

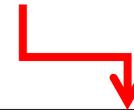
Proactive Measures in relation to Conflicts of Interest

- Japanese Case-

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Basic Concept

- ❑ Proactive measures must be based on the analysis of actual cases and situations



Research & Investigation
of actual cases

Role of Central Body

- ❑ Supporting ministries and agencies
- ❑ Giving them appropriate incentives
- ❑ Assisting in any difficulties they face

Central Body(NPSEB)

- ◆ Administration and coordination
- ◆ Administration of investigation of ethics act violations
- ◆ Approval of disciplinary actions on ethics

Ministries and Agencies

- ◆ Implementation of ethics policies for staff of each organization

Questionnaire to Offenders

Response rate: 73%

1. How often have you discussed ethics in meetings at your workplace?
2. Did you have the recognition that the act you committed would be a violation of the Code of Ethics or Ethics Act?
If Yes,
 - Why did you dare to act so?
 - How did you recognize that you violated the rules?
(the source of information)If No,
 - Do you remember that you have received ethics training?
 - Why did you not recognize that you violated the rules?
3. What additional information in the Code of Ethics and Ethics Act would have prevented you from infringing the rules?

FINDING POINTS

Based on the questionnaire to offenders & inspection in real cases

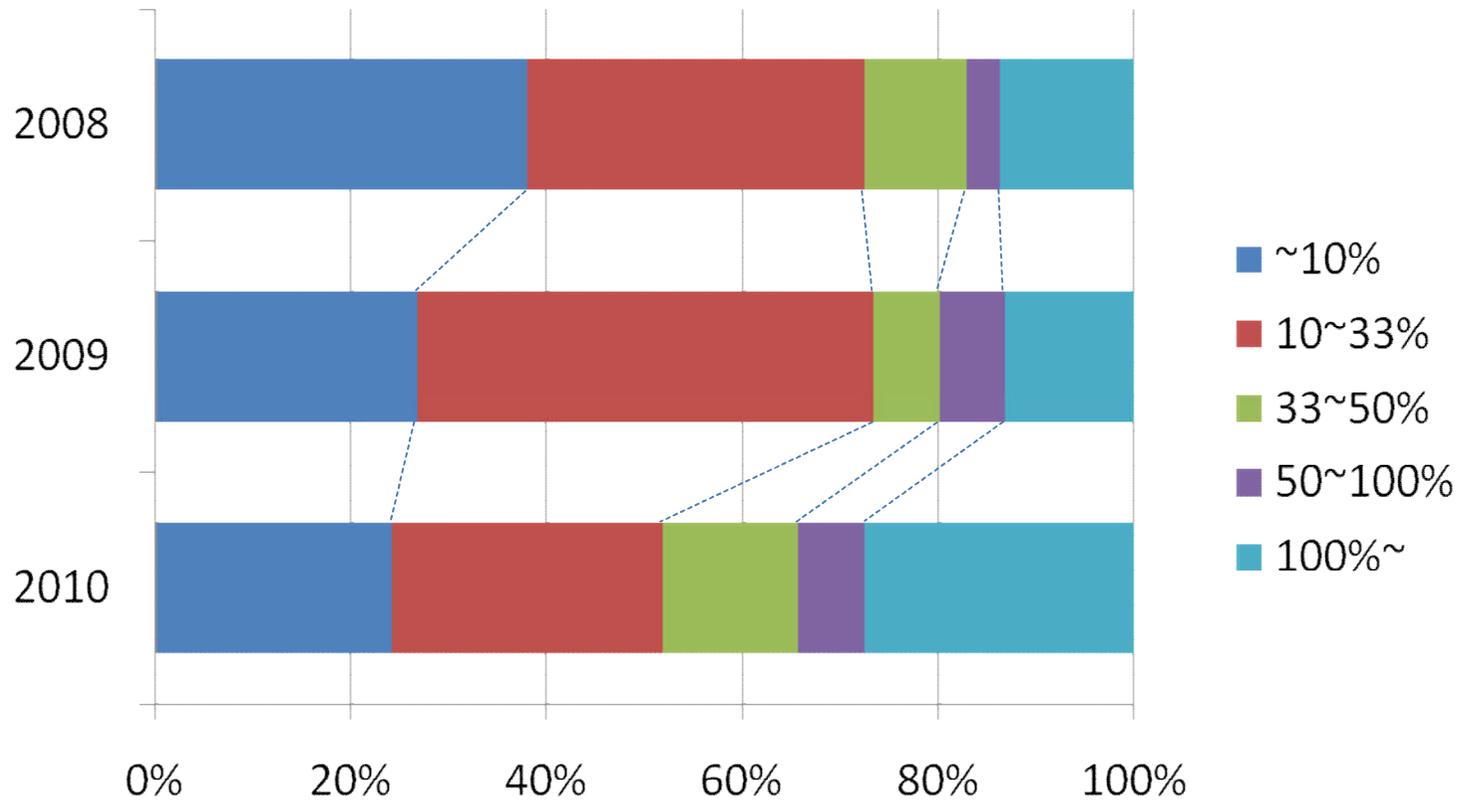
1. Not enough opportunities to be aware of ethics in everyday life
→ Increase opportunities
2. Despite participation in the training, offenders do not remember the contents
→ More effective and attractive materials
3. Offenders often have no awareness that they have violated rules
→ Promotion of understanding
4. Private companies (conflict of interest) have no sense of guilt
→ Outreach to the private sector

Increase opportunities

Ethics Training Rate

(Rate: number of trainees in a year / number of staff)

Number of Ministries and Agencies

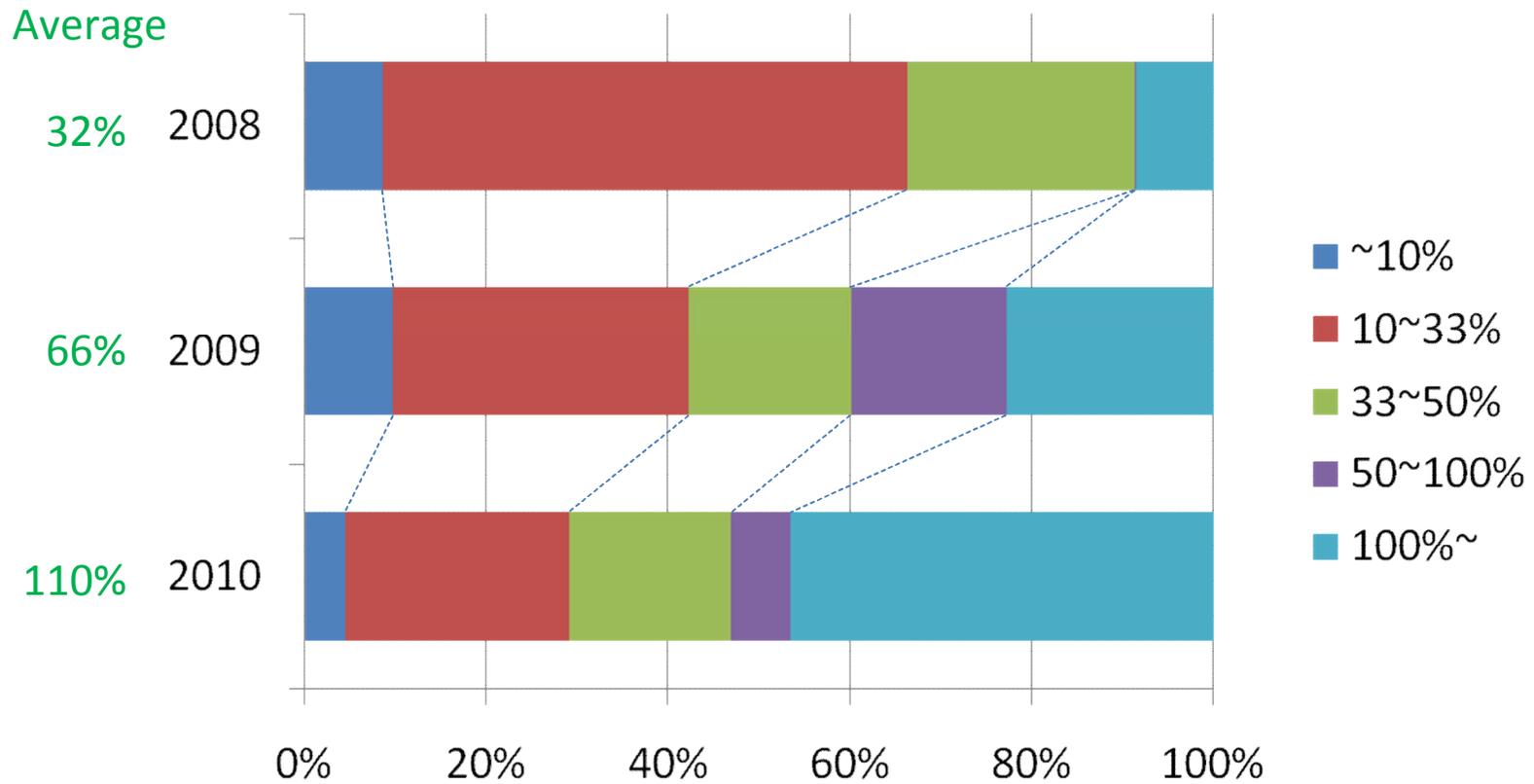


Increase opportunities

Ethics Training Rate

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Number of staff

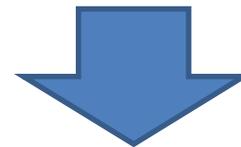
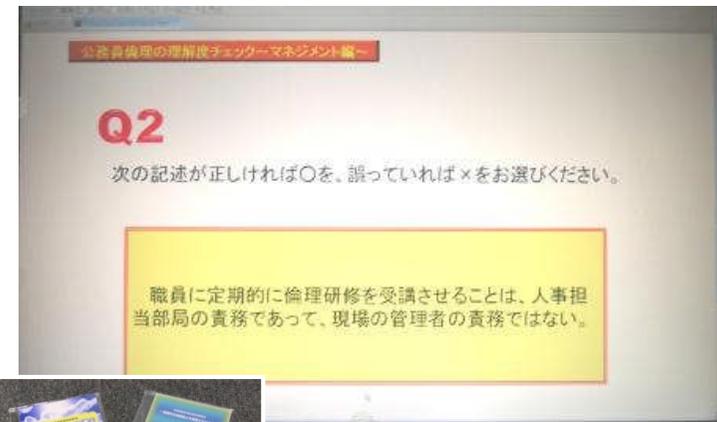


More effective and attractive materials

Reenactment Dramas on DVD



E-learning



Distribute to Ministries and Agencies

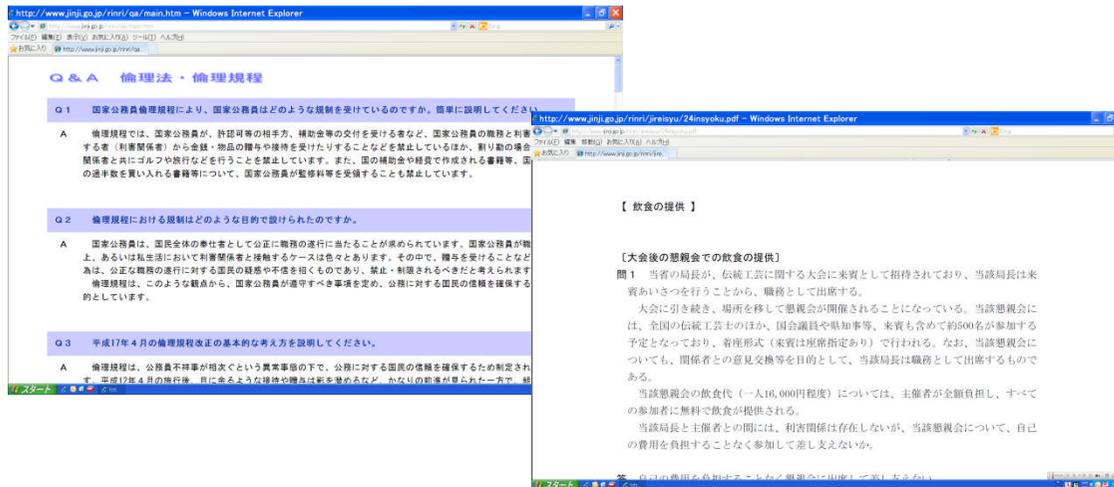
Promotion of understanding

Booklets & Portable Cards



Distribute to each staff

FAQ and Case Studies on website



Questionnaire to Private Companies

□ What seems to be an effective measure to promote the understanding of private companies in the Code of Ethics and Ethics Act? Please choose a maximum of three from the following:

- PR activities through mass media: 31%
- Alert private companies through ministries and agencies with which they are actually in contact: 25%
- PR activities through the Chamber of Commerce and Industry and other private sector organizations: 25%
- Distribution of posters and pamphlets: 10%
- Website: 7%
- Articles on the PR magazine of the National Personnel Authority: 1%
- Others: 1%

Outreach to the private sector

Request for PR activities

- ◆ Request to the Chamber of Commerce and Industry and other private sector organizations in each region for the PR activities of the Ethics Act to member companies (every year)

Distribute pamphlets

