IQQO Ethics and Anti-corruption Unit

Overview

The Oromia Agricultural Research Institute, also known as the IQQO Ethics and Anti-corruption Unit, was structurally established under Regulation No.146/2004 and Directive No. 1/2005 of the Oromia Ethics and Anti-corruption Commission. Its primary responsibility is to coordinate ethical issues and advise the Director General on these matters. Recognizing the economic, social, and political crises caused by corruption in the region and country, the Oromia regional government set up an ethics and anti-corruption monitoring unit within our institute in 2004 E.C. to help prevent the problem from escalating.

Mission

The mission is to collaborate with relevant bodies to ensure transparency and accountability in IQQO operations by promoting ethics and anti-corruption education, preventing corruption and impropriety, and reporting corruption offenses to the Director General and the Oromia Ethics and Anti-corruption Commission.

Objectives

The institute's Ethics and Anti-corruption Unit has the following main and specific objectives:

Main Objective

To cultivate a community within the institute that upholds good ethics, is intolerant of corruption, and contributes to improving the livelihoods of people in the Oromia region, thereby enhancing its role in the region's economic development.

Specific Objectives

- To enhance the coordination and engagement of various bodies in combating corruption;
- To strive to safeguard the current human resources and research framework from being compromised by corruption and unethical practices, thereby facilitating effective, efficient, and accountable research activities in Oromia region;
- To pinpoint and mitigate potential conflicts of interest (risk areas) among administrative and research personnel;
- To propose measures to address any deficiencies in transparency related to the teaching, dissemination, and promotion of agricultural technologies to end-users;
- Ensuring uniform management of ethical and anti-corruption issues across IQQO centers;
- To assist in monitoring the resolution of public service delivery challenges identified by IQQO.

Organization

The Ethics and Anti-Corruption Monitoring Unit is managed by an Ethics Officer at IQQO headquarters and seventeen other centers.

Accountability

The Ethics Officer at IQQO headquarters is accountable to the Director General; likewise, the Ethics Officers at IQQO centers are answerable to respective Center Director. Ethics Officers at centers shall work closely with their institute.

Focus Areas of the Institute Ethics and Ant-corruption Monitoring Unit

The Ethics and Anti-corruption Unit of IQQO is dedicated to upholding the institute's vision, mission and values. To achieve this, the unit concentrates on training and capacity building to promote transparency and accountability in the institute's operations, ensuring that procedures are free from corruption and misconduct. The main focus areas to ensure ethics and good governance in all IQQO operations are as follows:

- Identify knowledge and attitude gap of staff and leadership on ethics and prevention of corruption, and develop and implement capacity building training and other learning platforms (email communication, events, and other communication channels) to address these gaps;
- Conduct risk assessment activities to facilitate the identification of areas of potential vulnerability and risk within the Institute, including conflicts of interest among leadership and employees to develop and implement corrective action plans to mitigate risk and enhance process compliance;
- Provide confidential advice and guidance to staff and leadership on ethical issues (e.g., conflict of interest), in line with the Institute's values, code of conduct, regulations, and rules;
- Receive, inquiry, and address ethics-related complaints from all IQQO organs;
- Conduct and support the revision and implementation of the Institute's corruption prevention strategy and code of conduct, ensuring timely communication to all staff and monitor their implementation;
- In cases where suspect that rules and procedures have been broken related to the hiring, promotion, relocation/transfer, or training of staff, purchasing of goods or services, or the fulfillment of contracts, notify the Director General with its suggestions for addressing the irregularities and oversee the implementation of those suggestions;
- Detecting and preventing misconduct through investigations and reviews;
- Coordinate the income and asset declaration and registration of all leadership and employees, using digital systems and other channels and monitor its implementation;
- Collaborate with other functional departments (e.g., legal office, internal audit, finance & property administration, HRM, research directorates, etc.) and ensuring compliance with the rules and regulations, code of ethics;
- Follow up on the rectification of findings from internal and external audits;
- Facilitate integration with other ethics and corruption prevention organizations;
- Manage the day-to-day operation of the Ethics and Anti-corruption Monitoring Unit;
- Prepare and submit periodic Ethics and Anti-corruption Report to Oromia Ethics and Anti-corruption Commission through the Director General.

Principles of Ethical Values

The Unit will adhere to and advocate for twelve ethical principles established and commonly known by IQQO such as integrity, loyalty, transparency, confidentiality, accountability, honesty, exercising legitimate authority, impartiality, responsiveness, priority to the public interest, respecting the law, and being exemplary.

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