



HELSINKI



Vision • Values • Ethical principles

The strategy programme lays out the goals and tasks for four years



The City Council approved the City of Helsinki strategy programme for the years 2013–2016 at its meeting on April 24, 2013. The goals and tasks of Helsinki for the next four years are defined in the strategy programme. The new strategy programme is functional and aimed to influence the decision-making. The strategy also includes the vision, values and ethical principles of the City of Helsinki.

The vision of the city



Helsinki is a community for all its residents and a capital with good services, open decision-making processes and flourishing science, art and creativity scenes.

Helsinki is a world-class business and innovation centre and its success will benefit the residents' well-being and the whole country.

The Metropolitan Area will be developed as a uniformly operating area, surrounded by nature, i.e. a good place to live, study, work and do business.

The values of the city



The City of Helsinki works in accordance with common values. The values are basic principles and edge conditions, which must be visible in all city operations. The values influence the operations of the city leadership, the personnel and the entire organisation.

Resident orientation

Ecological approach

Fairness and equality

Economy

Safety

Involvement and participation

Enterprise-friendliness

The structure of the programme

Wellbeing Helsinki

Room for youth to sound and shine
Good care for the elderly
Helsinki is strongly bilingual
International Helsinki – immigrants as active residents
Wellbeing and health improve, health discrepancies diminish
Residents' physical activity increases

Enterprising Helsinki

Internationally known city with pull
The most business-friendly city in Finland
Competitiveness through regeneration
Joy and invitingness through culture
A city of skilled people

Functional Helsinki

City districts evolve lively and inviting
Integrating urban structure improves accessibility
Smooth and integrated services to residents
The City's operations are sustainable, influential and efficient
Diverse housing alternatives in the growing city

Well-balanced economy and good government

Economy will stabilize and productivity grows

The City Group is run as an entity

Skillful leadership and competent personnel

Effective and functional support services

Democracy and participation strengthen

Open and active Helsinki

Open Helsinki

In an open city, the residents are part of the community and the decision-making processes are opened up to all residents. The documents and other data produced by the City are available to all residents, easily and without any obstacles. In addition, the information can be utilised in all operations that are not connected to the City's operations. The openness of preparation is improved and the residents are encouraged to use electronic information searches, participation and channels of influence.

Interactive Helsinki

Representative democracy is strengthened, the possibilities of the residents to participate and influence are increased and the methods related to the actions are improved. The development of areal democracy is continued on the basis of experiences received from the projects related to areal experimentation. Possibilities for the realisation of a direct democracy and active municipal residency are supported.

Ethical principles



In all its operations, the City emphasizes honesty, fairness, the equality of treatment and openness. Together with its residents, the City strives to create a stable and safe environment, to respect the legal rights of its residents and employees, and to support their wellbeing and comfort. A good reputation is an important principle that guides the City's operations.

Racism is not tolerated in Helsinki

The City produces or organises resident-oriented high-quality services efficiently and economically in both languages used by the City. The personnel of the City understand and foresee the needs of the municipal citizens. The joint feeling of being a Helsinki resident means respecting the reservation of the languages and cultures of the different population groups and the cultural rights of all residents.

Racism is not tolerated in Helsinki – Helsinki citizens are allowed to be of many kinds and all are equal. Equality between women and men is a basic right for all humans and a basic value for the society. Gender, equality and environmental impacts are taken into consideration in the decision-making processes. The data concerning the municipal residents and clients is managed according to the applicable legislation and with respect to privacy.

The City's communication is open, actual, proactive and truthful, and it must give sufficient information about the decision-making processes and services

to the city residents, mass media, public authorities and other interest groups. The attitude towards the interest groups is active and service-minded and it supports the City's overall interests.

The know-how of the employees is the resource

The know-how and expertise of the employees is the resource of the City. All City employees act honestly and sincerely. The City treats its interest groups according to uniform principles and has the standpoint that they also respect the ethical principles adopted by the City. The City does not guide any of its interest groups or other parties to act in a way that doesn't comply with the City's own actions, according to the legislation or operation principles.

Corruption is not tolerated

Decision-making is open, public and equal. Transparency is enhanced in all economical operations to prevent corruption and bribery. Personal interest should not influence decision-making at any level.

City employees should avoid having any personal secondary occupations or operations that might come into conflict with their duties as City employees.

Malpractices or dishonest actions are not allowed in the City's operations. The City's assets or properties are not to be used in any actions with self-interest. All such claims are thoroughly investigated and, if needed, legal actions are taken.

City employees are not allowed to claim, take in or accept any gifts or other benefits that are used to influence or that are aimed to influence or that will in some other way affect his or her actions in the City duties. Supervisors must take care that the employees are familiar with the City's guidelines concerning the acceptance of journeys or any other economic benefits paid by a third party.

In its procurement operations, the City follows the basic norms of the international working life towards, for example, reducing the usage of child labour. The City actively prevents the grey economy and also expects its partners to act the same way.

The City maintains active cooperation with the Tax Authorities, other cities, and the representatives of business life and civic organisations, in order to prevent the grey economy, both nationally and internationally. For its part, the City tries to prevent tax money ending up in tax paradises.

Helsinki carries responsibility

The City is an internationally enterprising, developing and competent operator, in terms of its global responsibility at a local level. This is accomplished by, for example, enhancing the economic, social and environment friendly development. The City takes responsibility for the prevention of climate change. Global responsibility is part of the comprehensive quality and development of the City's operations.

In all its operations, the City emphasizes equality and respects its employees' rights to opinions, beliefs and participation in the activities of different associations. Members of the workforce are treated as individuals so that they can work in the best

possible way by fulfilling their rights and duties. For its employees, the City organises a safe and healthy, equal and diverse working environment in which no discrimination exists. No type of harassment, whether related to work, gender, racism or sexuality, is tolerated in the City's working places. In addition, no other types and forms of unacceptable behaviour are tolerated. The City follows the principle of a non-smoking working place.

For their part, all supervisors are responsible for informing their staff about the ethical principles, and for ensuring that all members of the staff follow these principles.



More information on the goals of the strategy programme can be obtained from the website

www.hel.fi/strategyprogramme.



The City Board follows up the realisation of the strategy programme twice a year.