technical Paper / Identifying the key problem areas and recommendations  Deliverables	Council of Ethics  Council of Ethics  Council of Ethics  Beneficiary Institutions  • Council of Ethics 10 institutions  • Council of Ethics 10 institutions  Beneficiary Institutions	Registry  Ministry of Finance  Ministry of National Education  Ministry of Interior  General Directorate of Land Registry  Ministry of Finance  General Directorate of Land Registry  Ministry of Finance  Target Groups  State University Academicians  State University Academicians  Target Groups  Target Groups  Target Groups	Apr	May	Jun	Jul ,	Aug S	Sept (	Oct N	Nov [	Dec J	Jan F	Feb M	flar Ap	r May	Jun	Jul ,	Aug Se	p Oct	t No	ov Dec	Jan	Feb	Mar
	Activity 2  At least 100 trainers from central and local government are trained and able to deliver ethics training  Activities  Activities  Activity 4  The development of code of conduct fo state universities and professiona associations is supported and the capacity of their ethics commissions is improved to train in the Code  Activities  Activities  Activity 5  Recommendations of the Research Studies (TYEC 1) in institutions previously involved are implemented  Activities  Activities  Activities  Activity 6	government in conjunction with Ethics Commissions (with specific allocations for the Ministry of Interior, the Land Registry and the internal auditors)  2.2 Training of these Trainers on the application of the Training Package - 2 training seminars organised  2.3 Training of these Trainers on tools and methodology of adult training techniques - 4 training seminars organised  Inputs/Actions  4.1 Organise seminars on developing codes of conduct for universities and professional organisations to identify the possibilities for development of such codes - 2 seminars organised  4.2 Support the development of such codes through workshops and advice - 2 workshops organised  4.3 Train Ethics Commissions on implementation of code and training for staff and/or members - 2 seminars organised  Inputs/Actions  5.1 Provision of workshops to discuss research findings 10 workshops organised  5.2 Develop action plans for ministries to implement respective research findings  Inputs/Actions  6.1 Organise 10 workshops with Ethics Commissions to	Deliverables  Technical Paper  Deliverables  Technical Paper / Identifying the key problem areas and recommendations  Deliverables	Council of Ethics  Council of Ethics  Council of Ethics  Beneficiary Institutions  • Council of Ethics 10 institutions  • Council of Ethics 10 institutions  Beneficiary Institutions	Registry  Ministry of Finance  Ministry of National Education  Ministry of Interior  General Directorate of Land Registry  Ministry of Finance  General Directorate of Land Registry  Ministry of Finance  Target Groups  State University Academicians  State University Academicians  Target Groups  Target Groups  Target Groups	Apr	May	Jun	Jul ,	Aug S	Sept (	Oct N	Nov [	Dec J	Jan F	Feb M	flar Ap	r May	Jun	Jul ,	Aug Se	p Oct	t No	ov Dec	Jan	Feb	Mar

and monitoring its implementation	6.2	Organise 10 workshops with trainers to adapt training events to specify ministry contexts		Council of Ethics	Ethics Commissions																						
	6.3	Monitor and evaluate training events that take place during the course of the project implementation		Council of Ethics	Ethics Commissions																						
Activities	Inputs	s/Actions	Deliverables	Beneficiary Institutions	Target Groups	Apr	May	Jun	Jul	Aug S	Sept	Oct	Nov	Dec .	Jan I	Feb Ma	r Apr	May .	Jun J	Jul A	ug Sep	Oct	t No	v Dec	Jan	Feb	Mar
Activity 7	7.1	Train 25 Trainers who will be able to train others on		Council of Ethics	Local governments																						
The training strategy is implemented on ethics and materials for its application at		implementation aspects of the training strategy - 1 training seminar organised		Ministry of Interior																							
governorate and local government levels	7.2	Adapt the training material on implementation aspects of the training strategy		Ministry of Interior	Local governments																						
	7.3	Support the training unit within the Council in adoption of the Ethical Leadership Training Programme (as a deliverable of the previous project) for implementation at local level		Council of Ethics     Ministry of Interior	Local governments																						
Activities	Inputs	s/Actions	Deliverables	Beneficiary Institutions	Target Groups	Apr	May	Jun	Jul	Aug S	Sept	Oct	Nov	Dec .	Jan I	Feb Ma	r Apr	May .	Jun J	Jul A	ug Sep	Oct	t No	v Dec	Jan	Feb	Mar
Activity 8	8.1	Carry out ethics training across the organisation -		General Directorate of Land	Staff of General Directorate of																						
		50 training seminras organised		Registry	Land Registry																						
The General Directorate of the Land Registry																											
is supported as an 'Island of Integrity' in terms of the effectiveness of a comprehensive ethical environment as the basis for the development of a wider cross-	8.2	Develop approaches and measures to support and sustain the training - 1 workshop organised		General Directorate of Land Registry	Staff of General Directorate of Land Registry																						
public sector on which future prevention	8.3	Develop "ethics audits" of key mechanisms for	Technical Paper / policy advice on	General Directorate of Land	Auditors																						
strategies may be based.		regulating ethical standards and conduct within the organisation - 1 workshop organised	ethics audits	Registry																							
	8.4	Develop means to measure systemic improvements to the ethical culture or environment through staff and customer surveys; staff conduct and performance setting and monitoring; customer services standards setting and monitoring - 1 workshop organised	<u> </u>	General Directorate of Land Registry	Staff of General Directorate of Land Registry																						
Expected Result No. 3		Objectively Verifiable indicators OVI(s)		Assumptions	Benchmarks	Apr	May	Jun	Jul	Aug S	Sept	Oct	Nov	Dec .	Jan I	Feb Ma	r Apr	May .	Jun J	Jul A	ug Sep	o Oct	t No	v Dec	Jan	Feb	Mar
Knowledge base on ethics principles and the Regulation consolidated in the Turkish administration and awareness on these issues with the general public has been raised	public Num Num Num Num Publ	nber of cartoons, booklets, leaflets and other city material produced and disseminated nber of media articles on ethics	Project reports     Ministry reports	Assumptions The Ministries provide sufficient human resources and agree to work on awareness raising plans		Apr	May	Jun	Jul	Aug S	Sept	Oct	Nov	Dec .	Jan I	Feb Ma	Apr	May .	Jun J	Jul A	ug Ser	Oct	t No	ov Dec	Jan	Feb	Mar
Knowledge base on ethics principles and the Regulation consolidated in the Turkish administration and awareness on these issues with the general public has been raised	public • Num • Num • Num • Publ • Surv	nber of cartoons, booklets, leaflets and other city material produced and disseminated nber of media articles on ethics nber of TV programmes on ethics nber and type of adverts placed in media lic opinion survey	Project reports     Ministry reports	The Ministries provide sufficient human resources and agree to			May			Aug S							r Apr				ug Ser			ov Dec			Mar
Knowledge base on ethics principles and the Regulation consolidated in the Turkish administration and awareness on these issues with the general public has been raised  Activities  Activity 9  Awareness campaigns are developed for prevention of corruption in ministries, schools and universities, and the general public through disconlination of audio visical.	public Num Num Publ Surv Inputs	nber of cartoons, booklets, leaflets and other city material produced and disseminated nber of media articles on ethics nber of TV programmes on ethics nber and type of adverts placed in media lic opinion survey reeys of Public Officials  S/Actions  Support the capacity of the Council of Ethics for Public Service in planning and delivering awareness campaigns through advise and recommendations on how to conceptualise, plan and deliver awareness campaign - 2 workshops organised	Project reports     Ministry reports  Deliverables	The Ministries provide sufficient human resources and agree to work on awareness raising plans  Beneficiary Institutions  Council of Ethics	Target Groups General public																						
Knowledge base on ethics principles and the Regulation consolidated in the Turkish administration and awareness on these issues with the general public has been raised  Activities  Activities  Activity 9  Awareness campaigns are developed for prevention of corruption in ministries, schools and universities, and the general public through dissemination of audio-visual materials and networking relations with media and NGOs are established	public Num Num Num Publ Surv Inputs 9.1	city material produced and disseminated ober of media articles on ethics ober of TV programmes on ethics ober of TV programmes on ethics ober and type of adverts placed in media lic opinion survey reys of Public Officials  Support the capacity of the Council of Ethics for Public Service in planning and delivering awareness campaigns through advise and recommendations on how to conceptualise, plan and deliver awareness campaign - 2 workshops organised  Organise workshops with media representatives - 2 workshops organised	Project reports     Ministry reports  Deliverables	The Ministries provide sufficient human resources and agree to work on awareness raising plans  Beneficiary Institutions  Council of Ethics	Target Groups General public Media																						
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Knowledge base on ethics principles and the Regulation consolidated in the Turkish administration and awareness on these issues with the general public has been raised  Activities  Activities  Activity 9  Awareness campaigns are developed for prevention of corruption in ministries, schools and universities, and the general public through dissemination of audio-visual materials and networking relations with media and NGOs are established	public  Num  Num  Publi  Surv  Inputs  9.1  9.2  9.3	nber of cartoons, booklets, leaflets and other city material produced and disseminated nber of media articles on ethics nber of TV programmes on ethics nber and type of adverts placed in media lic opinion survey reys of Public Officials  Support the capacity of the Council of Ethics for Public Service in planning and delivering awareness campaigns through advise and recommendations on how to conceptualise, plan and deliver awareness campaign - 2 workshops organised  Organise workshops with media representatives - 2 workshops organised  Organise workshops with NGOs - 3 workshops organised  Develop public awareness materials to promote ethics	Project reports     Ministry reports  Deliverables  Public awareness materials	The Ministries provide sufficient human resources and agree to work on awareness raising plans  Beneficiary Institutions  Council of Ethics  Council of Ethics  Council of Ethics	Target Groups General public  Media  NGO's General public																						
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	Develop the Ministry of Education in Planning and delivering awareness campaigns in secondary and schools and universities		Council of Ethics	Students									
9.8	Conduct two surveys to assess the attitudes of the public and of public officials	Reports/results of surveys held	Council of Ethics, 3	General public						Г			
				Start-Up Meetings									
				SC Meetings									
				Start-Up Conference									_
				Inception Report									
				Progress Report									
				Evaluation Proces/Report									
				Final Conference and Reporting									