

CODE OF ETHICS

Reform Institute Foundation

I. MISSION

Our mission is to support continuous improvement of the process of formulation, implementation, monitoring and evaluation of public policies in Poland, Europe and all over the world. The ultimate goal of our efforts is to improve the quality of public policies.

II. VALUES

We would not be able to accomplish our mission without holding onto our values. We prioritise the following values: scientific integrity, independence and transparency of operations, positive impact and collaboration with all stakeholders in the public policy formulation process. The Institute as an organisation and its members act in the spirit of these values.

INTEGRITY

In our research and analyses we are guided by scientific integrity. Our conclusions and associated recommendations are always evidence-based. Only by taking this path we can contribute to the improvement of quality of public policies.

INDEPENDENCE AND TRANSPARENCY

We are an independent think-tank. We are objective and we prioritise public interest by working on better public policies. We make sure that our research is not influenced by politics and business incentives. Independence is a necessary prerequisite for scientific integrity.

Our goal is to ensure the greatest possible transparency of our actions. At the same time we protect the confidentiality of information to which access is restricted by contract or law.

POSITIVE IMPACT

We address issues that are material from the public policies perspective. Our goal is for our research and analytical work to be useful: they should not only describe phenomena, but, more importantly, they should make a difference in

terms of the way public policies are formulated, implemented and evaluated, thereby making a positive impact on the quality of these processes.

COLLABORATION

Successful achievement of objectives set by our mission depends on collaboration with other stakeholders in the process of formulation and implementation of public policies: public and private sector organisations, non-governmental organisations, independent experts and members of academia. Our Institute remains one of the actors in the ecosystem in which policies are created and implemented.

By fostering collaboration we aim to raise the quality of debate on public policies, support the transfer of knowledge, increase the level of awareness of engaged stakeholders, identify knowledge gaps in the areas relevant for policy interventions, develop robust approach towards the process of formulation, implementation and evaluation of public policies as a whole and, lastly, perceive the correlations between particular actions of the state in different sectors. We firmly believe that the synergy of efforts of all stakeholders will be more effective in achieving these goals than actions taken by individual stakeholders alone.

III. HOW DO WE WORK?

OUR RESEARCH AND ANALYSES

We analyse the entire life cycle of public policies. We are interested in the whole process: from identification of the demand for public intervention, through the creation and implementation of policies, up to their evaluation. This approach determines how we proceed, choose projects to engage in and organise our work.

We identify the needs arising from the public policy formulation process and allocate our resources accordingly. We find the weakest links in the process by looking for areas that have not been properly researched yet. We seek out and fill-in knowledge gaps. We want our projects to bring added value: real impact on public policies. That's how we maximise the utility of our actions.

We build new quality by integrating the knowledge of other stakeholders in the public policy formulation process. We show the mutual impacts of policies and demonstrate their cross-sectoral implications and socio-economic effects.

Our goal is to raise the quality of public debate as it reflects directly on the quality of formulated public policies. We operate on a national and global scale. We bring the national perspective into the European debate and the other way round: we incorporate the European perspective into the national debate.

We strive to optimise the information flow by spreading available expertise. We try to pull in new audience. We want people to hear us, talk about the problems with which we are dealing and be their champions. Our goal is to take full advantage of existing research and scientific achievements for the benefit of public activities.

For us thoroughness, high quality and professionalism are fundamental. We take on tasks consciously, carefully considering our knowledge, experience, human resources and existing commitments.

We do not get involved in projects if there is a risk of conflict of interest or any concerns about the Institute's independence. Our work is determined solely by our mission and it cannot be influenced by any interest that conflicts with our mission.

OUR TEAM

Members of our team play a crucial role for the success of our mission and achievement of our goals.

Everyone has an impact on the atmosphere and interpersonal relations. They are our shared responsibility.

In building our team we are guided by diversity of talents, experiences and perspectives. We have respect for diversity. Intellectual curiosity is what motivates us. We gladly partner up with individuals who get joy and satisfaction from broadening and sharing knowledge.

The key to the success of our team is collaboration – it allows us to accomplish day-to-day tasks and ensure high quality of our research and analytical work. In performing tasks we learn from each other, share knowledge and build competence. We grow through synergy.

Our partners include members of the community responsible for the formulation and implementation of public policies. We want members of that community to develop their individual competence.

Our professional relationships are based on mutual trust and open communication – also when it comes to problems and challenges. Managers have a duty to support other team members in the execution of their tasks.

We want members of our team to have a sense of security and professional stability.

PARTNERSHIPS

Our aim is to empower the public sector and build constructive relationships between stakeholders. Collaboration is what fosters the development of competence. It lets organisations learn from each other, share knowledge, discover problems and discuss solutions they have not encountered before and, consequently, gain a broader perspective on a given topic.

We actively seek to build partnerships with the aim of ensuring top-quality actions for the benefit of public policies.

In relationships with our partners we are guided by good faith, integrity and transparency.

FINANCING

We rely on sources of financing that let us maintain independence. We do not accept funds from political parties. We seek out diverse sources of funding to maintain stability of our organisation and ensure its growth.