









Comparative table - conflict of interests

Country	Is there a legal definition of conflict of interest in your country?	Definition of conflict of interest	Specific aspects of the definition	Does the offense of unlawful taking of interests or its equivalent exist in your country?	Means for detecting conflicts of interest	Preventive procedures	Are there ethics officers in charge of managing conflicts of interest within the different administrations?	Extent of recusal measures	Does recusal involve leaving the room at the time of the decision vote?	Publicity of recusals measures	Sanctions	Awareness-raising measures	Effectiveness of the current conflict of interest management mechanisms	Main challenges	Desired or underway developments
 Austria (BAK)	Yes	Numerous definitions in various pieces of legislation (Code of Criminal Procedure, Federal Procurement Act, Civil Servants Act, General Administrative Procedure Act)	N.A.	No	Reporting to the hierarchical authority Autorisation required for all secondary employment for employees of the Federal Bureau of Anti-Corruption and employees of the Directorate State Protection and Intelligence Service General duty to refrain from secondary employment that hinders the fulfillment of official duties, gives rise to the presumption of partiality or jeopardises other essential official interests. Duty to report any gainful secondary employment and board activities in a legal entity under private law Duty of the employing authority to prohibit any inadmissible secondary employment by issuing an instruction.	Disclosure of the interest Measures for recusal and delegation of decision-making and signing authority Regulation of gifts and invitations	Yes	Only for the decision related to the identified interests that could give rise to a conflict of interest	Yes	No publicity	Disciplinary measures Criminal fines	Trainings Code of conduct / ethical charter	Moderately effective	Diversity of definitions in various pieces of legislation	
 Croatia (Commissioner for the conflict of interest resolution)	Yes	Article 2 - Act on the Prevention of Conflict of Interest: conflict of interest exists when the private interests of the obliged entity (public official) are in conflict with the public interest and especially in the following cases: - when private interests of the obliged entity may affect their impartiality in performing public duty (potential conflict of interest) - when private interests of the obliged entity has influenced or may be considered to have influenced their impartiality in performing public duty (actual conflict of interest).	A potential conflict of interest cannot be avoided, because an official can always find himself in it but it is therefore necessary for the official to recognize it in a timely manner and manage it properly so that the official does not find himself in an actual conflict of interest and thus in the violation of law.	Yes	Reporting to the Commissioner for the conflict of interest resolution. The Commission learns about the circumstances of a possible conflict of interest based on a report that anyone can submit to the Commission or based on their own knowledge (eg media publications). Also, the Commission inspects the available public registers and declaration of assets of officials, which allows it to gain information about a possible conflict of interest.	Disclosure of the interest Measures for recusal and delegation of decision-making and signing authority Transfer of decision-making rights based on ownership in business entities to another person Regulation of gifts and invitations	Yes	The decision in question and discussions prior to the decision: all actions that precede decision-making, including decision-making.	Yes	Information to the public about the conflict of interests on the website of the public body in which the public official holds office.	Administrative fines from 530 to 5309 euros Admonition: if according to their actions and responsibilities and the resulting consequence, this is an obviously easy form of violation of the provisions of the Law	Trainings At the request of the official, the commission is obliged to give a written opinion on the application of the law within 15 days, so that the official does not find himself in a conflict of interest	Moderately effective	Lack of public awareness of the importance of using public service exclusively in the public interest	Raising public awareness of officials and citizens and the necessity of better prescribing certain legal provisions in relation to the current Act.
 Cyprus (Independent Authority Against Corruption)	Yes	Various definitions	N.A.	Yes	Control of declarations of interests Control of revolving doors Reporting to the hierarchical authority Reporting to IAAC	Disclosure of the interest involved Measures for recusal and delegation of decision-making and signing authority Renunciation of the interest Regulation of gifts and invitations	No	The decision in question and discussions prior to the decision	Yes	No publicity	Disciplinary measures (correction measures, political responsibility, or termination of duties) Administrative fines Criminal fines (fines up to 10,000 euro or one year in jail and fines up to 30,000 or three years in jail)	Code of conduct / ethical charter Conflict of interest identification forms	Slightly effective	Not enough transparency and control regarding the conflict of interest in public tenders. Non transparent procedures for public officials using social control (ie announcing publicly the officials who have been excluded from procedures because of conflict of interest). Lack of training and awareness of the public officials and the general public on the conflict of interest.	At the moment the Law Commissioner is updating the Code of Ethics for public employees where conflict of interest is the main theme, in accordance with the Greco recommendations. The official appointment of the Ethics Advisor, by the President, according to the Code of Ethics of the Members of the Government, is still pending.



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<p>Czech Republic (Ministry of Justice)</p> 	Yes	<p>Section 3 of the Act on Conflict of Interest :</p> <p>"A public official is obliged to refrain from any action in which his or her personal interests may affect the performance of his or her duties. For the purposes of this Act, a personal interest shall be understood as an interest which brings to the public official, a person close to the public official, a legal person controlled by the public official or a person close to the public official an increase in property, a property or other benefit, the avoidance of a possible decrease in property or other benefit or any other advantage; this shall not apply if the benefit or interest is otherwise generally obvious in relation to an unlimited number of addressees."</p> <p>Furthermore, there is an obligation of the public officials to report their personal interest</p>	<p>The public official must not favour his personal interest over the public interest he or she is obliged to promote and defend as a public official.</p> <p>While the section 3 of Act on Conflict of Interest is not linked to a sanction for non-compliance, there are several accompanying provisions (such as the obligation to declare personal interest) which can be sanctioned.</p> <p>The Czech legal system does not address cases of perceived conflict of interest.</p>	Yes	<p>Control of declarations of interests</p> <p>Control of revolving doors</p> <p>Reporting to the hierarchical authority</p> <p>Reporting to the Ministry of Justice</p>	<p>Disclosure of the interest involved</p> <p>Renunciation of the interest</p> <p>Regulation of gifts and invitations</p> <p>For public procurement: if the contracting authority finds that there is a conflict of interest, it shall take remedial action to eliminate it.</p>	No	N/A	N/A	N/A	<p>Disciplinary measures</p> <p>Administrative fines up to 50 000 CZK (1 976 EUR).</p>	<p>Training (workshops focused on the issue of conflict of interest specially aimed at public prosecutors, judges and other public officials and civil servants)</p>	Slightly effective	<p>Effectiveness and enforceability of the Act on Conflict of Interest (limited tools to identify a conflict of interest, limited guidance available to public officials)</p>	<p>The Ministry of Justice has prepared an analysis of the Act on Conflict of Interest which will serve as a bases for a legislative amendment.</p> <p>The main issues addressed in the analysis include insufficient regulation of revolving doors. Also, some of the tools on management of conflict of interest only apply for some public officials, such as regulation of gifts or rules for recusal. Furthermore, the notifications filed by public officials are available only upon request. The analysis suggests making the notifications of high-ranking public officials freely accessible to the public.</p>
<p>France (High Authority for Transparency in Public Life, HATVP)</p> 	Yes	<p>Article 2 of the law of 11 October 2013 on transparency in public life.</p> <p>"A conflict of interest constitutes any situation of interference between a public interest and public or private interests which is likely to influence or appear to influence the independent, impartial and objective exercise of a function".</p>	<p>3 cumulative criteria:</p> <ul style="list-style-type: none"> - An interest, which can be private or public, direct or indirect, material or moral, current or past - An interference between two interests, which can be material, geographical or temporal - The intensity of the interference In France, a conflict of interest may be between two public interests, which may contradict each other in such a way that a public official would no longer appear independent, objective and impartial. 	Yes	<p>Control of declarations of interests</p> <p>Control of revolving doors</p> <p>Reporting to the hierarchical authority</p> <p>Reporting to the HATVP</p>	<p>Disclosure of the interest involved</p> <p>Measures for recusal and delegation of decision-making and signing authority</p> <p>Renunciation of the interest</p> <p>Regulation of gifts and invitations</p>	Yes	<p>The decision in question and discussions prior to the decision</p>	Yes	<p>To prevent conflicts of interest, the High Authority collects and controls declarations of interests some of which are published on the website of the High Authority .</p> <p>The recusal decrees adopted by the Prime Minister for members of the Government are listed in a "Conflict of Interest Prevention Register" which can be consulted online.</p> <p>Internal publicity measures of interests can be put in place (informing the line manager, colleagues of the interest held and the risk of interference).</p> <p>Article 8-1 of the law of 11 October 2013 provides that the President of the Republic may request the President of the High Authority to obtain information relating to the compliance of the persons he is considering appointing to the Government with their reporting obligations. The High Authority verify that the appointment to the ministerial post concerned would not place the person in question in a situation of conflict of interest. If so, the High Authority will recommend the implementation of precautionary measures.</p>	<p>Disciplinary measures for civil servants</p> <p>Criminal fines: The High Authority can issue injunctions against public officials (except members of Parliament) requiring them to cease the activity causing the conflict of interest. The injunction can be made public, and it can be transferred to a prosecutor.</p> <p>Any non-compliance is a criminal offence liable to a year of imprisonment and a 15 000 € fine.</p> <p>Failure to file a declaration of interests or to declare a significant portion of one's interests is punishable by a 3-year prison sentence and a fine of €45,000. Where applicable, this may result in a ban on civil rights for a maximum of 10 years and a ban on holding public office according to the terms provided for in articles 131-26 and 131-26-1 of the penal code, which may be permanent.</p>	<p>Trainings (35 external interventions in 2023, webinars)</p> <p>Hotline (email/phone)</p> <p>The High Authority can also issue personalised and ethical support for public officials and institutions. This involves both preventing the criminal risk of illegal taking of interests (articles 432-12 and 432-13 of the criminal code) and the ethical risk of conflicts of interest.</p> <p>Code of conduct / ethical charter (up to each administration)</p> <p>Ethical guide published by the HATVP which presents the doctrine of the High Authority relating to the risks of conflict of interest. Conflict of interest identification forms</p>	Effective	<p>Local public officials face many conflicts of interest due to their roles in public life and their commitment to local public life. The "3DS" law of February 2022 introduced a regime to clarify recusal measures in such cases. The High Authority supports this through training and seminars, yet awareness of the risks incurred by elected officials does not translate into the concrete implementation of recusals within the deliberative assembly.</p>	<p>Provide the High Authority with its own power to impose administrative sanctions in case of non-compliance with the obligation to file a declaration of interests/assets. Reduce the deadline for submitting declarations of interests by members of the Government to 8 days following their appointment End the obligation of members of the Government to submit a declaration of interests at the end of their functions. Adopt a criminal policy circular for public prosecutors on the prosecution and treatment of offences involving breaches of probity Maintain strong awareness of conflicts of interest, especially for local authorities, covering both public/public and private/public conflicts. Keep reaching new audiences to raise awareness about conflicts of interest.</p>



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 Greece (National Transparency Authority, NTA)	Yes	Conflicts of interest are described as situations in which the impartial performance of duties of a policy officer or a civil servant is objectively affected.	The main elements of the definition are the following: - a policy officer or a civil servant who - performs public duties and - his/her ability to perform his/her duties is objectively impaired/ affected due to (a) private interest(s).	Yes	Control of declarations of interests Control of revolving doors Reporting to the hierarchical authority Reporting to NTA	Disclosure of the interest involved Measures for recusal and delegation of decision-making and signing authority Regulation of gifts and invitations	Yes	The decision in question and discussions prior to the decision	Yes	No publicity	There is not a specific disciplinary sanction allocated to non compliance with conflict of interest prevention measures. However, the « use of the official's status as a member of the public or of information held by him/her due to his/her service or position for the benefit of his/her private interests or those of third parties.» represents a disciplinary offence. Administrative fines up to twice the amount of the total remuneration and compensation of any kind received Criminal fines Criminal sanctions: imprisonment for up to three years Ban on appointment to the position for a period of up to 5 years	Training (certification of Integrity Advisors, in cooperation with the Ministry of Interior: 12 certification cycles have been completed with over 200 officials being certified, workshop with more than 300 public and private sector participants) Code of conduct / ethical charter Conflict of interest identification forms	Effective	The degree of integration and acceptance in the Greek public sector of the newly established role of the Integrity Advisor	The staffing of integrity advisor offices in 15 Ministries and other public sector organizations is underway as well as the promotion of the Integrity Advisors Network. Conclusion of the project between the OECD and NTA entitled "Strengthening of integrity, transparency and anti-corruption framework" with output 2 concerning a report with proposals for Greece to consider possible legislative and institutional changes, good practices and tools concerning the management of conflicts of interest.
 Hungary (Integrity Authority)	No	Several sectoral laws separately define the grounds for conflict of interest and the legal consequences of COI, but do not define the concept of conflict of interest.	N/A	No	Control of declarations of interests Control of revolving doors Reporting to the hierarchical authority	Disclosure of the interest involved Measures for recusal and delegation of decision-making and signing authority Renunciation of the interest Risk mapping Regulation of gifts and invitations	Yes (internal auditor)	The decision in question and discussions prior to the decision	Yes	No publicity with a public register	Disciplinary measures (disciplinary liability of the employee, exclusion from certain procedures)	Code of conduct / ethical charter Conflict of interest identification forms	Slightly effective	Shortcomings in the legislative environment and lack of regularity of controls	Need for a separate conflict of interest law to remove the fragmentation of regulation. Making COI checks systematic.
 Italy (National Anti-Corruption Authority, ANAC)	Yes	Italian law does not provide a general definition of conflict of interest, but there are several provisions, both in the Constitution and in other laws and regulations.	3 criteria: - Economic and financial considerations (property, assets, shareholdings in companies) - Other personal interests (past/present assignments, work, professional, advisory and collaborative activities in public or private entities, disputes or debt/credit situations with the public or private entity recipient of the procedure) - Existence of a serious reason of convenience, according to the case law, in order to protect the impartial image of the public administration. These situations could concern the official or, to a certain extent, his relatives and in-laws, his spouse or partner, or persons with whom he has regular contact.	No	Control of declarations of interests Control of revolving doors Reporting to the hierarchical authority Reporting to your authority Obligation to sign declarations of absence of conflicts of interest	Disclosure of the interest involved Renunciation of the interest Risk mapping Regulation of gifts and invitations	Yes	The decision in question and discussions prior to the decision: as a general rule, in situations where the administration considers that an official is in a conflict-of-interest situation, the official shall refrain from any activity which may influence the administrative procedure (or its outcome).	Yes	No publicity with a public register However, when ANAC decides on hypotheses of conflict resulting from requests for opinions, it publishes its opinions by resolution. It should be noted that the publication concerns the conflict situation and not the persons involved, whose confidentiality is guaranteed	Disciplinary measures Administrative and civil penalties: a procedure - leading to the adoption of an act - which is vitiated by the existence of a conflict of interest on the part of the official may be considered invalid. Criminal fines	Training (courses or seminars, guidelines, etc.) Code of conduct /ethical charter Conflict of interest identification forms: in the 2022 PNA (National Anti-Corruption Plan), in the section dedicated to conflicts of interest, ANAC has provided a self-declaration model on conflicts of interest, identifying key areas and information.	Effective	To empower the staff and managers of individual administrations so that there is constant monitoring of the application of the rules aimed at preventing and managing conflicts of interest.	The fragmented legal framework on the management of conflicts of interest could be reviewed with a view to adopting more homogeneous and clearer provisions. A single law covering all positions and functions in the public sector could be adopted.



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<p>Lithuania (Chief Official Ethics Commission, COEC)</p> 	Yes	Article 2 of the law of July 2, 1997 on the Adjustment of public and private interests: "A situation where the declarant, while performing his official duties or carrying out an official assignment, has to accept or participate in making a decision or carry out an assignment that is also related to his private interests".		No	Control of declarations of interests Reporting to the hierarchical authority Reporting to the COEC	Disclosure of the interest involved Measures for recusal and delegation of decision-making and signing authority Renunciation of the interest Regulation of gifts and invitations	Yes	The decision in question and discussions prior to the decision	Yes	No publicity with a public register but data on the resignation or suspension of the head of an institution are published publicly on the website of this institution.	No sanctions	Training	Effective	Public officials are still not sufficiently aware of conflicts of interest and there is still a need actively educate individuals in this area.	The Conflict of Interest Risk Management Information System is on its way and we expect that this system will help us manage conflicts of interest.
<p>Malta (Commissioner for Standards in Public Life)</p> 	Yes	<p>The Standards in Public Life Act contains numerous references to the obligations of Ministers and Members of Parliament to manage and avoid situations where their private interests conflict or can conflict with their public duties.</p> <p>Internal Audit and Financial Investigations Act : "direct conflict of interest refers to a situation where the official of the Directorate is himself related with the auditee by virtue of a professional or work relationship, provided that a period of five years has not elapsed since such relationship has been terminated"</p>		Yes	Control of declarations of interests Reporting to the hierarchical authority Reporting to the Commissioner for Standards in Public Life	Disclosure of the interest involved Regulation of gifts and invitations	Yes	N/A	N/A	No publicity with a public register	Disciplinary measures Criminal sanctions	<p>Project with the OECD on "Improving the Integrity and Transparency Framework in Malta" in October 2023. One aspect of this project involved raising issues regarding the importance of detailed asset declaration and conflict of interest reporting at Ministerial and parliamentary levels and involved presentations made to the Speaker of the House of Representatives and Members of the Committee for Standards in Public Life.</p>	Moderately effective	<p>Removal of the obligation for Ministers to disclose spouse's income and assets in relative form submitted each year (the obligation to disclose was made optional in 2015)</p> <p>Lack of standardisation across public sector, ministries, departments etc. with regards to conflict of interest management</p> <p>Limited publication of information relating to management of conflict of interest within the wider public service</p> <p>In the case of Ministers and MPs, limited information requested in current asset/interest declaration forms</p> <p>Many forms used for conflict of interest management remain undigitized leading to Ministers/MPs complaining of having to complete multiple forms for multiple different regulatory entities/oversight purposes.</p> <p>In the case of Ministers, MPs, and high public officials, no public register for gifts/lobbying</p>	<p>Amendments to the codes of ethics for Ministers and that for MPs, asset and interest declarations system Proposals for a law on lobbying.</p>


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 <p>Poland Civil Service Department (Chancellery of the Prime Minister)</p>	Yes	Article 56 of the Public Procurement Law of 11 September 2019: "The head of the contracting body, the member of the tender committee and other persons carrying out the procurement procedure on the side of the contracting body or persons which may have influence on the result of that procedure or which award contracts, shall be subject to exclusion from the performance of those activities if there is a conflict of interest on their side". This piece of legislation applies to all public administration, including the civil service.	This definition of conflict of interest, which is so far the only one in the Polish legal order, refers to conflict of interest in public procurement. The definition is subjective – it defines the relationship between the contracting authority and the contractor, which, according to the above-mentioned law, constitutes the existence of a conflict of interest, and subjective.	Yes	Control of declarations of interests Within the civil service – acting in a situation of actual, potential and perceived conflict of interest can be identified during the process of approving/rejecting additional employment and earning of civil service members. The decision rests with the Director General / Head of Office. This obligation is based on Article 80 of the Civil Service Law.	<p>In the case of a suspected violation of civil service obligations resulting from the Civil Service law, the director general of the office may decide to initiate explanatory proceedings.</p> <p>Poland's civil service is decentralized – each director/office manager acts as a government employer and is responsible for the operation and continuity of the office's work, labor law activities with respect to persons employed in the office, and the implementation of personnel policy in the office.</p> <p>231 offices (out of 1,741 in which members of the civil service corpus are employed) confirmed having a policy aimed at preventing conflicts of interest, 117 confirmed the functioning of a gift policy and benefits register.</p>	Yes	The decision in question and discussions prior to the decision	Yes	No publicity	Disciplinary measures (warning, reprimand, privation of promotion, expulsion) Criminal liability for making a false statement on conflict of interest	<p>Training (webinars, e-learning courses) Code of conduct / ethical charter A tab on the Civil Service Website dedicated to 'Ethics in the Office', including , training programmes, e-learning courses, FAQs, examples of good practice, information from meetings of the ethics advisory team under the guidance of the Head of the Civil Service, digital informational/promotional /educational materials on the proper understanding of the principle of impartiality (emphasising the obligation to avoid any suspicion of conflict between public and private interests) for free download;</p>	N.A	<p>The fragmented definition of conflict of interest in the law, only in the context of public procurement. To continuously create awareness among corps members about the need to avoid not only actual, but also potential and perceived conflicts of interest.</p>	<p>Ongoing need to further strengthen awareness of the issue of conflict of interest among government employees</p> <p>To expand the definition of conflict of interest so that it is not narrowed down to the context of public procurement only.</p>
 <p>Portugal (Entity for Transparency)</p>	Yes	Article 13 (4) of the General Regime for the Prevention of Corruption: Any situation in which there may be a reasonable and serious doubt about the impartiality of the conduct or decision of a member of the management body, director or employee.	The definition is characterised by the impartiality of conduct or decision when there is a cause for disqualification.	Yes	Control of declarations of interests Control of revolving doors Reporting to the hierarchical authority Reporting to the Entity for Transparency	<p>Disclosure of the interest involved Measures for recusal and delegation of decision-making and signing authority Renunciation of the interest Risk mapping Regulation of gifts and invitations Existence of a Code of Ethics and/or Conduct throughout different public entities or areas.</p>	Yes	The decision in question and discussions prior to the decision	No	No publicity	Administrative fines	<p>Obligation applicable to public and private entities to adopt and implement a 'Compliance Program' that contains, at least, a Plan for the Prevention of Risks of Corruption and Related Offences, a Code of Conduct, a Training Program and a reporting (whistleblowing) channel.</p> <p>Even though the criteria for subject entities lie in the number of employees, with 50 or more employees, public entities not covered by this criteria are obliged to adopt and implement instruments to prevent risks of corruption and related offences that are appropriate to their nature and dimension, including those that promote administrative transparency and the prevention of conflicts of interest.</p>	Moderately effective		

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<p>Romania (National Integrity Agency, ANI)</p> 	Yes	Article 70 of Law no. 161/2003 : "A conflict of interest is a situation in which the person exercising a public dignity or public office has a personal interest of a patrimonial nature, which could influence the objective fulfillment of his/her duties entrusted to him/her by the Constitution and other normative acts."	3 cumulative criteria: - A person in the exercise of a public office or dignity; - The performance of an official duty which, depending on the position held, may consist in responding to requests, participating in a decision, taking a decision, issuing acts or orders; and - A personal interest of a patrimonial nature.	Yes	Control of declarations of interests Reporting to ANI Notification drawn up by the integrity inspector	Disclosure of the interest involved Measures for recusal and delegation of decision-making and signing authority Regulation of gifts and invitations PREVENT System: tool aiming to prevent conflict of interest situations from occurring in public procurement procedures (detect family ties and close links between bidders and the management of contracting authorities).	No	The decision in question and discussions prior to the decision	No – except for local elected officials	No publicity with a public register	Disciplinary measures (reprimand, reduction of salary rights by 5-20% for a period of up to 3 months, reduction of salary rights by 10-15% for a period of up to one year, suspension of the right to promotion demotion to a lower public function, dismissal) Criminal sanctions	Trainings (online and in person) Clarifications on the legal provisions of incompatibilities or conflicts of interest, with regard to the filling in and submitting asset and interest disclosures. These clarifications are requested by persons in the private sector prior to occupying a public office, by public entities prior to appointing a person, or by public officials or dignitaries already holding their position and considering occupying an additional position in the public or private sector Guidelines Press releases (short description of the integrity incident ascertained, also indicating the legal provisions the evaluated person breached, together with the sanctions that may be applied)	Effective	Lack of coherence and proportionality of the integrity legislation, which is more than 15 years old Lack of a consistent approach for the different categories of officials and dignitaries	EU-funded project "NIAct" on updating the integrity legislation. At the end of 2023, a proposal for updating the integrity legislation has been submitted before the Ministry of Justice and is currently under analysis (scheduled to be adopted by 2025). The main objectives pursued by the legislative draft proposal are to establish a clear separation of conflict of interest from other prohibitions, implement a general sanction applicable for conflict of interest, extend the definition of conflict of interest to cover relatives up to second degree, address the legislative gap concerning certain categories of persons who, although under the obligation to declare their assets and interests, are not in practice subject to any incompatibility or conflict of interest and to ensure a uniform legal integrity framework.
<p>Slovenia (Commission for the Prevention of Corruption)</p> 	Yes	Article 4 of the Integrity and Prevention of Corruption Act: "Conflict of interest" means circumstances in which the private interest of an official person or a person appointed as an external member of a commission, council, working group or another similar body by a public sector entity, influences or appears to influence the impartial and objective performance of their public duties.	It refers not only to the actual conflict of interest but also to the appearance thereof.	Yes	Reporting to the hierarchical authority Reporting to the Commission for the Prevention of Corruption	Disclosure of the interest involved Measures for recusal and delegation of decision-making and signing authority Risk mapping Regulation of gifts and invitations Restriction on business activity, incompatibility of office	No	The decision in question and discussions prior to the decision	Yes	No publicity with a public register	Misdemeanor procedures Criminal fines (400€ -4000€)	Training (numerous trainings for public sector bodies upon their request, on-line trainings open for all) Code of conduct / ethical charter	Effective	Dispersion of supervision authority according to the status of public employees. The oversight of the Commission for the Prevention of Corruption based on the Integrity and Prevention of Corruption Act (IPCA) is limited to holders of public office and certain public servants, while the majority of public employees fall under the Public Employees Act, which states that conflict of interest of public servants is supervised by their superiors.	A unification of rules and supervising bodies would be welcomed (see previous answer). Clearer definitions of "personal", "business" and "political" contact should be prescribed by law, as there are conflicting interpretations in practice by various institutions (mainly the Commission for the Prevention of Corruption and the judiciary).

Comparative table - conflict of interests

Country	Is there a legal definition of conflict of interest in your country?	Definition of conflict of interest	Specific aspects of the definition	Does the offense of unlawful taking of interests or its equivalent exist in your country?	Means for detecting conflicts of interest	Preventive procedures	Are there ethics officers in charge of managing conflicts of interest within the different administrations?	Extent of recusal measures	Does recusal involve leaving the room at the time of the decision vote?	Publicity of recusals measures	Sanctions	Awareness-raising measures	Effectiveness of the current conflict of interest management mechanisms	Main challenges	Desired or underway developments
Spain (Ministry of Finance, Office of Conflict of Interest) 	Yes	There are three definitions: - Article 64, Law 9/2017 on public procurement; - Law 40/2015 on the Public Sector Legal Regime: definition of conflicts of interest that applies to all civil servants; - Law 3/2015, regulating the exercise of high public functions : establishes a definition of conflicts of interest that applies to high public officials in the central administration.	3 cumulative criteria: - Decision - Likely to affect his personal interests, of an economic or professional nature (defined in article 11.2) - Beneficial or prejudicial to such interests It implies an obligation to abstain from participating in the decision, and to notify the abstention in writing to his hierarchical superior and to the Office of Conflicts of Interest so that it can be recorded in the register of activities of high public officials. The same obligation is established for all civil servants in Law 40/2015, where we do not refer to decision, but to procedure (any administrative procedure in which the civil servant is involved).	Yes	Control of declarations of interest Control of revolving doors Reporting to the hierarchical authority Reporting to the Office of Conflicts of Interest for high public officials Minerva: newly created automatic control of conflicts of interest in public procurement Canal Infraude: allows the reporting of risks related to fraud, corruption, conflicts of interest and double financing in the implementation of the Recovery, Transformation and Resilience Plan (RTRP) Anti-Fraud Action Plan : any entity involved in the implementation of RTRP measures shall have an "Anti-Fraud Action Plan" in place to ensure and declare that, in its respective field of action, the funds have been used in accordance with the applicable rules, in particular with regard to the prevention, detection and correction of fraud, corruption and conflicts of interest.	Disclosure of the interest involved Measures for recusal and delegation of decision-making and signing authority Renunciation of the interest Risk mapping Regulation of gifts and invitations Declarations of Absence of Conflict of Interest	Yes	Only for the decision related to the identified interests that could give rise to a conflict of interest	Yes	They are not published, but are registered in the register of activities of Senior officials of the Conflicts of Interest Office. There is information on abstentions through requests for access to public information, in accordance with Law 19/2013 of 9 December.	Disciplinary measures Administrative fines Criminal fines Criminal sanctions	Training Code of conduct / ethical charter SIAGE : The document aims to include, among others, essential elements such as a code of good administration for public employees, a code of good governance for high public officials, an organisational structure for the Integrity System itself, internal information channels and institutional ethics mailboxes...	Effective	Insufficient personnel and material resources	Regulation of Lobbying (it will also include an update of the revolving door regime) Updating the incompatibility regime for public employees Raising awareness More dissuasive sanctions Greater provision of personnel and material resources