

**Halduskultuur [Võrguteavik] : the Estonian journal of administrative culture and digital governance**  
2019 [https://www.ester.ee/record=b2157203\\*est](https://www.ester.ee/record=b2157203*est) <https://doi.org/10.32994/hk.v19i2>

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2020 <http://halduskultuur.eu/journal/index.php/HKAC/issue/view/28/21-1-full-pdf> [https://www.ester.ee/record=b2157203\\*est](https://www.ester.ee/record=b2157203*est)  
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