

Keywording ethics and accountability in public service: An enlisted governance terminologies

Gary B. Lapidz*

Abstract: In line with the United Nations' 2030 Agenda for Sustainable Development, this qualitative research “keywords” basic terminologies as enlisted from Philippine policies regarding ethics and accountability in public service for use in governance. Although “keywording” usually searches for words or terms on the internet and/or in any platform for both online and non-online engine, this paper strategizes the selection of basic terminologies that is rationally sorted and/or lifted from the policies regarding ethics and accountability in public service based on judgement and/or expertise in the scholarship. Results show that varied terminologies derived from policies can be used in familiarizing cases and/or situations that will help, aid and/or operationalize governance. Cases that manifest violation thereof exemplify that no public servant is above the law and should serve accordingly for public interest. The enlisted governance terminologies can serve as basis and/or guide in the design and formulation, for both scholars and practitioners in public administration, especially in the day-to-day public affairs, leadership by upright example, agenda setting and planning, administrative services, critical-decision-making, conflict resolutions, consultancies and discussions, exchanges for policy and organizational development in governance and the like. Sorting out terminologies from policies all the more prove that public service and/or duty is good governance in ethics and accountability.

Keywords: keywording, ethics and accountability, public service, enlisted governance terminologies

Introduction

The face of the workplace is constantly evolving as one generation begins to retire and another moves up to take its place. In 2010, an office may have a mix of baby boomers (and older), Gen X-ers, and

* Gary B. Lapidz (✉)

Department of Public Governance, College of Public Governance, Safety and Sustainability, Cebu Normal University, Cebu City, 6000, Philippines
e-mail: lapizg@cnu.edu.ph

Gen Y-ers (Millennials) all working together. In addition to generational differences, differences in education, upbringing, social norms, and values may create cultural gaps that may lead to misunderstandings or conflicts at times. In reality, a variety of perspectives in the workplace can actually benefit and strengthen an organization (*Skills to Pay the Bills 114 Professionalism*). Moving forward with the myriad changes in the workplace, this holds true in government service where there are activities on a day-to-day basis, movement and turn-over of job responsibilities of public officials and employees cutting across from job placement, hiring, retention until retirement and the like. Dealing with governance realities require an upright-cutting-edge moral conduct in the delivery of public service from the street-level bureaucrats, middle and top-management in their differentiated duties according to the standards set-forth therein.

In the 21st century new world order, there is growing interest more than ever before in issues related to democracy and good governance around the world. This is a reflection of the increasing acceptance of the fact that democracy and good governance are not a luxury, but a fundamental requirement to achieve sustainable development (Jaja & Aditya 2022). Public service has become one of the yardsticks and indicators that reveal whether or not the governance is soundly implemented in terms of the bureaucratic capacity (Asrini et al. 2019). In liberal democracies ethics in public service is about the application of moral standards by representatives of the people and by officials in the government. It is the manifestation of what individuals in these positions feel they ought to do in contexts where their own judgement has to be applied. In the modern world, however, the tendency is to reduce the opportunities for discretion wherever possible (Chapman 2003).

Moral issues and decadence do plague governments leading to graft and corrupt practices that create a culture of “mistrust” among citizens as “people” in a body “politic”. Scandals involving public officials have captured world attention these days. Precipitated by shady privatization deals, the diversion of aid, widespread public sector patronage, crony capitalism, and campaign financing abuses, people are debating outright corruption and unprofessional behavior in government (United Nations 2000).

Along actualities, one of the many challenges that a public servant encounters, is the *time-honored principle of upholding ethics and accountability in the discharge of public duty*. What “ought” to be a

“public servant” is the panacea to any public concern on its desire to uplift the standard of public service for all taxpayers who deserve utmost priority and attention. Clients in any corporate practice are the focus, more so, in the delivery of goods and services in governance. Ethical questions and behavior in the public service and issues of public accountability should be in place all the time as no one owns the bureaucracy (CNU Self-Instructional Module, n.d.). It is not just the people but also the system in administration in order to achieve the ideals of good governance in practical situation/s as needed.

Familiarizing the mandate of ethics and accountability in public service will allow scholars and practitioners in governance to define in situations certain terminologies that will limit authority and minimize discretion and/or arbitrary decisions from the street-level bureaucrats, middle-and-top managers and even with those stakeholders involved in civic and public affairs for the welfare and common good of all, i.e., for public utility, literacy and good governance.

In line with the United Nations’ *2030 Agenda for Sustainable Development*, this research in public administration aims to determine ethics and accountability using “keyword analysis” in order to enlist terminologies for use in public service. In so doing, this selection intends to answer the following problem statements, to wit: Firstly, what are some selected mandated ethics and accountability policies in public service? Secondly, how are policies basically keyworded as enlisted vis-à-vis cases and situations in governance? Thirdly, based on the findings, what can be concluded and/or recommended to advance public duty? All problem sets corresponding the answers derived from the data on input, process and finality, in a way, will help design, formulate, aid and/or operationalize governance in both theory and practice. In so doing, this research comes as an impetus.

Research paradigm

The United Nations’ *2030 Agenda for Sustainable Development* stipulates the seventeen (17) as itemized goals for the following,

No poverty (SDG 1), Zero hunger (SDG 2), Good health and well-being (SDG 3), Quality education (SDG 4), Gender equality (SDG 5), Clean water and sanitation (SDG 6), Affordable and clean energy (SDG 7), Decent work and economic growth (SDG 8), Industry, innovation and infrastructure (SDG 9), Reduced inequalities (SDG 10), Sustainable cities and communities (SDG 11), Responsible consumption and production (SDG 12), Climate action (SDG 13), Life below water (SDG 14), Life on land (SDG 15), Peace, justice,

and strong institutions (SDG 16), and Partnerships for the goals (SDG 17) (United Nations. [2015] 2019).

The research paradigm is aligned with the United Nations' Seventeen (17) Sustainable Development Goals more specifically with SDG 15 and 16 respectively to include good governance principle, ethics and accountability policies as keyworded to cite administrative cases and situations that befit public service. Further, this can be exemplified in professionalizing work in advancing public interest in advancing SDG 1-14 including fostering and building partnerships under SDG 17. Public Service Delivery requires good governance, leadership, "theoretical-to-actual and vice-versa" management styles and the like. Public service ecosystems are an increasingly influential concept in public administration and management theory (Osborne et al., 2021). The governance principle is an important aspect of good governance, and its implementation is believed to have a good impact on governance outcomes, such as corruption reduction and performance improvement. The governance principle has been developed for several types of organizations (Zaitul et al. 2023).

Good governance

Good governance has been the subject of theoretical and pragmatic discourses during the last three decades. Recently the indeterminate terms "governance" and good governance are being gradually used, in the literature of political science, administrative sciences and development studies. It is being increasingly recognized that good governance is legitimate, accountable, and effective ways of obtaining and using public power and resources in the pursuit of widely-accepted social goals (Ali 2019).

Integrity is one of the moral principles related to moral uprightness. Recently, there are a lot of issues discussed regarding the integrity in public sector administration especially in public sector. Currently governance in public administration has been exposed to public criticism due to the governance failure, fraud, corruption, and poor internal control (Jaja & Aditya 2022). In a time of great change, accelerating globalization and increasing uncertainty, all countries, whether developed or developing, are searching for a new form of governance that is better adapted to the times so as to gain an advantage in economic competitiveness and create substantial and sustainable social growth. As governance theory is becoming the dominant political theory in response to the change, the values backing

the discourse and texts consistent with them have helped revise the theory of government in mainstream politics and were agreed upon by global politicians, scholars, officials and entrepreneurs (Keping 2018). Good governance sets the normative standards of development. It fosters participation, ensures transparency, demands accountability, promotes efficiency, and upholds the rule of law in economic, political, and administrative institutions and processes (*Good Governance and the Rule of Law*, n.d.). It is the active and productive cooperation between the State and citizens, and the key to its success lies in the powers participating in political administration. Only when citizens have sufficient political power to participate in elections, policy-making, administration and supervision can they prompt the State and join hands with it to build public authority and order (Keping 2018). The concept of good governance involves 3 main actors, namely the government, the private sector and civil society, with their respective roles and functions. In its implementation and realization, it is the full responsibility of the government (Raga Lay 2022).

In a nutshell, good governance refers to the public administration process that maximizes public interest. One of its essential features is that it is a kind of collaborative management of public life performed by both the State and the citizens and a new relationship between political State and civil society, as well as the optimum state of the two (Keping 2018). States have an obligation to complete the right of every citizen through government system to increase quality and to guarantee public service in accordance with general principles of good governance (Winarno & Retnowati 2019).

Ethics and accountability in public service

Ethics refers to principles by which to evaluate behavior as right or wrong, good or bad. In the public sector, ethics refers to well based standards of right and wrong, and prescribe what public servants ought to do. Accountability is a key principle of good corporate governance (*Ethical Issues in the Public Service*). Ethics in the public service are broad norms that delineate how public servants should exercise judgment and discretion in carrying out their official duties. These values and norms are better reinforced if there exist a system of administrative policies, management practices, and oversight agents that provide incentives and penalties to encourage public servants to professionally carry out their duties and observe high standards of conduct (United Nations 2000).

Accountability is the obligation of a public servant or department to account for its activities, accept responsibility for them, and to disclose the results in a transparent manner (*Ethical Issues in the Public Service*, n.d.). This is to state that ethics and accountability is required to achieve good governance in public service, a time-honored and perpetual must for all officials and employees therein. Certainly, governance is centered on the need to account for the changing relationship between government and society. The growth of the fragmented or hollow state has brought about a fundamental shift in the process and nature of public administration, a change that has altered conceptions of what government should do and how government should go about doing it (Frederickson et al. n.d.).

Professionalism

Professionalism in the public service is an over-arching value that determines how its activities will be carried out. It encompasses all other values that guide the public service such as loyalty, neutrality, transparency, diligence, punctuality, effectiveness, impartiality, and other values that may be specific to individual countries (*Professionalism and Ethics in the Public Service: Issues and Practices in Selected Regions*, n.d.).

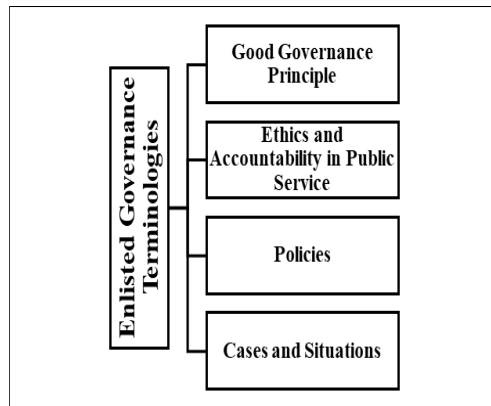


Figure 1. The Research Paradigm

Policies: Governing ethics and accountability in public service

Public Service is expressed per policy provisions as follow: The 1987 Constitution of the Republic of the Philippines stipulates, Article II. Declaration of Principles and State Policies. Section 26. The State shall guarantee equal access to opportunities for public service, and prohibit political dynasties as may be defined by law. Section 27. The

State shall maintain honesty and integrity in the public service and take positive and effective measures against graft and corruption (Ibid.). Article IX. Constitutional Commissions. Section 1. The Constitutional Commissions, which shall be independent, are the Civil Service Commission, the Commission on Elections, and the Commission on Audit (Ibid.). Article XI. Accountability of Public Officers. Section 1. Public office is a public trust. Public officers and employees must, at all times, be accountable to the people, serve them with utmost responsibility, integrity, loyalty, and efficiency; act with patriotism and justice, and lead modest lives (Ibid. Article XI). Executive Order No. 292 s. 1987. Instituting the “Administrative Code of 1987” (*Administrative Code of 1987*).

RA 6770 Ombudsman Act of 1989 states, Section 1. Title. — This Act shall be known as “The Ombudsman Act of 1989.” Section 2. Declaration of Policy. — The State shall maintain honesty and integrity in the public service and take positive and effective measures against graft and corruption (*An Act Providing for the Functional and Structural Organization of the Office of the Ombudsman, and for Other Purposes, Republic Act. 6770*).

Republic Act 3019 expresses, Section 1. *Statement of policy*. It is the policy of the Philippine Government, in line with the principle that a public office is a public trust, to repress certain acts of public officers and private persons alike which constitute graft or corrupt practices or which may lead thereto (*RA 3019. Anti-Graft and Corrupt Practices Act*).

RA 1379 is an Act Declaring Forfeiture in Favor of the State any Property Found to have been Unlawfully Acquired by any Public Officer or Employee and Providing for the Proceedings therefor (*RA 1379*).

Republic Act No. 6713, known as the Code of Conduct and Ethical Standards for Public Officials and Employees is a law establishing a code of conduct and ethical standards for public officials and employees, to uphold the time-honored principle of public office being a public trust, granting incentives and rewards for exemplary service, enumerating prohibited acts and transactions and providing penalties for violations thereof and for other purposes (*Republic Act No. 6713: An Act Establishing a Code of Conduct and Ethical Standards for Public Officials and Employers, to Uphold the Time-Honored Principle of Public Office Being a Public Trust, Granting Incentives and Rewards for Exemplary Service, Enumerating*

Prohibited Acts and Transactions and Providing Penalties for Violations thereof and for Other Purposes; Section 1. Title. This Act Shall Be Known as the “Code of Conduct and Ethical Standards for Public Officials and Employees”); Civil Service Commission Resolution No. 002515. Revised Dress Code Prescribed for All Government Officials and Employees in the Workplace (*Mc19s2000, Mc2s2022*).

Republic Act No. 11032 is an Act Promoting Ease of Doing Business and Efficient Delivery of Government Services, amending for the Purpose Republic Act No. 9485, otherwise known as the Anti-Red Tape Act of 2007, and for other Purposes (*RA 11032*); Act No. 3815 (December 8, 1930. An Act Revising the Penal Code and Other Penal Laws. Preliminary Article – This law shall be known as “The Revised Penal Code” (*The Revised Penal Code*).

Lastly, other existing policies that are not contrary to public interest, e.g., Legislative Enactments, Executive Orders, Decrees and/or Ordinances, Judicial Decisions, Quasi-Legislative/Executive/Judicial Functions of Administrative Bodies and Agencies, Rules and Regulations and the like in the International, National, Regional and Local Levels of the Government.

Methodology

This qualitative research employs “keyword analysis” in deriving basic terminologies from Philippine policies on ethics and accountability in public service for use in governance. Although “keywording” usually searches for words or terms on the internet and/or in any platform for both online and non-online engine, this paper strategizes the selection of basic terminologies that is rationally sorted, highlighted, and/or lifted from the policies regarding ethics and accountability in public service based on judgement and/or expertise in the scholarship.

The chosen terminologies will, then, be triangulated and/or validated by a practitioner, a scholar in governance and the available sources on review of related studies and literature, thereby, deriving an enlistment of governance terminologies for use in public service that can be utilized as a resource material and/or guide for both scholars and practitioners in public administration especially in day-to-day affairs, administrative services, critical-decision making, conflict resolutions, consultancies and discussions, exchanges for policy and organizational development in governance and the like. All

terminologies are assigned usage as: mandated, determined, needed and/or applicable per the situation that befits each policy respectively. Practices per agency vary accordingly in the application of policy per ethics and accountability in public service. Although perpetual precepts of laws apply, it is divergent but convergent in nature. Such that, cases are defined, substantiated, validated, induced and/or generated per bases of law.

For research ethics, all cases per policy application in governance including all references are left undisclosed and sensitized per data privacy, in order to preserve and/or protect both private and public interest. Any disclaimer invoked, in case, there are matters violative in nature without the notion and/or intention of the writer in ensuring that nothing detrimental results therein, such that, this study does not discredit good governance (despite issues, cases, problems, concerns and challenges) for those public servants that uphold the best interest of the state following good morals and right conduct per conscientious governance and administration as there are also best practices that could be highlighted in any subsequent research for future studies.

Results and discussions

The United Nations' *2030 Agenda for Sustainable Development* stipulates the seventeen (17) as itemized goals for the following,

No poverty (SDG 1), Zero hunger (SDG 2), Good health and well-being (SDG 3), Quality education (SDG 4), Gender equality (SDG 5), Clean water and sanitation (SDG 6), Affordable and clean energy (SDG 7), Decent work and economic growth (SDG 8), Industry, innovation and infrastructure (SDG 9), Reduced inequalities (SDG 10), Sustainable cities and communities (SDG 11), Responsible consumption and production (SDG 12), Climate action (SDG 13), Life below water (SDG 14), Life on land (SDG 15), Peace, justice, and strong institutions (SDG 16), and Partnerships for the goals (SDG 17) (United Nations [2025] 2019).

Administrative practices have always been acknowledged as a crucial tool for establishing good governance. Strong evidence shows that good governance extensively influences citizens' behaviors toward government (Jameel et al. 2019). As such, policy provisions guide public servants in the observance of ethics and accountability in public service. The policy codes are stipulated with excerpt policy provisions and/or statements in deriving keywords as enlisted governance terminologies for use.

Table 1. Policy Provisions and/or Statements: Ethics and Accountability in Public Service

Policy Codes in the Philippines	Excerpt Policy Provisions and/or Statements, et. al. vis-à-vis Ethics and Accountability in Public Service	Derived Keyword(s) from Policy Provisions and/or Statements, et. al.
<p>A. The 1987 Constitution of the Philippines: Article II, Sections 26 & 27; Article IX, Section 1; Article XI, Section 1</p>	<p>Article II: Declaration of Principles and State Policies. Section 26. The State shall guarantee equal access to opportunities for public service, and prohibit political dynasties as may be defined by law.</p> <p>Article II: Section 27. The State shall maintain honesty and integrity in the public service and take positive and effective measures against graft and corruption.</p> <p>Article IX: Constitutional Commissions. Section 1. The Constitutional Commissions, which shall be independent, are the Civil Service Commission, the Commission on Elections, and the Commission on Audit</p> <p>Article XI: Accountability of Public Officers. Section 1. Public office is a public trust. Public officers and employees must, at all times, be accountable to the people, serve them with utmost responsibility, integrity, loyalty, and efficiency; act with patriotism and justice, and lead modest lives</p>	<ul style="list-style-type: none"> • Equal Access to Opportunities for Public Service • Prohibition of Political Dynasties • Honesty and Integrity in Public Service • Against Graft and Corruption • Constitutional Commissions • Civil Service Commission • Commission on Elections • Commission on Audit • Public Officers and Employees • Accountability • Public Office • Public Trust • Utmost responsibility • Integrity • Loyalty and Efficiency • Patriotism and Justice • Modest Lives
<p>B. Executive Order No. 292 s. 1987</p>	<p>Instituting the “Administrative Code of 1987”</p>	<ul style="list-style-type: none"> •Administrative Code
<p>C. Republic Act 6770 (Ombudsman Act of 1989)</p>	<p>Ombudsman Act of 1989. An Act Providing for the Functional and Structural Organization of the Office of the Ombudsman, and for other purposes</p>	<ul style="list-style-type: none"> •Office of the Ombudsman •Structural Organization
<p>D. Republic Act 3019</p>	<p>Anti-Graft and Corrupt Practices Act “Receiving any gift” includes the act of accepting directly or indirectly a gift from a person other than a member of the public officer's immediate family, in behalf of himself or of any member of his family or relative within the fourth civil degree, either by consanguinity or affinity, even on the occasion of a family celebration or national festivity like Christmas, if the value of the gift is under the circumstances manifestly excessive.</p>	<ul style="list-style-type: none"> •Anti-Graft and Corrupt Practices •Receiving any gift
<p>E. Republic Act 1379</p>	<p>An Act Declaring Forfeiture in Favor of the State Any Property Found to have been Unlawfully Acquired by any Public Officer or Employee and Providing for the Proceedings therefor.</p>	<ul style="list-style-type: none"> •Forfeiture in Favor of the State •Unlawful Acquisition of State Property •Public Officer or Employee

Keywording ethics and accountability in public service

F. Republic Act 6713	<p>Republic Act No. 6713, known as the Code of Conduct and Ethical Standards for Public Officials and Employees</p> <ul style="list-style-type: none"> • Norms of Conduct of Public Officials and Employees 	<ul style="list-style-type: none"> •Code of Conduct and Ethical Standards for Public Officials and Employees •Norms of Conduct •Public Officials and Employees •Commitment to public interest •Professionalism •Justness and sincerity •Political Neutrality •Responsiveness to the public •Nationalism and patriotism •Commitment to democracy •Simple living
G. Civil Service Commission Resolution No. 002515 and/or CSC Resolution No. 2400766	<p>Revised Dress Code Prescribed for All Government Officials and Employees in the Workplace</p> <ul style="list-style-type: none"> • Official Attire ASEAN-Inspired for the First Monday; Filipiniana-Inspired for the Second-Fourth; Agency-prescribed office uniform for the day for Tuesday to Friday Weekend; Smart Casual for the Days without agency-prescribed office uniform • Appropriate Attire; Other Prohibitions and Exemptions 	<ul style="list-style-type: none"> •Revised Dress Code •Government Officials and Employees •Workplace •Official Attire •Appropriate Attire •Other Prohibitions and Exemptions
H. Republic Act 11032	<p>An Act Promoting Ease of Doing Business and Efficient Delivery of Government Services, amending for the Purpose Republic Act No. 9485, otherwise known as the Anti-Red Tape Act of 2007, and for other purposes</p>	<ul style="list-style-type: none"> •Ease of Doing Business •Efficient Delivery •Government Services •Anti-Red Tape
I. Act No. 3815 Revised Penal Code	<p>Preliminary Article – This law shall be known as “The Revised Penal Code.”</p>	<ul style="list-style-type: none"> •The Revised Penal Code
J. Other Existing Policies Not Contrary to Public Interest	<p>Legislative Enactments, Executive Orders, Decrees and/or Ordinances, Judicial Decisions, Quasi-Legislative/Executive/Judicial Functions of Administrative Bodies and Agencies, Rules and Regulations and the like in the International, National, Regional and Local Levels of the Government</p>	<ul style="list-style-type: none"> •Legislative Enactments •Executive Orders and/or Ordinances •Judicial Decisions •Quasi-Functions of Administrative Bodies and Agencies including LGUs, SUCs and GOCCs •Rules and Regulations

The Constitutional Provisions of the Philippines and all related laws and regulations from A to J clearly stipulate the observance of rules,

standards and norms for public employees to follow in order to satisfy good governance mechanism that will advance public service. This means that all public servants are required to follow the basic tenets of law corresponding the realities in governance. Although, no systems work perfectly, stipulating rules can somehow minimize if not eliminate problems arising in administration, government can still manage and/or cope ways, thereby, continuously improve, advance, and progress public service.

Good Governance has been in argument from three decades in context of theoretical approach. It is specified and encompassed in Political Science of development in reverence of administrative component to achieve social goals of society. The wide range of Good Governance topic has been understood to create an atmosphere of Accountability, Transparency, Rule of Law, Consensus orientation, Effectiveness and Efficiency so as to develop the region with international and national standards of the State (Rahim 2019)). The universal principles of good governance in ethics and accountability are laid down by the policies as evidently mandated to have been the bases by which to serve the citizenry. Generally, political dynasties and nepotism; bribery and receiving of gifts and all acts contrary to public service are prohibited.

All prohibited acts are regulated, apprehended and/or countered by the agencies of the government on appropriate actions and charges to counter against public employees and officials who will violate the conduct of ethics and accountability in public service. Such agencies include the constitutional commissions (CSC, COA and COMELEC), the Ombudsman, Sandiganbayan and all Judicial Courts, Quasi-Bodies and the like that are jurisdictional on cases filed before them.

Ethics and accountability in public service is manifested by professionalism in the observance of principles by law including the wearing of proper and appropriate attire, good behavior, conduct and composure in the office. Yet, it has been endeavoring to renovate national governance in the direction of good governance to improve the quality of public services to meet the requirements of an increasingly high level of education and social life democratization (Chien & Thanh 2022). With all policies therein, the enlisted keywords remind all public employees that the time-honored principle of ethics and accountability, despite challenges plaguing government service, still are in full-authority mandating all in public service to do what is right, proper, and/or appropriate.

The *enlisted governance terminologies* serve as guide for use in determining cases and situations that can alleviate, prevent, and can possibly eliminate the violations committed by public servants that are directly and indirectly plague government service. Scandals involving public officials have often captured world attention. Most of these scandals are as a result of the deteriorating ethical behaviors of the public officials who have indulged themselves into all sorts of malpractices. There is therefore a genuine demand that public sector institutions should strengthen ethics, integrity, transparency, accountability, and professionalism, to protect public resources and enhance public sector performance (Ssonko 2010).

Table 2. Enlisted Governance Terminologies per Keyword Derivation from Policy Provisions and/or Statements vis-à-vis Ethics and Accountability in Public Service

Enlisted Governance Terminologies	Sample Issues and/or Cases vis-à-vis Ethics and Accountability in Public Service
<p>A. The 1987 Constitution of the Philippines: Article II, Sections 26 & 27; Article IX, Section 1; Article XI, Section 1</p> <ul style="list-style-type: none"> • Equal Access to Opportunities for Public Service • Prohibition of Political Dynasties • Honesty and Integrity in Public Service • Against Graft and Corruption • Constitutional Commissions • Civil Service Commission • Commission on Elections • Commission on Audit • Public Officers and Employees • Accountability • Public Office • Public Trust • Utmost responsibility • Integrity • Loyalty • Efficiency • Patriotism and Justice • Modest Lives 	<p>X Fund Scam (1973-1982) Hello X! Scandal (2004) X Corruption Scandal (2020) X Contract Deal Controversy (2021) X Flood-Control Issue (2025)</p>
<p>B. Administrative Code of 1987</p>	<p>Nepotic Appointment Prohibition under Book V(A), Chapter 8, Section 59 Sibling of X is hired even if the standard qualification does meet the requirements of the position. Padrino system in the government.</p>

<p>C. Republic Act 6770 (Ombudsman Act of 1989)</p> <ul style="list-style-type: none"> • Office of the Ombudsman • Structural Organization 	<p>The Office of the Ombudsman secured the conviction of X over a graft case. Ombudsman imposes a 6-month suspension without pay on X Officers whom the NBI filed a complaint against the alleged misappropriation of P2 billion X funds. Ombudsman suspends 5 execs over falsified land titles.</p>
<p>D. Republic Act 3019</p> <ul style="list-style-type: none"> • Anti-Graft and Corrupt Practices 	<p>A petition case appealed by X to Supreme Court reviewing the decision of Sandiganbayan against anti-graft and corruption complaint filed against X, in violation of Section 3c of RA 3019. Penalized, imprisonment of 6 years and one month and disqualification from holding public office. Mayor X of a certain municipality, committing the crime by receiving an honorarium from Agency X in the amount of 17, 512.50 pesos, despite the fact that Mayor X is not entitled to receive it, in violation of Section 3e of RA 3019. Penalized, imprisonment of 6 years and 1 day minimum to 8 years and perpetual disqualification from holding public office.</p>
<p>E. Republic Act 1379</p> <ul style="list-style-type: none"> • Forfeiture in Favor of the State • Unlawful Acquisition of State Property • Public Officer or Employee 	<p>Office of the X vs X. X was administratively and civilly charged with acquiring unexplained wealth.</p> <p>Heirs of X versus Republic of the Philippines. PCGG sought a review of the dismissal. The Court found X to have amassed wealth totaling P2.1M from 1968 to 1980 against X total income for the period 1967 to 1980 totaling only P766,548.00. An ill-gotten wealth from X and Y amassed unexplained assets on account, was run and filed cases before and after the courts.</p>
<p>F. Republic Act 6713</p> <ul style="list-style-type: none"> • Code of Conduct and Ethical Standards for Public Officials and Employees 	<p>People of the Republic of the Philippines versus X for Failure to Submit a Statement of Assets, Liabilities and Net Worth (SALN) under oath since 1998.</p> <p>X vs. Department of X was filed with a complaint stating a violation of Section 8 (A) of RA 6713 due to the questionable assets given with salary and failure to provide detailed SALN.</p> <p>X pleads guilty to ethics violation; Investigation disclosed that from January to October 2014; X repeatedly used two private vehicles owned by a contractor with several ongoing projects in a certain Local Government Unit.</p> <p>Office of the Ombudsman versus X. School Principal X went to a private school (to attend a school function) in X instead of rendering the required number of hours work, a prohibition to engage in the private practice of the profession.</p> <p>Office of the Ombudsman dismissed former X of an agency due to “conduct prejudicial to public interest” and “simple misconduct</p>

Keywording ethics and accountability in public service

<p>G. Civil Service Commission Resolution No. 002515; CSC Resolution No. 2400766</p> <ul style="list-style-type: none"> • Revised Dress Code • Government Officials and Employees • Workplace • Official Attire • Appropriate Attire • Other Prohibitions and Exemptions 	<p>X wearing indecent attire in the office.</p>
<p>H. Republic Act 11032</p> <ul style="list-style-type: none"> • Ease of Doing Business • Efficient Delivery • Government Services • Anti-Red Tape 	<p>X unresponsive of citizen concerns in the discharge of public duty.</p> <p>X accepts gifts, fees and money for personal favor and gain.</p>
<p>I. Act No. 3815 Revised Penal Code</p> <ul style="list-style-type: none"> • The Revised Penal Code 	<p>Health Activist Imprisonment per Violation of “Offending Religious Feelings” under Article 133 of the Revised Penal Code</p> <p>X, a Provincial Guard, is prosecuted for the crime of infidelity in the Custody of Prisoner.</p>
<p>J. Other Policies Not Contrary to Public Interest</p> <ul style="list-style-type: none"> • Legislative Enactments • Executive Orders and/or Ordinances • Judicial Decisions • Quasi-Functions of Administrative Bodies and Agencies including LGUs, SUCs and GOCCs • Rules and Regulations and the like 	<p>Other Sample Issues and Concerns for Special Topics/Problems in Public Administration and All Levels of Governance in the Philippines</p>

The contribution to policy and practice is an increased understanding of a coherent, rather than fragmented, welfare system for users/citizens (Eriksson et al. 2020). As mandated, determined, needed and applicable are used to apply to cases and situations that require observance in order to eliminate the violation per ethics and accountability in public service. The findings show that cases involving money that are in violation thereof are common problems along with other prohibited acts that are contrary to the precepts and/or principles of good governance and professionalism. This means that violations following bad governance are not supposed to be tolerated, in turn, should face charges to prove the point that while it is true, that systems are imperfect, those who are answerable to the public should be held accountable. All of which should follow clear protocols and channeling in exhausting all remedies on due process in legal and/or administrative proceedings to prove that all systems work to maintain integrity and good governance. Cases and situations in government service per all enlisted terminologies are proof that laws

are perpetual and that no one is above the law. While others still violate the provisions, the government is obligated to counter against public employees that continue to ill-repute governance. This supports the claim of Ogunyemi Ajibola, et al, as it was recommended, among other things, that political office holders should demonstrate a positive attitudinal disposition to good governance to increase their striving for achievement (Ajibola et al. 2022). This reminds all public servants to do good governance in public service despite all challenges that plague government service. Such observance can help government fight graft and corruption, remedy administrative problems, expedite cases of public concerns, promote the well-being of the citizenry and the system itself. Integrity is one of the moral principles related to moral uprightness. Recently, there are a lot of issues discussed regarding the integrity in public sector administration especially in public sector. Currently governance in public administration has been exposed to public criticism due to the governance failure, fraud, corruption, and poor internal control.

Conclusions and recommendations

In line with the Seventeen (17) United Nations' *Sustainable Development Goals* specifically SDGs 15-17, ethics and accountability in varied terminologies derived from policies can be used in familiarizing cases and/or situations that will help, aid and/or operationalize governance. Cases that manifest violation thereof exemplify that no public servant is above the law and should serve accordingly for public interest. The enlisted governance terminologies can serve as basis and/or guide in the design and formulation, for both scholars and practitioners in public administration, especially in the day-to-day public affairs, leadership by upright example, agenda setting and planning, administrative services, critical-decision-making, conflict resolutions, consultancies and discussions, exchanges for policy and organizational development in governance and the like. Sorting out terminologies from policies even more prove that public service and/or duty is good governance in ethics and accountability.

References:

Administrative Code of 1987.
<https://elibrary.judiciary.gov.ph/thebookshelf/showdocs/5/53270>

- Ajibola, O., B. Segun, O. Olubunmi, & O. A. Ibrahim. 2022. Disposition to Good Governance and Achievement Striving Behaviour: Role of Motivator Variables. *Journal of Behavioural Sciences*, 32(1).
- Ali, M. 2019. Governance and Good Governance: A Conceptual Perspective. *Journal of Public Administration and Governance*, 10(1).
- An Act Providing for the Functional and Structural Organization of the Office of the Ombudsman and for Other Purposes (Republic Act. 6770)*.
https://www.ombudsman.gov.ph/docs/republicacts/Republic_Act_No_6770.pdf
- Asrini, A., S. Sudarmi, & H. E. Parawu. 2019. Pengaruh Dimensi Etika, Akuntabilitas Dan Transparansi Terhadap Kualitas Pelayanan Publik Dalam Perspektif Sound Governance Di Kantor Samsat Kabupaten Gowa, translated using AI, "The Influence of Ethical Dimensions, Accountability, and Transparency on the Quality of Public Services in the Perspective of Sound Governance at the SAMSAT Office of Gowa Regency." *Kolaborasi: Jurnal Administrasi Publik*, 5(3). <https://doi.org/10.26618/kjap.v5i3.2942>
- Cebu Normal University Title of the Module: A Self-Instructional Module on Ethics and Accountability in the Public Service Course Code: PA 103 Course Name/Title: Ethics and Accountability in the Public Service Name of Faculty. n.d. Unpublished Material*
- Chapman, R. A. 2003. Ethics and accountability in public service. *Teaching Public Administration*, 23(1). <https://doi.org/10.1177/014473940302300102>
- Chien, N. B., & N. N. Thanh. 2022. The Impact of Good Governance on the People's Satisfaction with Public Administrative Services in Vietnam. *Administrative Sciences*, 12(1). <https://doi.org/10.3390/admsci12010035>
- Eriksson, E., T. Andersson, A. Hellström, C. Gadolin, & S. Lifvergren. 2020. Collaborative public management: coordinated value propositions among public service organizations. *Public Management Review*, 22(6). <https://doi.org/10.1080/14719037.2019.1604793>
- Ethical Issues in the Public Service*.
https://www.google.com/search?q=philippines+Ethical+Issues+in+the+Public+Service&sca_esv
- Frederickson, H. G., K. B. Smith, C. W. Larimer, & M. J. Licari. n.d. *The Public Administration Theory Primer*. www.perseusacademic.com
- Good Governance and the Rule of Law*. <https://pdp.depdev.gov.ph/philippine-development-plan-2011-2016/chapter-7-good-governance-and-the-rule-of-law/>
- Jaja, T. C., & Z. F. Aditya. 2022. Promoting the Good Governance by Advancing the Rope of Parliamentarians and the Term Offices Limitation (Comparing Nigeria and Indonesia). *Journal of Indonesian Legal Studies*, 7(1). <https://doi.org/10.15294/jils.v7i1.54776>
- Jameel, A., M. Asif, & A. Hussain 2019. Good governance and public trust: Assessing the mediating effect of E-government in Pakistan. *Lex Localis*, 17(2). <https://doi.org/10.4335/17.2.299-320>
- Keping, Y. 2018. Governance and Good Governance: A New Framework for Political Analysis. *Fudan Journal of the Humanities and Social Sciences*, 11(1). <https://doi.org/10.1007/s40647-017-0197-4>
- mc19s2000, mc2s2022*. n.d.
- Osborne, S. P., M. Powell, T. Cui, & K. Strokosch. 2021. New development: 'Appreciate-Engage-Facilitate'—The role of public managers in value creation

- in public service ecosystems. *Public Money and Management*, 41(8).
<https://doi.org/10.1080/09540962.2021.1916189>
- RA 1379.
https://www.ombudsman.gov.ph/docs/republicacts/Republic_Act_No_1379.pdf
- RA 3019. *Anti-Graft and Corrupt Practices Act*. n.d.
- RA 11032. 2018. https://lawphil.net/statutes/repacts/ra2018/ra_11032_2018.html
- Raga Lay, M. 2022. Partisipasi masyarakat sebagai salah satu pilar dalam mewujudkan good governance / *English translation*. *Jurnal Ekonomi Dan Bisnis*, 10(1).
- Rahim, A. (2019). Governance and Good Governance-A Conceptual Perspective. *Journal of Public Administration and Governance*, 9(3).
<https://doi.org/10.5296/jpag.v9i3.15417>
- Republic Act No. 6713 An Act Establishing a Code of Conduct and Ethical Standards for Public Officials and Employees, to Uphold the Time-Honored Principle of Public Office Being a Public Trust, Granting Incentives and Rewards for Exemplary Service, Enumerating Prohibited Acts and Transactions and Providing Penalties for Violations thereof and for Other Purposes. Section 1. Title: This Act shall be known as the "Code of Conduct and Ethical Standards for Public Officials and Employees."*
https://www.ombudsman.gov.ph/docs/republicacts/Republic_Act_No_6713.pdf
- Skills to Pay the Bills 114 Professionalism*. n.d. no publisher
- Ssonko, D. K. W. 2010. Ethics, Accountability, Transparency, Integrity and Professionalism in the Public Service: The Case of Uganda. *Working Papers, Workshop: Capacity Building for Public Sector Human Resource Managers in Africa on "Strengthening Human Resource Capacities for the Achievement of the Millennium Development Goals and Africa's Development,"* 12-16 April, 2010.
- United Nations. 2000. *Professionalism and Ethics in the Public Service: Issues and Practices in Selected Regions*.
<https://digitallibrary.un.org/record/416458?ln=en&v=pdf>
- United Nations. [2015] 2019. *Sustainable Development Goals*.
<https://sdgs.un.org/goals>
- The 1987 Constitution of the Republic of the Philippines*.
<https://constitutionnet.org/country/philippines>
- The Revised Penal Code*.
https://lawphil.net/statutes/acts/act1930/act_3815_1930b.html
- Winarno, R., & E. Retnowati. 2019. Good Governance Based Public Services. *Jurnal Notariil*, 4(1).
- Zaitul, Z., Ilona, D., & N. Novianti. 2023. Good Governance in Rural Local Administration. *Administrative Sciences*, 13(1).
<https://doi.org/10.3390/admsci13010019>