

## **ETHICAL CODE OF EMPLOYEES OF THE CZECH STATISTICAL OFFICE**

Pursuant to the Section 11 in connection with the Section 77(1)(t) of the Act No 234/2014 Sb<sup>1</sup>, on the Civil Service, as subsequently amended (hereinafter only referred to as the "Civil Service Act"), and the Article 9(2)(e) of the Rules of organisation of the Czech Statistical Office (hereinafter only referred to as the "CZSO"), I issue the following ethics rules binding for employees of the CZSO.

This Ethical code implements Articles 1, 2, and 11 of the Regulation (EC) No 223/2009 of 11 March 2009 on European statistics<sup>2</sup>, as amended, and Section 5 of the Act No 89/1995 Sb, on the State Statistical Service, as subsequently amended.

### **ARTICLE 1**

#### **PURPOSE AND SUBJECT OF THE ETHICAL CODE**

- (1) The main purpose of this Ethical code of employees of the CZSO (hereinafter only referred to as the "Ethical code") is to consistently maintain impartiality, professionalism, adequacy, helpfulness, and economy in activities of the CZSO and to strengthen public confidence in the CZSO and public administration.
- (2) In order to fulfil the purpose referred to in the paragraph 1, this Ethical code sets out a set of general rules and standards to guide CZSO's employees in the performance of all their job or service duties.

### **ARTICLE 2**

#### **DEFINITION OF TERMS**

For the purposes of this Ethical code:

- a) a **manager** refers to a senior civil servant within the meaning of the Civil Service Act and a manager pursuant to the Act No 262/2006 Sb, the Labour Code, as subsequently amended,
- b) an **employee** refers to any civil servant in a service relationship under the Civil Service Act and any employee in an employment relationship under the Act No 262/2006 Sb, the Labour Code, as subsequently amended.

### **ARTICLE 3**

#### **DESIRED BEHAVIOUR**

- (1) An employee shall at all times in the performance of his/her work or civil service (hereinafter only referred to as "service") ensure that he or she acts honestly, fairly, responsibly, and reliably.
- (2) In the performance of the State Statistical Service, an employee shall also ensure at all times that the principles of professional independence, impartiality, and high quality are observed in accordance with the [European Statistics Code of Practice](#).

### **ARTICLE 4**

#### **PUBLIC INTEREST**

- (1) An employee shall conscientiously protect the public interest in the performance of his/her work or service.
- (2) An employee shall prevent situations in which his personal interest might conflict with the public interest.

<sup>1</sup> Translator's note: Sb stands for the Collection of Laws of the Czech Republic.

<sup>2</sup> Regulation (EC) No 223/2009 of the European Parliament and of the Council of 11 March 2009 on European statistics and repealing Regulation (EC, Euratom) No 1101/2008 of the European Parliament and of the Council on the transmission of data subject to statistical confidentiality to the Statistical Office of the European Communities, Council Regulation (EC) No 322/97 on Community Statistics, and Council Decision 89/382/EEC, Euratom establishing a Committee on the Statistical Programmes of the European Communities

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### **ARTICLE 5**

#### **IMPARTIALITY**

- (1) An employee acts in the performance of his/her work or service without being influenced by positive or negative relationships to particular persons or groups of persons.
- (2) An employee shall act in the performance of his/her work or service without being influenced by the will and interests of a political party or a political movement.
- (3) An employee does not request or accept any benefits in connection with the performance of his/her work or service for himself/herself or another person.
- (4) An employee shall treat others in comparable situations equally in the performance of his/her work or service.
- (5) An employee acts without prejudice in the performance of his/her work or service.

### **ARTICLE 6**

#### **PROFESSIONALISM**

An employee shall mind his expertise and exercise it effectively in the performance of his/her work or service. An employee shall respect the expertise and experience of others in the performance of his/her work or service.

### **ARTICLE 7**

#### **ADEQUACY**

In the performance of his/her work or service, an employee shall act adequately to the circumstances of a given situation.

### **ARTICLE 8**

#### **HELPFULNESS**

- (1) An employee shall act helpfully, discreetly, considerately, and with an effort to understand others in the performance of his/her work or service.
- (2) An employee refrains from anything that unjustifiably interferes with good interpersonal relations in the performance of his/her work or service.
- (3) In the performance of his/her work or service, an employee shall strive to develop mutuality, cohesion, and cooperation between employees at the CZSO and other authorities.

### **ARTICLE 9**

#### **ECONOMY**

An employee shall manage and use the resources entrusted to him/her in connection with the performance of his/her work or service economically, efficiently, and solely for the purpose for which they were entrusted to him.

### **ARTICLE 10**

#### **ROLE OF MANAGERS**

A manager leads other employees to observe ethical rules in the performance of their work or service and leads by example.

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### **ARTICLE 11**

#### **FINAL PROVISIONS**

- (1) Annex 1 [European Statistics Code of Practice](#) forms an integral part of this Ethical code.
- (2) This Ethical Code repeals:
  - a) Ethical Code of Employees of the Czech Statistical Office of 18 April 2017,
  - b) Decision No 7/2017 amending the Ethical Code of Employees of the Czech Statistical Office of 18 April 2017, IP: 31/2017-1403.
- (3) A draft of this Ethical code was sent to the Office Committee of the Trade Unions of the Czech Statistical Office on 12 March 2024.
- (4) This Ethical code is also a service regulation within the meaning of the Section 11 of the Civil Service Act.
- (5) This Ethical code shall enter into force and effect on the date of its promulgation.

Prague, 12 April 2024