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→ How to ensure accountability

- 1) Formal system of accountability:
 - Accountability can be ensured by making specific and exact laws, rules, regulation, administrative procedure, disciplinary rules, etc..
- 2) Information disclosure, transparency and public scrutiny:
 - Accountability is often more when more information is available to public so that public can scrutinize behaviour of the civil servant.
- 3) Public consultation:
- 4) Fixing of responsibility:
 - Accountability is often less when the responsibility is diffused does there must be clarity about the locus and focus as well as the structure and different layers of authority. The structure of organisation and the responsibilities of individual should be design in a ^{such} manner that accountability is pinpointed to specific individual.
- 5) There should be a general environment of accountability in the society at large.

→ Code of Conduct

- Code of conduct is set of rules which regulates and control the behaviour of civil servants and which a civil servant is obliged to follow. Any violation of these codes may be punished.
- Need for Code of Conduct:
 - Though it is difficult to legislate morality but still a code of conduct is needed for civil servants because of the following reasons.
 - 1) It can help in regulating the ethical behaviour by providing greater degree of precision and refinement needed for the conduct of administrative matters.
 - 2) They can set their standards against which the behaviour of the civil servant can be judged. the civil servants are indirect contact with the public so they must maintain a high standard of behaviour so that they can work as model for ethical behaviour for the general public. These code help to define that standard.
 - These codes can inform the public about what to expect from a civil servant. This will enhance the citizen trust in the public authority.
 - Such code increases accountability, ensure better administration and contribute in the prevention and elimination of corruption in public administration.
 - They can help in anticipating the problems that might be encountered in civil service and in developing broad solutions to them.

- They also help in the evolution of performance by providing some standards against which such evolution can be done.
- The code of conduct for civil service in India include the following.
 - 1) Apolitical function.
 - A civil servant cannot participate in any political activity.
 - 2) No Criticism
 - They cannot criticise the current policies of the government.
 - 3) They must provide the relevant information to the public about the issues of public interest in a fair, active and timely manner. They can restrict the information only when it is strictly required about by a law.
 - 4) Only authorised civil servant should communicate on behalf of the public authority with public and media. Civil servant can use the public resources only during the working hours and only while performing public duty relevant to the position that they hold.
 - 5) They should neither accept nor request any gift or favour themselves or on behalf of these family members, relatives or friends. They can accept a minor gift which falls within the purview of conventional hospitality on politeness.

- They should avoid any conflict of interest. any conflict of interest must be resolved before the appointment, according to law related to such conflict. they cannot write in news papers and magazines and give interview to the TV channels without the prior permission of authority/superior.
- They must obey the order and command given to them by their superior and respect their superiors.
- They cannot take any employment or profession without the prior permission of the government and they cannot except salaried position under any other employer. They cannot have any personal business, they cannot engage in betting, there are restriction regarding investment, lending and borrowing, sole purchase of immovable property, they cannot declare insolvency and display habitual indebtedness.
- They cannot engage in polygamy, they cannot demand or accept dowry, they must display ^msecular behaviour, they cannot employ ~~children~~ children below the age of 14 as a domestic help; they must observe prohibited sexual harassment of women employees etc.
- They must promote and ensure the observance of these code by their subordinate civil servants.

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- Problems with these Code of Conduct:
- 1) These code of conduct only talk about don'ts of the behaviour and not much about the do's, they do not speak of any behaviour norms that can be followed at the time of conflict and indecision. There is hardly any provision of choice and option in cases of decision dilemma.
 - 2) These codes are highly restrictive and seriously curtail the freedom of operation of the civil servants.
 - 3) Many of these codes are in practical to follow.
 - 4) Many of these codes are presented in a very vague language.