

THE CHALLENGES OF ETHICAL PROMOTION WORK: EXPERIENCE IN INDONESIAN CIVIL SERVICE



Indonesian Country Paper
For Seminar on Ethics Promotion in the Civil Service
May 25-27, 2011 Thailand

Introduction

Civil Servants of Republic of Indonesia (PNS)

Exemplary citizens for the society esp. in
delivering public services

Code of ethics for civil servants Government
Regulation 42/2004

Code of Ethics for Civil Servants in Indonesia

- Fundamental values of civil servants;
- Ethics in the state and government organization;
- Ethics for organizing;
- Socializing and individual ethics;
- Ethics among civil servants;
- Code of ethics enforcements;
- Stipulation of institutional code of ethics for civil servants;
- Stipulation of Code of Ethics for professions in profession organizations on civil service areas.

Enforcement strategies for code of Ethics

Moral Sanctions or punishments
for ethics offender

Government regulation 42/2004

Open statement

closed statement

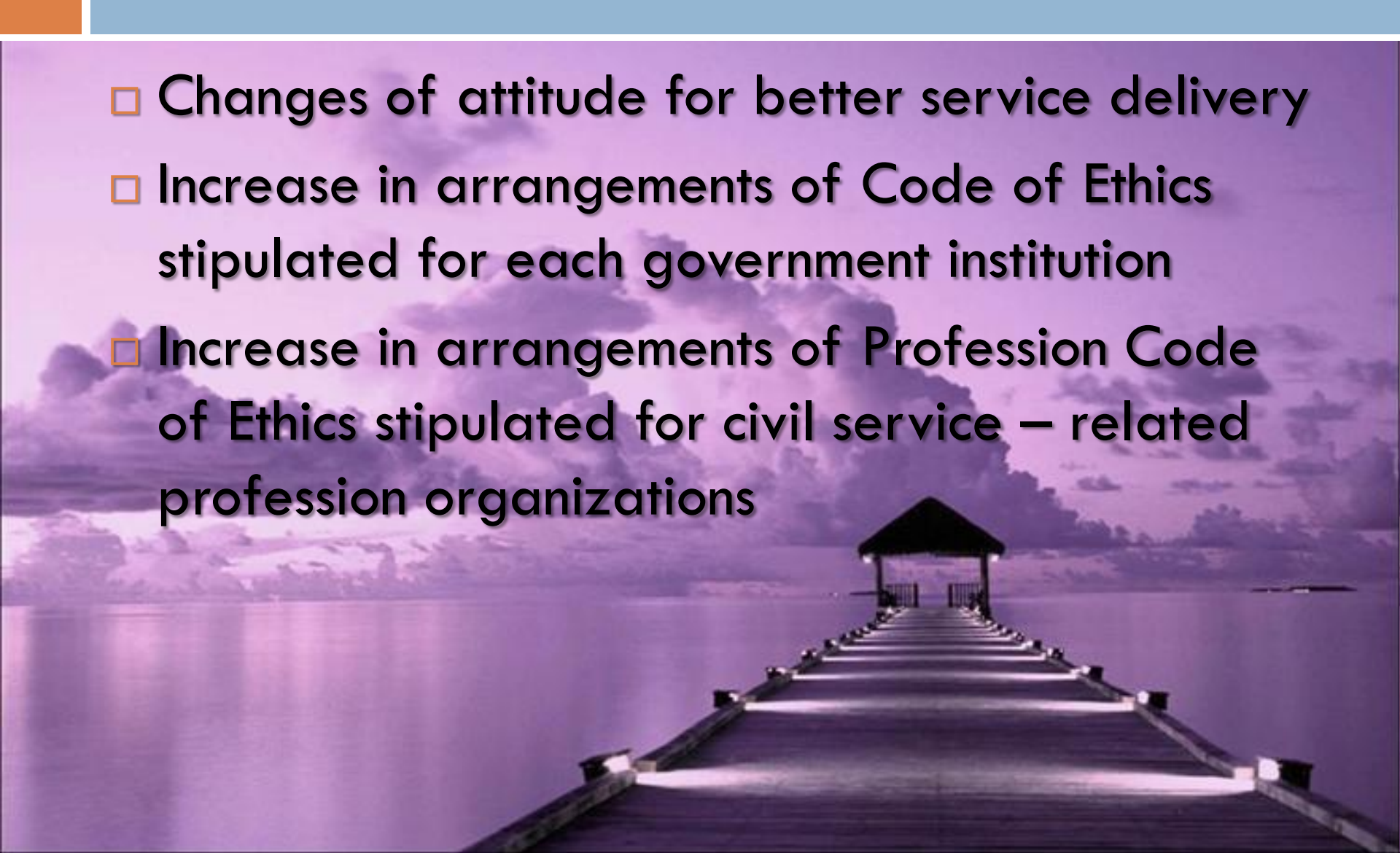
Council for code of ethics (final sanction decision)

Ethics promotion on civil service areas in Indonesia

- Socializations
 - Workshop, seminar, etc.
 - Education & trainings
 - Orientation program for new entries
- Cooperation
 - Central government institutions
 - Regional government institutions
- Motivations
 - Rewards for successions of national programs

Achievements

- Changes of attitude for better service delivery
- Increase in arrangements of Code of Ethics stipulated for each government institution
- Increase in arrangements of Profession Code of Ethics stipulated for civil service – related profession organizations



Challenges and future steps in ethics promoting in Indonesia

□ Challenges

- Unclear measurements for moral sanctions
- Need more commitments from high officials
- Less conducive environments for civil servants' workplace

□ Future steps

- Reviews and research study on code of ethics implementations



Thank You



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