



Official Gazette of Iraq

Al-Waqai' Al-Iraqiyya

الوقائع العراقية

وهقايعى عىراقى

الجريدة الرسمية لجمهورية العراق

رؤژنامهى فهرمى كؤمارى عىراق



تصدر عن وزارة العدل

وهزارهتى داد دهرى دهكات

Legislation

No. 1

**Instructions for the Code of Conduct for State,
Public and Mixed Sector Employees**

With Its amendment

No. (1) Of 2005

تعلیمات قواعد السلوك الخاصة بموظفى الدولة والقطاع العام ومنتسبى القطاع المختلط

مع تعديله

Translated in

Ministry Of Justice

Iraqi Official Gazette Department

Translation Section

2022



Instructions

In accordance to the provisions of Paragraph (7) of part (4) of the statutory law (the commission of integrity) attached by order (55) in 27/ 1/ 2004 issued by the Coalition Provisional Authority, the delegate of the authority concerning the Iraqi Commission on Public Integrity, we have issued the following instructions:

NO.(1) OF 2005 Instructions for the Code of Conduct for State, Public and Mixed Sector Employees

Article 1

First: Every employee in state departments, the public and mixed sector shall be obligated to sign the Code of Conduct for employees of state departments, the public and mixed sectors, in accordance with the form attached to these instructions upon appointment, and these code shall be considered a condition of appointment.

Second: The obligation stipulated in the Item (First) of this Article shall apply to employees who continue in service.

Article 2

The heads of the administrative formations shall be obliged to take the necessary measures for the within-formation employees' signing the form of code stipulated in Article (1) of these instructions on the dates decided by the Public Integrity Commission.

Article 3

These instructions shall be implemented from the date of their publication in the Official Gazette.

The Head of the Public Integrity Commission



Instructions

In accordance with the provisions of Paragraph (7) of Part (4) and Paragraph (e) of Item (2) of Part (5) of the Statutory Law of (the Commission on Integrity), annexed to the Order (55) on 27/ 1/ 2004 issued by (dissolved) provisional coalition authority, delegation of authority regarding to the integrity commission, we have issued the following instructions:

No. (1) 2006

Instructions

**The First Amendment to the
Instructions for the Code of Conduct
for State, Public and Mixed Sector
Employees**

Article 1

The code of conduct model for employees of state departments, public and mixed sectors stipulated in Item (First) of Article (1) of the instructions of the code of conduct for employees of state departments, public and mixed sectors No (1) 2005 shall be repealed and replaced by the form attached to these instructions.

Article 2

These instructions shall be implemented from the date of publication in the Official Gazette.

Chairman of the Public Integrity Commission



Instructions

Model/ Code of Conduct for State, Public and Private Sector Employees of 2006

1. Notifying the competent authorities of any cases of corruption and abuse of authority when they become known.
2. Performing the job duties with honesty, efficiency, sincerity and concern for public interest, and that political obligations and activities shall not effect on the decent performance of the employment duty.
3. Performing the job duties impartially and without discrimination on the basis of gender, nationality, religion, colour, political beliefs and any other similar criteria in violation of the law.
4. Do not to engage in any financial transactions that fall within the duties of the employment or that the employee has an interest in preparing, referring or implementing them, or using official information for personal purposes and committing not to contribute personally to official matters that have a direct or expected impact on his/ her financial interests or the interests of (spouse) or one of his/ her relatives to fourth degree.
5. Implementing the provisions of the laws, regulations and instructions in force and orders issued by the administrative head in accordance with the law. In the event that these orders violate the law, the employee shall explain the justification for this violation to his/ her boss in writing, and not to implement the orders unless confirming them in writing, then the boss shall be responsible for them.
6. Declaring, upon his/ her appointment, the nature of his/ her personal interests that have an impact on his/ her performance of official duties and any change that occurs to them during the service.
7. Not to performing any work or profession that contradicts his/ her official duties, whether that work or profession is paid or unpaid.
8. Maintaining the confidentiality of information and official documents that in his/ her possession or that he/ she has access to by virtue of his/ her position and not to use them in violation of the law.



Instructions

9. Not accepting gifts or requesting benefits whose purpose is to affect his/ her impartiality or integrity and which affect the his/ her performance of duties or abstaining from them or that are in the interest of a member of his/ her family or relatives to the fourth degree as long as they are for the same purpose above.
10. Refraining from making any promises that are contrary to the law and not be influenced by feelings and emotions towards others when performing his/ her job duties.
11. Not to enter incorrect or misleading information in the government's records for any reason, which leads to the disposal of state funds and assets, and not to dispose of those funds and assets without explicit authorization thereto.
12. Refraining from declaring or giving official information unless there is an official authorization thereto.
13. The information provided by him/ her to the Integrity Commission shall be true and accurate whenever he/she is required to do so or is imposed by law to provide it.
14. Exerting the necessary care in preserving the state's funds and properties or those entrusted to him/ her that he/ she uses by virtue of his/ her work , and they shall be used effectively, efficiently and economically, and he/ shall shall not use them except in accordance with the law, regulations, and instructions.
15. He/she shall abuse the power entitled to him/ her by law and not to use it for personal or financial gain or abuse and harm others' rights, or attempt to cause abusing power during the performance of his/ her job, and he/ she shall bear the legal consequences thereof, including compensation for the damages that occur as a result thereof.
16. Preserving the dignity of the public employment and showing it in a decent appearance, and avoiding any behavior that reduces the necessary respect for it, whether it is during or after the official working hours.
17. Working on developing his/her job information that leads to develop his/ her work experience and understanding of the duties assigned to him/ her.
18. Treating subordinates kindly and in a manner that preserves their dignity.
19. Respecting citizens and facilitating the completion of their transactions in accordance with the law.
20. Adhering completely to the official working hours and allocating all his/ her time only for official work.
21. Refraining from working with any entity in the private sector directly related to the job in the field of his/ her previous job, or accepting any reward from it after the date of the end of his/ her job service for a period of two years.

