

A NATION TOWARDS INTEGRITY: TRAINING PROGRAMME SERIES FOR INTEGRITY TRAINERS

ONE DAY TRAINING MODULE

First edition – 2020 August

Published by

Commission to Investigate Allegations of Bribery or Corruption

No: 36, Malalasekara Mawatha

Colombo 07

Telephone-0112596360/1954

Email: ciaboc@ureka.lk

Website: www.ciaboc.gov.lk

This publication is released with the generosity of the American People through the Strengthening Democratic Governance and Accountability Project (SDGAP). The sole responsibility for the content of this manual lies with the Commission to Investigate Allegations of Bribery and Corruption. It does not necessarily reflect the views of the United States Agency for International Development (USAID) or the United States Government.

MESSAGE FROM COMMISSION TO INVESTIGATE ALLEGATIONS OF BRIBERY OR CORRUPTION

“Corruption is like a ball of snow, once it is set rolling, it must increase” said Charles Coltan, an English writer of the 19th century. It could be seen from the international corruption perception indexes that the phenomena of corruption, having an antiquated history that almost dates back to the genesis of the human civilization, has been infiltrating and spreading in countries both developed and undeveloped, over the past thousands of years.

Nevertheless, at present, some countries in the world have proved by their actions that the phenomena of corruption can be curbed, not only by impeding the rolling of so called “black snow balls” of corruption but also by melting the same with success.

Anti-Corruption Activists from various echelons, who made attempts to curb corruption that has devastating effects on public life, have devoted their greater efforts to strengthen institutional and legal frameworks essential to curtail corruption over the past years.

Yet countries which have emerged triumphant in combating corruption in the present world through its success stories show that strengthening institutional and legal frameworks alone cannot be a remedy to curb corruption. At present, it has been commonly accepted within struggles to combat corruption, that in order to effectively fight against corruption, it is imperative to have an educational process that aims to build a community which is aware, sensitive and active in parallel to such strengthening of institutional and legal frameworks.

In formulation of the National Action Plan for combatting bribery and corruption in Sri Lanka, with the aim of building a Sri Lankan generation of integrity in order to transform our country into one of excellence in the world, major attention has been drawn to ensure inclusivity of the greater citizenry in a coordinated effort to fight against corruption. Accordingly, the second strategy under this National Action Plan which is to be implemented within the next five-years (2019-2023), Value-Based Education and Community Engagement has been addressed to bring forth an ideological and attitudinal change within the country. Prevention Measures, Strengthening of CIABOC and other Law Enforcement Agencies and Law and Policy Reform have been identified as the rest of the strategies under the Plan.

Under the strategy of Value-Based Education and Community Engagement, several actions including integrity education for children and youth, awareness raising for the public sector, and creating public demand for accountability have been recognized. Another main action under this strategy is to train 400 public officers as trainers in matters of bribery and anti-corruption thereby expecting to achieve the target of transforming more than 25% of the total public service to be informed on anti-corruption. In order to achieve this objective, we believe that this training module for public servants compiled targeting the One-Day Anti-Corruption training programme will be of much assistance in the process of raising awareness in the public service to curb corruption in Sri Lanka.

We, as the CIABOC, acknowledge Strengthening Democratic Governance and Accountability Project (SDGAP) funded by United States Agency for International Development (USAID) for extending necessary financial and technical support in the implementation of the National Action Plan for combatting bribery and corruption in Sri Lanka, the consultant for SDGAP, Mr. Ananda Dharmapriya Jayasekera who compiled this Manual on the directions of the senior officers of the CIABOC as well as everyone who extended their generous support in this venture.

ANTI-CORRUPTION TRAINING PROGRAMME FOR PUBLIC OFFICERS

ONE DAY TRAINING MODULE TABLE OF CONTENTS

TABLE OF CONTENTS

Gateway	07
Introduction to the Training Module	09
Training Tools and Resources	11
Organizing Training Programmes	13
Session plan and the Content	15
First Session – Introducing the programme	17
Second Session - Identifying Corruption	19
What is Corruption?	
Various forms of corruption	
The effects and consequences of corruption	
International Action against Corruption	
International action against corruption	
Overcoming Corruption: The Hong Kong Example	
Third Session - The Sri Lankan Stand against Corruption	23
Rules governing bribery and corruption	
Duties and responsibilities of the Bribery Commission	
Fourth Session – Sri Lanka’s Plan to Eradicate Corruption	25
Good practices of a public servant who has integrity	
Identifying integrity	
The concept of Conflict of Interests	
Provisions regarding Gift Rules	
Provisions in the Establishment Code regarding integrity	
The National Action Plan to Combat Bribery and Corruption	
Fifth Session - Identifying the Risks for the Potential Commission of Corruption within an Institution	29
Sixth Session – Closing Session	31
Presentations and Handbills	
Attachments	71
Agenda of the Programme (layout)	
Evaluation Form	
The report of the workshop	

GATEWAY

I.1 BACKGROUND

Cabinet approval was granted for the formulation of a National Action Plan for Combatting Bribery and Corruption in Sri Lanka on 24th October 2017 and accordingly approval was received for the implementation of the National Action Plan (NAP) so formulated pursuant to island-wide gathering of ideas from all stakeholders by Commission to Investigate Allegations of Bribery or Corruption (CIABOC) on 5th February 2019. Consequently, the implementation of the NAP commenced in collaboration with the Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government upon its launch on 18th March 2019.

CIABOC is borne with the responsibility of raising awareness in public officers under the approach of “Awareness raising for the public sector” in terms of the second strategy of the NAP “Value-Based Education and Community Engagement”. This series of training programmes are therefore organized in order to raise awareness in public officers to fulfill its responsibility.

B.2. AWARENESS RAISING FOR THE PUBLIC SECTOR

Anti-corruption and Integrity to be introduced/ revised as a module into training programmes of public officers, Conduct awareness-raising & training programmes on ethics and job trainings, Conduct inter-agency debates and experience-exchanging forums on integrity and anti-corruption
Page 43 - National Action Plan for Combatting Bribery and Corruption in Sri Lanka

I.2 THEME OF THE TRAINING PROGRAMME

“Integrity for Sri Lanka”

The theme of the National Action Plan for Combatting Bribery and Corruption in Sri Lanka.

I.3 OBJECTIVES OF THE TRAINING PROGRAMME

1. Enhancing attitudes of anti-corruption in public officers. (Attitude Development)
2. Provide an understanding of corruption and its consequences to public officers (Knowledge Development)
3. Develop skills on the use of preventive measures to minimize corruption. (Skill Development)
4. Build an inter-relationship among all institutions in the public sector which are relevant to implement recommendations under the Prevention Chapter in the United Nations Convention Against Corruption. (UNCAC)

I.4 TARGET OF THE ENTIRE SERIES OF TRAINING PROGRAMMES

Transform one fourth of the total public officers in Sri Lanka to be well informed on bribery, corruption and integrity within a year.

I.5 THE SERIES OF PROGRAMMES TO TRAIN PUBLIC OFFICERS

400 trainers as representatives from provincial level/line ministries and independent commissions, who are trained to conduct a one-day anti-corruption training programme will make use of this Training Module to plan and conduct the series of training programmes. 50 public officers will participate in each training programme. Accordingly, the entire assemblage of trainers, each of whom will conduct 20 training programmes, will conduct 8000 programmes in total which are expected to provide awareness and training against corruption and of the importance of integrity to 400,000 public officers.

I.6 SELECTING PARTICIPANTS FOR THE TRAINING PROGRAMME

Any public officer of any level who is interested in taking part in the Training Programme, upon recommendation of the heads of relevant institutions, will be eligible to partake in the programme.

I.7 TRAINERS/ RESOURCE PERSONS OF THE TRAINING PROGRAMME

Trainers/ Resource Persons of the Training Programme should be a trainer who participated and successfully completed the Three-Day Workshop to Train Integrity Trainers (TOT). It is apt for two trainers to participate in a single training programme.

Upon the recommendation of the officers of CIABOC, any other integrity trainers who have a comprehensive understanding on the subject matter could also participate in the training programme depending on the necessity.

I.8 EVALUATION OF THE TRAINING PROGRAMME

Every Training Programme has to be evaluated which could be done via an evaluation form handed over to participants. The latter should also provide CIABOC, a brief report on the training programme along with the final outcome of the evaluation. (See Annexure – 02)

I.9 PILOTING AND COORDINATION OF THE TRAINING PROGRAMMES

A trainer who participated and successfully completed the Three-Day Workshop to Train Integrity Trainers (TOT) could plan and implement training programmes by directly collaborating with the relevant public institutions on the direction of the prevention division of CIABOC.



INTRODUCTION TO THE TRAINING MODULE

2.1 INTRODUCTION

This Training Module has been compiled for the reference of trainers who will participate as trainers and resource persons in the series of training programmes organized island wide by the CIABOC to raise awareness in public officers.

2.2 FORMULATION OF THE TRAINING MODULE

The initial information required to formulate this Training Module was gathered through the ideas and suggestions presented by the participants during the Training Programme for Anti-Corruption Trainers held from 23rd to 25th August 2019 in Negombo.

A Session Plan was initially made with those suggestions and later on, this Training Module was formulated with further recommendations and proposals from experts on the subject. The Module was tested in practice during the Training Programme for Trainers in the Western Province that was held in Waskaduwa during 16, 17, 18 February 2020 and was accordingly finalized with further incorporation of information.

2.3 CONTENT

The Training Module consists of the session plan of the One-Day Training Programme, necessary directions for the trainers and organizers, information relating to handbills, articles and other printed materials to be given to trainees during the training programme, a sample evaluation form for the evaluation of the training programme. Relevant directions for the trainers are also provided in the Module in the event the trainers wish to make changes to the training programmes according to the level of trainees.

2.4 TRAINING METHODS

This Training Module has been designed in such a way that a public officer who has acquired a preliminary training on conducting anti-corruption training programmes could make use of it. In situations where any other external individual is to be involved in the training programmes, it is imperative to provide them with preliminary guidelines and it is more apt to introduce him/her as a lecturer/ resource person.

Training Methods given in the Training Module must be employed for training sessions and the trainers must be prepared in advance for such usage.

2.5 TRAINEES

This Training Module could be used to train any public officer at any level as a trainee. Nevertheless, the trainers should pay attention to preparation of suitable hand bills and articles having regard to prior information such as the designation and working language of the trainees. The attention of the trainers should be directed to the standard of the participants in presenting and explaining the Power Point presentations while making requisite changes where necessary.



TRAINING TOOLS AND RESOURCES

3.1 INTRODUCTION

This Training Module has been compiled to suit one day-training programmes for public officers. Having understood the difficulty in covering all subject matter relating to bribery and corruption within a day, the Module contains Handbills that need to be perused for further information and awareness in addition to the basic knowledge that will be offered to trainees during the programme. It further consists of a list of necessary tools and resources for the reference of trainers and guidelines to act in given situations. It is also expected that the trainers will refer the Resource Book provided to improve the knowledge of the Trainers on subjects discussed under this module. A pen drive consisting of PPT, video and other tools to be used during the Training Programmes will be provided as soft copies along with this Training Module.

The Training Tools and Resource Kit could be mainly divided into two as follows:

1. Necessary tools and resources for the reference of trainers during the programme (Ex: PPT, Videos and Handbooks etc.)
2. Necessary documents and articles to be distributed to trainees (Ex: Hand bills)

3.2 CONTENT OF THE TRAINING TOOLS AND RESOURCE KIT

3.2.1 NECESSARY TOOLS AND RESOURCES FOR THE REFERENCE OF TRAINERS

1. The Bribery Act, No. 11 of 1954
2. Commission to Investigate Allegations of Bribery or Corruption Act, No. 19 of 1994
3. Declaration of Assets and Liabilities Law, No. 1 of 1975
4. Establishments Code
5. Circulars issued by the Presidential Secretariat in relation to the NAP

*PUBLICATIONS BY THE CIABOC

1. National Action Plan for combatting bribery and corruption in Sri Lanka
2. Integrity Handbook
3. Handbook on Gift Rules
4. Handbook on Conflict of Interest Rules
5. Handbook on Proposed Amendments to laws.
6. The Resource Book to the Integrity Trainers

SHORT VIDEO CLIPS

1. The Bribery Song ('Let's go home with a heart of integrity')
2. Video clips on activities during the International Anti-Corruption Day
3. Bribery is a disgrace that is done by you against yourself.
4. Let's break the chain of corruption

DOCUMENTS AND TOOLS NECESSARY FOR ONE-DAY TRAINING PROGRAMME

1. Agenda of the Training Programme (Annexure 1)
2. Evaluation form for the Training Programme (Annexure 2)
3. Registration forms to register participants
4. Reporting Structure on the training programme (Annexure 3)
5. Handbills
6. Power Point Presentations (PPT)

3.2.2 NECESSARY DOCUMENTS AND ARTICLES TO BE DISTRIBUTED TO TRAINEES

1. Handbill 01- What is Corruption?
2. Handbill 02- Different Forms of Corruption
3. Handbill 03- The Consequences of Corruption
4. Handbill 04- Laws and Regulations that curb Corruption
5. Handbill 05- What is Integrity?
6. Handbill 06- National Action Plan for combatting bribery and corruption in Sri Lanka
7. CIABOC Stickers / Handbills



ORGANIZING TRAINING PROGRAMMES

4.1 INTRODUCTION

The main objective of “One-day Anti-Corruption Training Programmes” is to raise awareness amongst public officers regarding bribery and corruption, with a view to implement the National Action Plan for combatting bribery and corruption in Sri Lanka. As the resource persons organize these training programmes as trainers who were trained under CIABOC, they should pay special attention to strategically organize and plan the same.

4.2 HALL FACILITIES FOR TRAINING PROGRAMMES

A spacious venue must be selected as it is expected to involve 50 trainees for each training programme. Since some venues may have concrete support columns across the hall, it is important to arrange the hall in such a way that all participants are able to see the trainer and the project screen without any difficulty. It is also much easier for the working of the programme to have a seating arrangement with small groups.

4.3 TRAINING STAFF

The Training Staff should consist of the following individuals:

4.3.1 PROGRAMME PLANNER/FACILITATOR

An officer from the institution where the programme will be held, must be appointed as the programme planner/facilitator of the one-day training programme. The Planner/Facilitator has many duties including the responsibilities of sending out invitations to trainees, providing venue facilities, arranging refreshments, coordinating with trainers, arranging training equipment, printing handbills etc.

The Planner/Facilitator should also be prepared for welcoming trainees, explaining the objective of the training programme and introducing resource persons/ trainers. It is more apt to use a PPT slide when introducing the resource persons/ trainers. It is the responsibility of the resource persons/trainers to guide the planner/facilitator as necessary, as the latter is not a person who has received training to steer any anti-corruption training programmes under CIABOC.

4.3.2 RESOURCE PERSONS/ TRAINERS

Both the Resource Persons/ Trainers of the One- Day Training Programme should be persons who had training under CIABOC to conduct training programmes. Alternatively, any officer of CIABOC can take part in the programme as a resource person/ trainer upon necessity.

4.3.3 ASSISTANT TRAINERS

If the Resource Persons/ Trainers see fit to seek the assistance of another trainer as an Assistant Trainer, they may do so.

4.4 DOCUMENTS AND ARTICLES TO BE DISTRIBUTED TO TRAINEES

The following documents and articles have to be handed over to the trainees at the time of registration.

1. Agenda of the Programme (Annexure 1)
2. Sample Information form to take relevant details of the trainees.
3. CIABOC Publication Kit
4. Note Book
5. Pen

Pre arrange the handbills and distribute them accordingly at the conclusion of each session.

4.5 CHECK LIST

ACTION	DUTY
1. Preliminary Discussion on the Training Programme	<input type="checkbox"/>
2. Fix dates for the Training Programme and appoint a Programme Planner/ Facilitator	<input type="checkbox"/>
3. Fix the Venue	<input type="checkbox"/>
4. Confirmation of Trainers/ Resource Persons	<input type="checkbox"/>
5. Selection of the group of trainees and inform them	<input type="checkbox"/>
6. Pre-Arrange training materials and equipment	<input type="checkbox"/>

4.6 TRAINING MATERIALS AND EQUIPMENT REQUIRED FOR THE TRAINING PROGRAMME

1. File Covers	55
2. Note Books	55
3. Pens	55
4. Permanent Marker Pen	10
5. Whiteboard Marker Pen	03
6. Stapler Pin Box	01
7. Stapler Machine	01
8. Cello tape	01
9. Blue Tag	01
10. Flip Chart Paper	25
11. Flip Chart Board	
12. Flash Card	50
13. Project Screen and Projector	
14. Extension Cord	



ONE-DAY ANTI-CORRUPTION TRAINING PROGRAMME FOR PUBLIC OFFICERS

SESSION PLAN AND THE CONTENT

Time	Session	Content	Guidelines for the trainer	Training methods	Handouts to be distributed among the participants
9.00 - 9.30	Introductory session	Welcoming and explaining the objectives Introduction of the resource persons Addressing the gathering – Head of the Institution	Check whether the following documents are available Attendance Sheet Agenda		Agenda of the one day TOT
9.30 - 10.30	Identifying corruption Anti-Corruption (International)	What is corruption? Different forms of corruption Effect on the wealth of the country due to corruption and consequences International Standing against Corruption Combatting corruption through the inspiration of Hong Kong.	(PPT-01) / (PPT-02) / (PPT-03) should be used. Please read the second chapter of the resource book for trainers (From page no 26 to 39) Please refer the Resource book (From page no 45 to 53) (PPT-04) Resource book page no 54	Power point Presentations Discussions Videos Small group discussions	What is corruption (Handout No. 1) A Questionnaire to identify different forms of corruption Different forms of corruption (Handout No. 2) Consequences of corruption (Handout No. 3) Consequences of corruption: Videos
10.30 - 11.00		Tea Break			
11.00- 12.30	Sri Lankan Strategy to combat Corruption	Rules and regulations relating to corruption (PPT-05) Duties and responsibilities of the bribery commission (PPT-06)	Further reading – resource book (Page no 57-67) Further reading – resource book (Page no 68-73)	Power Point Presentation Discussions Videos	Rules and regulations relating to corruption (Handout No. 4)

12.30-13.30		Lunch Break			
13.30 - 14.30	National Plan to Eradicate Corruption	<p>Good practices to be followed by government officials with integrity</p> <p>Identifying integrity</p> <p>Provisions relating to gift rules</p> <p>Rules relating to conflict of interest</p> <p>Provisions in the establishment code relating to integrity</p> <p>Anti- Corruption National Action Plan</p>	<p>What is Integrity? (PPT -07)</p> <p>Rules relating to conflict of interest (PPT – 08)</p> <p>What are Gift rules? (PPT – 09)</p> <p>Further reading Resource book : Page no 81-88</p>	Developing a dialogue among the participants relating to the topics: Gifts rules / Conflict of interest	<p>What is Integrity? (Hand out No. 5)</p> <p>Printed handout on rules relating to conflict of interest</p> <p>Printed handout on provisions relating to gift rules</p> <p>The National Action Plan to combat corruption (Summarized) (Hand out No.6)</p>
14.30 - 15.30	Identifying the risks of corruption within the organization	Preparing the Anti-Corruption Institutional Action Plan to combat bribery and corruption.	<p>Team Activities</p> <p>Which departments of your organization have risks of carrying out corruption practices?</p> <p>Out of the aforementioned, identify the 4 department with the highest risk of carrying out corruption practices and explain the risks in those departments.</p> <p>Further reading Resource book – Page no : 88-97</p>	Team discussions and presentations	
15.30 - 16.00	Final session	The feedback of the participants, appreciation and the Vote of thanks			Evaluation Forms (Annexure -02)
16.00 - 16.30		Tea break and concluding the session			

FIRST SESSION

INTRODUCTION OF THE PROGRAMME

DURATION: 30 MINUTES
(09.00 AM TO 9.30 AM)

OBJECTIVES OF THE PROGRAMME

- Explaining the goals and objectives of the training programme
- Establishing good coordination between the resource persons and the participants
- Setting a favourable background for the entire workshop

CONTENTS OF THE SESSION

- Welcome and explaining the objectives of the session
- Introducing the resource persons
- Identifying the participants
- Establishing agreements on the training programme

INSTRUCTIONS FOR SESSION PREPARATION

Trainees must be registered and provided with training materials prior to the opening session. A collection of photos of promotions or anti-corruption activities conducted by CIABOC or a video of the activities of CIABOC can be shown on the screen until the participants take their respective seats.

(For example, a collection of pictures or a video of the campaign conducted by CIABOC to commemorate the International Anti-Corruption Day or any other Anti-corruption programme)

Opening Session - conducted by the programme organizer.

STEP – 01

WELCOME AND EXPLAINING THE OBJECTIVES OF THE SESSION

Duration: 07 Minutes (9.00 -9.07 am)

NOTE TO PROGRAMME ORGANIZER / FACILITATOR

The organizer should welcome the gathering. It is important to highlight that the programme is organized under the National Action Plan to combat bribery and corruption in Sri Lanka while explaining the objectives of the programme. Communicate all those who are involved in the workshop will eventually join the anti-corruption network of government officials after the training.

STEP - 02

INTRODUCING THE RESOURCE PERSONS

Duration: 3 minutes (9.07 -9.10 am)

NOTE TO PROGRAMME ORGANIZER / FACILITATOR

Introduce the resource persons to the participants. Display a Power Point slide with photos of the resource persons and details on the projection screen. Resource persons' / trainees' professional background, higher education qualifications in the subject / field work can be included in the slide.

At the end of the introduction, invite the resource persons to the session.

STEP - 03

A SHORT ADDRESS BY THE HEAD OF THE INSTITUTION OR A SPECIAL GUEST.

Duration – 10 minutes (9.10 – 9.20 am)

NOTE TO PROGRAMME ORGANIZER / FACILITATOR

If it is needed to give a title to the speech of the head of the institute or the special guest, the topic of 'The Responsibilities of Public Officials in the Pathway of Creating a Public Service with Integrity' could be given.

STEP – 04

IDENTIFYING THE PARTICIPANTS

Duration – 10 minutes (9.20 – 9.30 am)

NOTE TO PROGRAMME ORGANIZER / FACILITATOR

It is important to identify all the participants, but it takes considerable time to identify a group of 50 people. Hence, use this brief moment to identify the group informally to get some idea on the participants, and reduce the distance between the trainer and the trainees.

Ground rules can also be made at this time regarding, how the participants should participate in the training programme?

SECOND SESSION

IDENTIFYING CORRUPTION

DURATION: 1 HOUR
(09.30 AM TO 10.30 AM)

OBJECTIVES OF THE SESSION

- What is Corruption? Understanding through different definitions.
- Understanding different forms/ types of corruption.
- Effect on the wealth of the country due to corruption and its consequences.
- International agenda against corruption and understanding strategies that can be used to combat corruption.

CONTENT OF THE SESSION

- What is corruption? Explanation to be given, using different definitions/ legal definitions.
- Planning a method to explain the different types of corruption.
- Discussing the effect on the wealth of the country due to corruption and international agenda against corruption.
- Explaining how to combat corruption through the example of Hong Kong.

NOTE TO PROGRAMME ORGANIZER / FACILITATOR

Resource personnel / trainers lead the session and the organizer / facilitator or assistant trainer can assist with time management. A card can be shown to communicate that it is the last 15/10/05 minutes of the session to the resource personnel. Alternatively, any other suitable method can be agreed on.

If the resource person needs some help during the session, the facilitator or assistant trainer should be able to do the needful.

It is important to focus on every aspect of the event to convince the participants that this entire programme is a well-planned collective effort.

STEP – 01

WHAT IS CORRUPTION?

Duration: 10 Minutes (9.30 -9.40 am)

NOTE TO THE TRAINER

Using PPT-01, start the session by entering into a discussion with participants by asking simple questions such as “What does corruption mean?” What are the various forms of corruption that come to mind just by hearing the word 'corruption'? Why is corruption harmful to society? Display the examples mentioned in PPT-01 and question whether those can be constituted as corruption.

Finally, focus on the definition provided by CIABOC and discuss its elements.

This session may be conducted by a CIABOC officer if present.

STEP - 02

DIFFERENT FORMS OF CORRUPTION.

Duration: 20 Minutes (9.40 -10.00 am)

NOTE TO PROGRAMME ORGANIZER / FACILITATOR

Using the first slide of PPT-02, the trainer can perform a brainstorming session by asking the participants the question whether the terms ‘bribery’ and ‘corruption’ are the same? Or is it a different interpretation?

First allow the participants to have different responses and then explain that corruption has a broader meaning and that bribery and fraud are different forms of corruption. Before discussing the other variants of corruption, proceed to step 3.

STEP – 03

NOTE TO PROGRAMME ORGANIZER / FACILITATOR

Distribute a brief questionnaire with examples of the different types of corruption (Annex 01) to the seating tables of the participants. Announce that all groups will be expected to respond to the questions at the end of the session.

Then discuss the remaining slide of PPT-02.

STEP – 04**DIFFERENT FORMS OF CORRUPTION (GROUP ACTIVITY)**

Duration – 10 minutes (10.00-10.10 am)

NOTE TO RESOURCE PERSON/TRAINER

Distribute different forms of corruption handout (Handout No. 2) to groups and request the teams to respond to the short questionnaire whilst discussing it with each other.

After all the groups have answered, discuss the answers and explain the various forms of corruption.

STEP – 05**THE EFFECTS AND CONSEQUENCES OF CORRUPTION**

Duration - 10 minutes (10.10 -10.20 am)

NOTE FOR RESOURCE PERSON/TRAINER

Start the session by consulting with participants about the impact and consequences of corruption. During the discussion, try to convince the participants that corruption is not only harmful to society in general but also to their own lives personally.

STEP - 06**NOTE FOR RESOURCE PERSON/TRAINER**

Bribery is an insult to yourself. Display the short video and discuss it.

STEP - 07**NOTE FOR RESOURCE PERSON/TRAINER**

Display a short video showing the consequences of corruption and discuss the damage to a country and society as a result of such conditions.

STEP - 08**NOTE FOR RESOURCE PERSON/TRAINER**

Using PPT- 03, discuss the impact and consequences of corruption using the slides.

By referring to PPT-03, explain that as per the Corruption Perception Index, Sri Lanka is ranked one of the highest amongst the countries with high rates of corruption. Emphasize that it is the responsibility of them, as public officers as well as citizens to change this situation. (It is not necessary to elaborate on the CPI. It is sufficient to refer to the PPT and show the ranking of Sri Lanka among the other 180 countries over the past 17 years and the points Sri Lanka has earned out of 100.)

Consequences of Corruption - Distribute leaflet 03 to the participants.

STEP - 09

INTERNATIONAL ACTION AGAINST CORRUPTION

Duration - 10 Minutes (10.20 -10.30 am)

NOTE TO THE TRAINER:

INTERNATIONAL ACTION AGAINST CORRUPTION

Briefly discuss the global alignment and trends against corruption for a few minutes. An indication of the United Nations Convention Against Corruption (UNCAC), United Nations Office on Drugs and Crime (UNODC), Transparency International's Corruption Perception Index (CPI), Global Corruption Barometer, Open Government Partnership, Sustainable Development Goals which show an international trend against corruption will suffice.

(For additional information, refer page 36-43 of the Integrity Trainer's Resource Book)

STEP - 10

NOTE TO THE TRAINER:

OVERCOMING CORRUPTION: THE HONG KONG EXAMPLE

Display PPT – 04 on this topic.

Using this presentation, discuss how corruption is something that can be overcome, and how examples of countries who have been successful so far in minimizing corruption and weakening its existence, can be applied in Sri Lanka as well.

Briefly discuss with the participants as to what obstacles can arise when attempting to adopt these methods in Sri Lanka.

THIRD SESSION

THE SRI LANKAN STAND AGAINST CORRUPTION

DURATION: 1 HOUR 30 MINUTES

(11:00 AM – 12:30 PM)

AIMS OF THIS SESSION -

Give the participants:

- An understanding of actions that can be taken to minimize corruption.
- An understanding of CIABOC's prevention strategies.
- A basic understanding of the National Action Plan to Combat Bribery and Corruption.

CONTENTS OF THE SESSION –

- A basic understanding of various laws that prohibit corruption.
- An explanation of CIABOC's powers and functions.

STEP – 01

Duration – 30 minutes (11.00 -11.30 am)

NOTE TO THE TRAINER:

Using PPT – 05, discuss the current legal provisions that prohibit corruption. Distribute the 'Legal Provisions Regarding Corruption' Handbill No. 4 among the participants. Where there is an officer from CIABOC present, this session can be conducted by that officer.

STEP - 02

Duration – 60 minutes (11.30 am- 12.30 pm)

NOTE TO THE TRAINER:

Using PPT – 06, explain the powers and functions of CIABOC in the simplest manner, by means of a discussion.

At the end of the session, distribute the specially prepared brochure regarding CIABOC to the participants.

FOURTH SESSION

SRI LANKA'S PLANS TO ERADICATE CORRUPTION

DURATION – 1 HOUR

(1.30 PM – 2.30 PM)

AIMS OF THIS SESSION

Enable the participants:

- To have a positive attitude that corruption can be curbed.
- To be sensitive to the importance of integrity of a public official.
- To gain an understanding of the legal provisions that are in place to ensure that public servants maintain their integrity.

CONTENTS OF THE SESSION

- Good practices of a public servant who has integrity
- Identifying integrity
- Creating self-discipline in public servants
- The concept of Conflict of Interests
- Provisions regarding Gift Rules
- Institutional responsibility for the implementation of the National Action Plan to Combat Bribery and Corruption

STEP – 01

Duration – 10 minutes (13.30 -13.40 pm)

NOTE TO THE TRAINER:

Pose the simple question of 'why did you choose the public sector out of all the occupations?' to the participants and proceed with a friendly discussion with them about the rare opportunity to enter the public service, the value of the public service and the rare opportunity they have to further their careers and improve themselves, while serving the public.

Engage in a brainstorming session on questions such as 'how can the value of a public servant be enhanced further', and 'how the existing value can be bettered', and then go onto the next step.

STEP – 02

Duration - 10 minutes (13.40 – 13.50 pm)

NOTE TO THE TRAINER:

Using PPT – 07, discuss the question of ‘What is integrity?’ Continuing this discussion, direct the participants’ attention to the fact that they have the ability to govern themselves with self-discipline even in situations where there is no head or officer in charge of them, and discuss how this self-discipline can be maintained using the various guidelines available. Then move onto the next step.

STEP – 03

NOTE TO THE TRAINER:

What are the relationships or ties that public servants have to deal with when carrying on their official duties? How can they get out of such relationships or ties which are an obstacle to their official duties? Enter into a brainstorming session on this, and then move onto step 4.

STEP – 04

Duration – 10 Minutes (13.50 – 14.00pm)

NOTE TO THE TRAINER:

‘Rules on Conflict of Interests’

Using PPT -09, explain the concept of Conflict of Interests.

Show the Third Handbook to the participants and encourage them to access it online. Give them instructions as to how it can be downloaded from the CIABOC website (<https://www.ciaboc.gov.lk/media/attachments/2019/03/16/3.-conflict-of-interest-eng.pdf>). Distribute the handbill on Conflicts of Interests among the participants.

STEP – 05

Duration – 10 minutes (14.00-14.10 pm)

NOTE TO THE TRAINER:

Can a Public Servant receive a Gift? Is there a difference between a bribe and a gift? What is the difference? Start the session with a discussion with the participants, and then go onto Step 6.

STEP - 06**NOTE TO THE TRAINER:**

‘Gift Rules’

Using PPT – 09, discuss the main points in relation to Gift Rules

Show the Second Handbook to the participants and encourage them to access it online. Give them instructions as to how it can be downloaded from the CIABOC website. (<https://www.ciaboc.gov.lk/media/attachments/2019/03/16/2.-gift-rule-eng.pdf>) Distribute the handbill on Gift Rules among the participants.

STEP – 07

Duration – 10 minutes (14.10 – 14.20 pm)

NOTE FOR THE TRAINER

Through distributing the Handbill No. 6, briefly explain to the participants about the National Action Plan of Sri Lanka to combat bribery and corruption. Conduct a discussion with the participants about the institutional duties that are entrusted through the National Action Plan.

Display the National Action Plan to the participants and encourage them to access it using the internet. If there are any videos available, conduct the discussion while showing those videos.

STEP – 08

Duration – 10 minutes (14.20 – 14.30 pm)

NOTE FOR THE TRAINER

Briefly remind the facts that were discussed under the fourth session and resolve any questions of the participants.

FIFTH SESSION

IDENTIFYING THE RISKS FOR THE POTENTIAL COMMISSION OF CORRUPTION WITHIN AN INSTITUTION

**DURATION – 1 HOUR
(14.30PM – 15.30PM)**

AIMS OF THE SESSION

- Identify the risks for the potential commission of corruption within a public institution and to identify how to intervene in order to minimize such risks.

THE CONTENT OF THE SESSION

- Discussing the mechanisms that could be employed to identify the risks for the potential commission of corruption within the institutions of the participants and the possible remedies that can be utilized.

METHODOLOGY

GROUP ACTIVITIES

- Discussing which departments within an institution might be at risk of corruption and explaining those risks.

NOTE FOR THE TRAINERS

When participants representing different institutions are present, ensure that the representatives of the same institution belong to a single group.

When all the participants are from the same institution, ensure that participants representing various departments of the institution are included within a group. Depending on the number of participants, limit the number of groups to 4 or 5.

GROUP ACTIVITY

Advise the team to find answers to the following questions through discussion, for 30 minutes. At the end of the activity, the group should present their solutions

- What are the units in your institution which are vulnerable to incidents of bribery and corruption?
- Identify the 4 units that are most vulnerable and explain the risks in those units

SIXTH SESSION

THE CLOSING SESSION

DURATION – 30 MINUTES

(15.30PM – 16.00PM)

AIMS OF THE SESSION

- Recalling the importance of developing integrity.
- Obtaining the necessary data needed to evaluate the training programme.
- Obtaining the feedback of the participants.
- Appreciating and thanking the participants.

CONTENT OF THE SESSION

- Revisiting the facts that were discussed during the workshop
- Directing the attention of the participants to the message that is communicated through the song ‘Let’s go home with a heart of integrity’
- Appreciation
- The vote of thanks

METHODOLOGY

- Discussion with the participants
- Displaying Power point presentations and videos.

NOTE FOR THE TRAINERS

Conduct a brief discussion with the participants about the importance and the social duty associated with combatting corruption while recapitulating the facts that were discussed throughout the day. The discussion should reinforce the confidence of the participants that corruption could be curtailed.

At the end of the discussion, broadcast the song ‘Let’s go home with a heart full of integrity’

Next, distribute the appreciation certificates among the participants

Further, announce that all participants will be included in the network of anti-corruption of the public officers and invite them to actively contribute to it. The programme could conclude with the vote of thanks, whilst highlighting that this programme is not the end, but the beginning of a new journey.

Finally, allocate an opportunity for the participants to express their opinions

PPT - 01 – WHAT IS CORRUPTION?

What is Corruption?

CIABOC-One day Training Module-PPT-01

1

Have you witnessed such incidents?

- A contractor requests a report from the mechanical officer saying that the concrete road has been built according to the necessary standards, even though it hasn't, in exchange of Rs 10,000
- An officer informs the sales manager to pay only 5% of the VAT and the rest of the 10% to be paid through cash in a separate envelope.
- A Minister suggests to the Head of the Interview Board that he can conduct the interview process freely without any interference if the 10 persons in the given list are selected.

2



3

Corruption is...

Corruption is “dishonest or illegal behaviour, especially of people in authority.”

- Oxford Dictionary

Corruption is “dishonest or illegal behaviour, especially of people in authority.”

-Meriam-Webster Dictionary

4

Several Different Definitions of Corruption

- Corruption is “the abuse of public office for private gains”

-World Bank

- Corruption is a transaction which occurs in the public and private sectors, through which public resources are converted to private resources.

- Eden Holmes

5

Corruption is...

Corruption is “the abuse of entrusted power for private gain.”

-Transparency International

Corruption is “behaviour which deviates from the formal duties of a public role because of private- regarding (personal, close family, private clique) pecuniary or status gains; or violates rules against the exercise of certain types of private-regarding influence”.

- Colin Nye

6

- “Just as it is difficult to know whether a fish moving under water, is drinking water, it is impossible to find out whether a government servant is using public money which they are trustees of, for private gain”

-The Kautilyan Treatise of Arthashastra (400 B.C)

7

- For it is a common saying in this Land, “that he that has Money to see the Judge, needs not fear nor care, whether his cause be right or not”

-A Historical Relation of The Island Ceylon written, by Robert Knox in 1681

8

- When the negotiations of the United Nations Convention against Corruption began in 2002, it was decided not to define corruption as it differs from country to country and from culture to culture and instead it was decided to define specific acts of corruption under several major conceptual areas.

9

Sri Lankan Definition of Bribery (Section 70 of the Bribery Act)

“Any public servant who, with intent, to cause wrongful or unlawful loss to the Government, or to confer a wrongful or unlawful benefit, favour or advantage on himself or any person, or with knowledge, that any wrongful or unlawful loss will be caused to any person or to the Government, or that any wrongful or unlawful benefit, favour or advantage will be conferred on any person,

10

- (a) does, or forbears to do, any act, which he is empowered to do by virtue of his office as a public servant;
- (b) induces any other public servant to perform, or refrain from performing, any act, which such other public servant is empowered to do by virtue of his office as a public servant;
- (c) uses any information coming to his knowledge by virtue of his office as a public servant;
- (d) participates in the making of any decision by virtue of his office as a public servant;
- (e) induces any other person, by the use, whether directly or indirectly, of his office as such public servant to perform, or refrain from performing, any act,

shall be guilty of the offence of corruption and shall upon summary trial and conviction by a Magistrate be liable to imprisonment for a term not exceeding ten years or to a fine not exceeding one hundred thousand rupees or to both such imprisonment and fine.”

11



12

ANTI-CORRUPTION TRAINING PROGRAMME FOR PUBLIC OFFICERS

Handbill No 1

WHAT IS CORRUPTION?

Evidence has been found throughout history that bribery and corruption have existed as a universal phenomenon since the beginning of human civilization.

Kautilya's book of economics, which is believed to have been written as early as 400 BC, points to the difficulty of investigating corruption by public officials as, "It is as difficult to determine if public officials in charge of public property use such property for private gain as it is to determine if a fish drinks the same water it swims in"

"It has become a popular saying in this country that if there is money to be seen by the judge, there is no fear whether the case is right or wrong" Robert Knox's Historical Description of the Ceylon Peninsula, written in 1681 (Hela Diva).

Religious teachings have also discussed corruption in various ways since ancient times. According to Buddhist philosophy, it was the duty of the king to govern the states without corruption.

Jesus Christ also told his followers, "You shall not steal"

The Penal Code, passed in 1883, during the British rule, designated bribery as a major offense in Sri Lanka.

DEFINITIONS ON CORRUPTION

What is corruption? There is no universally accepted definition of it. There are however; many different definitions that make it easy to understand what kind of phenomena corruption is. According to the Oxford dictionary, Corruption is "Dishonest or fraudulent conduct by those in power". According to the Merriam-Webster dictionary, Corruption is defined as "dishonest or illegal behavior especially by powerful people".

HERE ARE A FEW ADDITIONAL DEFINITIONS OF CORRUPTION BY VARIOUS ORGANIZATIONS:

- The abuse of public office for private gains – World Bank
- Corruption is the request, offering, giving or receiving of a bribe or any other wrongful profit, directly or indirectly, that is different from the duty or conduct of the bribe-holder. – European Council
- Corruption is the abuse of entrusted power for private gain. It can be classified as grand, petty and political, depending on the amounts of money lost and the sector where it occurs. – Transparency International
- To act in violation of the obligations of a public official due to personal motives such as personal kinship, friendship, wealth or power. – Collin Hay
- Corruption is a transaction between the private sector and public sector persons for illegally converting public goods into private goods. – Eden Holmes

By these definitions it can be understood that corruption is not limited to the public sector, it is a large-scale, illegal, abuse of power for the benefit of both the public and private sectors, from the business sector to the bribing of politicians and government officials.

When the UN Convention on Corruption began formulating, in 2002 it was discussed that the meaning of corruption varies from country to country and culture to culture therefore rather than defining what corruption is, it has been decided to discuss the forms and actions of corruption under several main concepts.

SRI LANKAN LEGAL DEFINITION OF CORRUPTION

Even though there is no there is no international definition for corruption, due to legal requirements, Sri Lanka has developed an illustration for corruption. The provision is in Section 70 of the Bribery Act No. 11 of 1954 by the Bribery (Amendment) Act No 1994,

- Any public servant who, with intent, to cause wrongful or unlawful loss to the Government, or to confer a wrongful or unlawful benefit, favour or advantage on himself or any person, or with knowledge, that any wrongful or unlawful loss will be caused to any person or to the Government, or that any wrongful or unlawful benefit, favour or advantage will be conferred on any person -

IDENTIFYING CORRUPTION

- (a) does, or forbears to do, any act, which he is empowered to do by virtue of his office as a public servant;
- (b) induces any other public servant to perform, or refrain from performing, any act, which such other public servant is empowered to do by virtue of his office as a public servant;
- (c) uses any information coming to his knowledge by virtue of his office as a public servant;
- (d) participates in the making of any decision by virtue of his office as a public servant;
- (e) induces any other person, by the use, whether directly or indirectly, of his office as such public servant to perform, or refrain from performing, any act,

According to the Bribery Act, such an act is a criminal offense. The Commission to Investigate Allegations of Bribery or Corruption is empowered to investigate these types of offenses and the offender can be taken into custody without a warrant. According to the Bribery Amendment Act No. 20 of 1994, a person is liable to a fine of up to Rs. 100,000 or imprisonment for up to 10 years, or to a fine or imprisonment in a trial in a magistrate's court. Subsequently, the High Court was also vested with the Bribery jurisdiction after the (Amendment) Act No 22 of 2018.

DR. KLITGAARD'S FORMULA FOR CORRUPTION

Robert Klitgaard, a professor of economics who has studied local government around the world, has explained in a simple formula the factors that influence the existence of corruption and how they affect the reduction of pollution.

$$\text{CORRUPTION} = \text{MONOPOLY} + \text{DISCRETION} - \text{ACCOUNTABILITY}$$

The above explanation, known as the Klitgaard formula, shows that when a state has the power to exercise its powers when there is a monopoly, and if that officer is not held accountable, it creates corruption. He points out that maintaining a regulated discretionary power in an efficient and productive public sector requires a good balance between discretionary power and accountability.

Therefore, Dr. Klitgaard points out that reducing corruption and reducing discretionary power is essential to reduce corruption and to focus on improving accountability.

PPT-02 FORMS OF CORRUPTION

Forms of Corruption

CIABOC-One day Training Module -PPT 02 1

Large Scale Corruption and Petty Corruption

- **Large Scale Corruption-** corruption occurring at the highest levels of government.
- **Petty Corruption** - corruption occurring at a smaller scale at the implementation end of public services.

2

Forms of Corruption

The United Nations Convention Against Corruption provides that State parties shall adopt such legislative and other measures as may be necessary to establish as criminal offences the following:

Bribery
Embezzlement and misappropriation or other diversion of property by a public official
Trading in influence
Abuse of Functions
Illicit enrichment
Laundering of proceeds of crime
Obstruction of justice

3

Bribery

- The most common form of Corruption.
- Bribery is an **illegal act involving the exchange of a consideration or a gratification** in order to get a certain act done or unduly influence a certain decision.
- It can be exchanged as pre-payment before the performance of the act or as a post-payment after the performance of the act.
- **Consideration or Gratification** includes- money, valuables, company shares, vehicles, insider information as well as sexual bribes or any other benefit.

4

Bribery is a criminal offence.

Soliciting a bribe or accepting a bribe as well as attempting to solicit or accept a bribe are equally similar offences before the law.

(In terms of the law in Sri Lanka, solicitation and acceptance of a gratification by a public servant is a criminal offence)

5

Abuse of Official Position

- It involves **abusing one's vested authority (official position)** to gain an undue advantage. That is, the **performance of or failure to perform an act, in violation of laws**, by a public official in the discharge of his or her functions, for the purpose of obtaining an undue advantage for himself or herself or for another person or entity.

6

Fraud

Intentionally deceiving someone in order to gain an illegal advantage for oneself or a third party is known as fraud.

Extortion

Obtaining some thing of value or money through force in order to do something or abstain from doing something.

7

**Receiving an unlawful gratuity,
favour or illegal commission**

Occurs when a public official receives anything of value from another party wishing to do business with the government. An example is where a public officer demands money or a commission in exchange for approval of a tender.

8

Favoritism

This occurs when services or resources are assigned according to family ties, party affiliation, nationality, religion, sect and other preferential groupings. Offering jobs based on political affiliations is an offence of this nature.

9

QUESTIONNAIRE FOR GROUP ACTIVITY

PPT-02 / Attachment 01

SHORT QUESTIONNAIRE FOR IDENTIFYING DIFFERENT FORMS OF CORRUPTION

WHICH OF THE FOLLOWING COULD BE CONSIDERED AS AN OFFENCE OF BRIBERY OR CORRUPTION? * IN YOUR OPINION, IS IT A BRIBE? IS IT CORRUPTION? * WHAT TYPE OF CORRUPTION DOES IT FALL UNDER?

1. The head of the institute tells Surangi that if he is to consider the promotion any time soon she should consider giving special treatment to the head.
2. Prior to the operation, the doctor says to the patient who is a neighbour of the doctor, to make another thoughtful decision as to whether you want to sell the land to the price I asked.
3. The Assistant superintendent of Police says to the wife of Sirimevan that, Sirimevan, who is in detention for questioning under terrorist offences, could be released, if she is able to provide the necessary funds to pay for the accommodation cost of his welfare association's annual tour, and that if she cannot consider this request, Sirimevan will continue to be detained on detention orders.
4. Nandasena, who is an office assistant of a ministerial staff, claims that he could get Punarjeeva who is a graduate, recruited to a higher position in an independent commission with the help of the minister and requests for Rs. 100,000/- and a curriculum vita.
5. A senior officer of the municipal council informs the superintendent via telephone call to send 10 litres of paint along with 4 labourers from the material and man-power allocated for painting of the municipal council, to the senior officer's house to complete renovations immediately before the alms giving. He also informs him that he has asked the paint company to send another 10 litres of paint in place of the 10 litres to the municipal council.
6. The Head of the Institution instructs the interview board, to amend the marking sheet of potential beneficiaries for land, so as to ensure the ministers' supporters receive sufficient marks, as they have received less marks in the formal interview process.

ANTI-CORRUPTION TRAINING PROGRAMME FOR PUBLIC OFFICERS

Handbill No 2

VARIOUS FORMS OF CORRUPTION

Corruption can be categorized according to its various forms and functions, such as bribery, misappropriation of public funds, fraud, extortion. Some of the basic features of corruption can be identified through these concepts when these concepts are partially overlapping and interchangeable with other concepts.

Although "fraud-corruption" and "bribery-corruption" is often used as a synonym for corruption, bribery and fraud are two forms of corruption.

GRAND SCALE CORRUPTION AND MINOR CORRUPTION

Corruption can be classified into two main categories: Grand Scale Corruption and Minor Corruption. Grand scale corruption is the highest level of government corruption. Examples of grand corruption are VAT fraud, the bond-scam, etc.

Minor corruption is corruption that occurs in the administration in the implementation of policies. The indulgence of the public in their day-to-day tasks, are examples of minor corruption.

TYPES OF CORRUPTION ACCORDING TO THE UNITED NATIONS ANTI-CORRUPTION CONVENTION

According to the United Nations Anti-Corruption Convention, the law requires states to provide criminal liability for the following acts of corruption.

- Bribery
- Misuse of property by an official
- Undue influence
- Misuse of powers
- Embezzlement
- Money Laundering
- Obstruction of justice

BRIBERY

The most common form of corruption is bribery. Bribery is corrupt solicitation, acceptance or transfer of value in exchange for official action. A bribe is based on mutual understanding of both parties. This bribe may be exchanged as a pre-payment for the doing of the work, or as a 'post-payment' on the completion of the relevant work. This payment or satisfaction includes any payment of financial value, such as cash, valuables, company shares, motor vehicles, internal confidential information, as well as any sexual or other benefit.

This illegal gratification may also be made to enable a decision-making officer to neglect that responsibility in order to carry out an action and not to perform an act. Requesting or accepting a bribe, as well as attempting to pay a bribe, is considered equally as an offense under the law.

However, in Sri Lanka, only a bribe offered to a 'public official' or accepted by a 'public official' is recognized as a crime. Private sector bribery in Sri Lanka has not yet become a part of criminal law. The International Anti-Corruption Convention has recognized bribery of public officials, foreign government officials, and officials of international organizations as a criminal offense.

MISUSE OF PROPERTY BY AN OFFICIAL

Any misappropriation of property or public or private money, or other security or valuable, which has been entrusted to a public official for the personal benefit of him or any other person is corruption.

UNDUE INFLUENCE

To promise or propose, directly or otherwise, that the government official or any other person may use his or her

influence to inflict his or her influence on the State, with the intention of obtaining from the State an administrative or state court?? for the benefit of the person from the beginning of the act.

Requesting or accepting any direct benefit to the government official or any other person to indemnify? his or her influence with the intent of profiting from any administrative or state authority is known as influencing.

MISUSE OF OFFICE

The holder of a public office is said to have misused his position when, in pursuit of private satisfaction as distinguished from the public interest, he has done something which he ought not to have done or refrained from doing something which he ought to have done.

ILLEGAL ENRICHMENT

Illegal enrichment means the accumulation of wealth in the hands of public officials who cannot reasonably explain or justify the background or the origin of these funds. When done intentionally this is a criminal offence.

MONEY LAUNDERING

The concealment of the origins of illegally obtained money by means of transfer is known as money laundering.

The following acts are also defined as forms of corruption in addition to the above.

FRAUD

Intentionally deceiving someone in order to gain an unfair or illegal advantage for oneself or a third party is known as fraud. For an example, where the government gives aid for patients, attempting to receive such aid by getting a fraudulent certificate from a doctor is an offence of this nature.

EXTORTION

Obtaining some benefit or money through force or coercion in order to do something or abstain from doing something is termed as Extortion. This coercion can be under threat of physical harm, violence or restraint. When an in-house patient in hospital requests for a doctor, if the nurse on call demands a payment in return, an offence in the nature of extortion is committed. If the patient does not submit to the demand, it could lead to her death as well.

ABUSE OF DISCRETION

It involves using one's vested authority to give undue preferential treatment to any group or individual or to discriminate against any group or individual for personal gain. When the law is misused or when there is no law or procedure to justify a certain decision, abuse of discretion can be often seen.

EXPLOITING A CONFLICT OF INTEREST/ INSIDER TRADING

It involves engaging in transactions or acquiring a position or commercial interest that is incompatible with one's official role and duties for the purpose of illegal enrichment (personal gain). For example, with the intent to profit from secret information, a public official buys land where a large development is scheduled to be built.

RECEIVING AN UNLAWFUL GRATUITY, FAVOUR OR ILLEGAL COMMISSION

This occurs when a public official receives anything of value from another party wishing to do business with the government. An example is where a public officer demands money or a commission in exchange for approval of a tender.

FAVOURITISM

This occurs when services or resources are assigned according to family ties, party affiliation, nationality, religion, sect and other preferential groupings. Offering jobs based on political affiliations is an offence of this nature. What is particular in this situation is that members of the general public would not receive special or preferential treatment that a public servant may accord to his/her allies, family and friends. This leads to uneven and irregular distribution of public property.

NEPOTISM

Nepotism is a form of favouritism whereby an office holder nominates his/her relatives for positions or grants other

IDENTIFYING CORRUPTION

benefits for his/her relatives. Politicians appointing their relatives for positions in their ministries is an example of nepotism. This sort of corruption undermines the stability and integrity of the government.

ILLEGAL CONTRIBUTIONS

This includes when political parties or the government in power receives money in exchange for non-interference in certain activities. A contribution given to forego the responsibility of a public officer is also a variant of bribery.

PPT-03 - THE IMPACT AND CONSEQUENCES OF CORRUPTION

The effect and consequence of corruption

PPT - 03

1

Corruption

- Corruption is a universal phenomenon.
- It is a serious social catastrophe, which is widespread throughout the whole world.
- Corruption has spread throughout the world as a virus, transcending religious, cultural, national, and geographical differences.

2

- According to data collected by the World Bank Institute at household and corporate level,
 - it is estimated that the amount of bribes exchanged per year is one trillion, or 3% of total expenditure.
 - This amount is 200 times the amount needed to fight global poverty.
- Report on "Governance and Corruption" in Global Crises.

3

- Bribery alone costs between \$ 1.5 and \$ 2 trillion a year.
- This is roughly 2% of global GDP.

- International Monetary Fund (IMF) 2016 Report

4

Globally recognized consequences of corruption

- Extreme levels of corruption threaten the economic stability of a country. It undermines the development of the country.
- Corruption acts as a deterrent to the value of local and foreign investments, creating a volatile environment, which increases transaction costs.
- Corruption inhibits productivity. It leads to economic irregularities and malpractices.

5

- Pollution undermines the quality of public infrastructure. When the government's funds which are allocated for public infrastructure is subjected to corruption, it leads to building of infrastructure in poor condition.
- Corruption violates human rights in a society and hinders justice.

6

Status of Sri Lanka in terms of the Corruption Perception Index

- According to the Transparency International Corruption Perception Index which measures the level of corruption in individual countries of the world, Sri Lanka has ranked among the most corrupt countries, with less than 50% marks, for nearly two decades.
- In 2019, Sri Lanka, obtaining 38 points, is ranked 93rd out of 180 countries in the world.

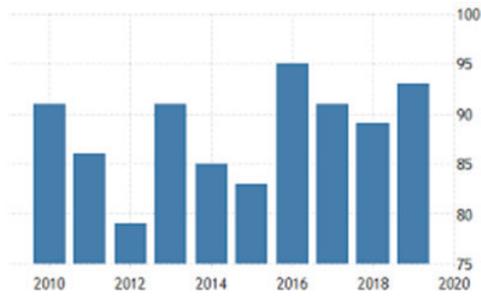
7

Corruption Perception Index – 2019



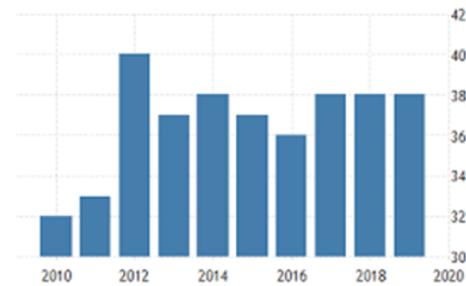
8

Sri Lanka's ranking as per the CPI - %/180



9

Position perceived for Sri Lanka by CPI %/100



10

ANTI-CORRUPTION TRAINING PROGRAMME FOR PUBLIC OFFICERS

Handbill No 3

THE IMPACT AND CONSEQUENCES OF BRIBERY AND CORRUPTION

Corruption is a universal phenomenon. It is a serious social catastrophe, which is prevalent throughout the world. Corruption has spread globally, as a virus, transcending religious, cultural, national, and geographical differences. Corruption which is common in both, developed and developing countries of the world, is particularly damaging to resource-limited countries.

According to data collected by the World Bank Institute at household and corporate level, it is estimated that the amount of bribes exchanged per year is one trillion, or 3% of total expenditure. This amount is 200 times the amount needed to fight global poverty, according to the report, titled "Governance and Corruption" in Global Crises.

The International Monetary Fund (IMF) 2016 report estimates that bribery alone costs between \$ 1.5 and \$ 2 trillion a year. This represents roughly 2% of global GDP.

SOME OF THE CONSEQUENCES OF INTERNATIONALLY RECOGNIZED CORRUPTION

- Corruption acts as a deterrent to the value of local and foreign investments, creating a volatile environment, which increases transaction costs.
- Local entrepreneurs are hindered by corruption. This is evident especially in cases where the discretionary power of the government has spread.
- Corruption inhibits productivity. It leads to economic irregularities and malpractices.
- Corruption undermines the quality of public infrastructure. When the government's funds which are allocated for public infrastructure is subjected to corruption, it leads to building of infrastructure in poor condition. And Corruption is also associated with utilizing public resources for personal interests, poor quality of service and poor maintenance of resources.
- Extreme levels of corruption threaten the economic stability of a country. It undermines the development of the country.
- Corruption can lead to the violation of fundamental rights. As a result of corruption, individuals may not receive positions that are rightfully theirs. Corruption obstructs achieving justice.
- Corruption increases organized crime and terrorism. Corrupt judicial officers and politicians, along with money laundering, wealth from secret sources and bribery, all result in an increase in criminal activity in society. This has given rise to violence, illicit drugs, prostitution, and sexual slavery.
- Corruption promotes poverty and inequality. In a well-known bribery case involving Shell, an international oil company, it has been revealed that Shell has paid corrupt officials more than the national budget of Nigeria. The Nigerian people lost \$ 1.1 billion due to this bribe.
- The spread of bribery and corruption within state institutions has led to diminution of the public's respect for and trust in such institutions.

STATUS OF SRI LANKA IN TERMS OF CORRUPTION INDEX

According to the Transparency International Corruption Index (CPI Index), which measures the level of corruption in individual countries of the world, Sri Lanka has ranked among the most corrupt countries for nearly two decades. In 2019, Sri Lanka obtained 38 points, and ranked 93rd out of 180 countries in the world, for corruption.

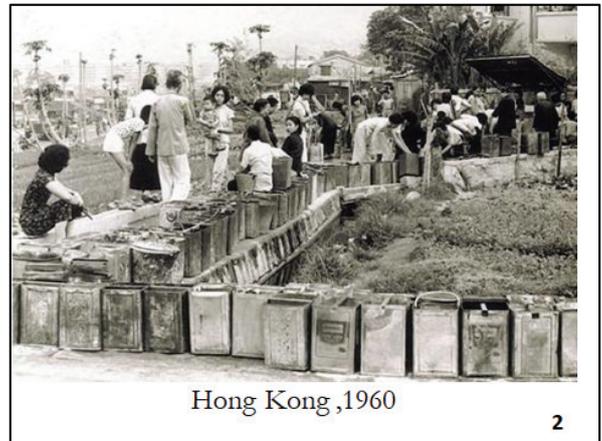
In the year 2019, New Zealand and Denmark ranked highest amongst countries with points of 87 each. Finland had the next highest score (86 points). Among the 180 countries in the world, according to the 2019 Corruption Prevention Index Somalia was perceived as the most corrupt country obtaining only 9 points. South Sudan (12 points) and Syria (13 points) were perceived as the next most corrupt countries in the world.

The corruption index is one of the most frequently visited indicators by foreign investors. When a country is at the bottom of the index (perceived as a country of high corruption), that country's chances of getting investment are thereby reduced.

PPT – 04 OVERCOMING CORRUPTION: THE HONG KONG EXAMPLE

*Overcoming Corruption:
The Hong Kong Example*

1



The Story of Hong Kong - 1960

- ❖ By 1960, it was considered that Hong Kong was the country which has the most corrupt Police in the world.
- ❖ The situation was such that nothing could be done without bribing the Police.
- ❖ The law was defunct, and the Police Chiefs were involved in all illegal transactions that took place.
- ❖ If a person suspected of illegal smuggling was a wealthy person, he was never taken into custody, nor was he prosecuted.

3



Hong Kong's Chief of Police Peter Godber was accused of accumulating over \$ 3.4 million as bribes.

He immediately fled to England to avoid being investigated.

5

Spurred on by the Godber incident, the public began mass protests against public sector corruption.

They exerted pressure on the government to extradite Godber back to Hong Kong and carry out the law.

It is students who were at the forefront of these protest movements.

6



7

The Birth of Hong Kong’s Independent Commission Against Corruption (ICAC)

The Independent Commission Against Corruption (ICAC) of Hong Kong was established in 1974.

According to their Mission Statement, “With the community, the ICAC is committed to fighting corruption through effective law enforcement, education and prevention to help keep Hong Kong fair, just, stable and prosperous.”

8



9

Jack Carter was appointed the first head of the ICAC. The ICAC was vested with the power to investigate into corruption, which was until then vested in the Police. The Commission entered into the investigation of Godber as its first task.



10

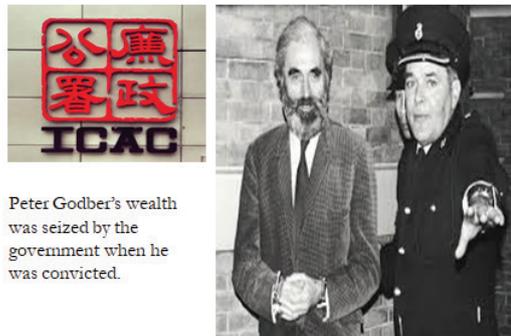
Upon ICAC’s request, Chief Inspector of Police Peter Godber was sent from England and given over to Hong Kong.

Convicted as a result of the investigation against him based on certain accusations, he was sentenced to imprisonment.



11

Peter Godber’s wealth was seized by the government when he was convicted.



12

Hong Kong in 2020



13

❖ Hong Kong has now become one of the most developed nations in the world.

❖ ICAC continues to be very active.



❖ Hong Kong has consistently been among the top 20 ranked countries according to Transparency International's Corruption Perception Index for the past two decades.

14

PPT - 05 LEGAL PROVISIONS REGARDING CORRUPTION

Legal Provisions Regarding Corruption

PPT - 05

1

The primary legal power in relation to investigating into and prosecuting **bribery or corruption offences** in Sri Lanka as well as **offences under the Declaration of Assets and Liabilities Law** is vested in the Commission to Investigate Allegations of Bribery or Corruption (CIABOC).

- According to the Bribery Act No. 11 of 1954 and the Commission to Investigate Allegations of Bribery or Corruption Act No. 19 of 1994

The offence of bribery or corruption is one for which a warrant is not needed to make an arrest.

2

The Sri Lankan legal framework contains many provisions apart from the CIABOC Act which aim at the eradication of corruption

The Constitution:

“...it is the duty of every person in Sri Lanka... to preserve and protect public property and to combat misuse and waste of public property.”

- Article 28 (1)

3

“Complete control over state finances is vested in the Government.”

❖ There is a Consolidated Fund which is controlled by the government, and all withdrawals from it are controlled by the Parliament.

❖ The Standing Committees of Parliament investigate whether such expenditures have been made in accordance with the approved rules and regulations.

- Chapter XVII of the Constitution

4

The Auditor-General

- ❖ The Auditor-General has been appointed under Article 153 of the Constitution to deal with public finances.
- ❖ Under Article 154 (1) of the Constitution, the Auditor-General is empowered to audit all state institutions including local government institutions.
- ❖ The Auditor-General presents an Audit Report to the Parliament on an annual basis, and this is published for the perusal of the public.
- ❖ Corruption that is discovered during an audit is referred to the Criminal Investigation Department to conduct an investigation and prosecute.
- ❖ The two Parliamentary Standing Committees, namely Committee on Public Enterprises (COPE) and Committee on Public Accounts (COPA) too conduct their investigations into government institutions based on the Auditor-General's report.

5

The Penal Code

- ❖ The first law that recognised corruption as a criminal offence was the Penal Code of 1889. Chapter IX is dedicated to ‘**offences by or relating to public servants.**’
- ❖ According to section 158 of the Penal Code, a public servant taking a gratification other than legal remuneration in respect of an official act is considered an offence, and is punishable with imprisonment up to three years and/or a fine.

6

Elections Acts

- ❖ According to the Presidential Elections Act No. 15 of 1981, Parliamentary Elections Act No. 1 of 1981, Provincial Councils Elections Act No. 2 of 1988 and the Local Authorities Elections Ordinance No. 55 of 1946, the **giving of bribes, gratification and exertion of undue influence** that hamper a free and fair election are considered to be offences.
- ❖ These offences fall under the category of corruption activities in the various statutes, and an offender will be punished with imprisonment and/or fine, as well as prohibited from registering as a voter, voting and standing for election.

7

The Declaration of Assets and Liabilities Law No. 1 of 1975

According to this Law:

- ❖ Those who have a responsibility to make a declaration of assets and liabilities must hand over a correctly completed declaration to the heads of their institutions.
- ❖ Non-declaration of assets and liabilities at the required time without a reasonable excuse, submission of an incorrect declaration, failure to provide the required information and violation of the provisions of this Law, are considered offences under this Law.

8

Offences against Public Property Act, No. 12 of 1982

According to this Act:

- ❖ Mischief to public property, theft of public property, robbery of public property, dishonest misappropriation, criminal breach of trust, cheating, forgery and falsification of accounts are identified as offences.
- ❖ It defines public property as “the property of the Government, any department, statutory board, public corporation, bank, co-operative society or co-operative-union.”
- ❖ Bail will be granted only based on special reasoning, in a situation where the value of the property relevant to the complaint is valued at over Rs. 25,000/-.

9

Questions?

Thank you!

10

ANTI-CORRUPTION TRAINING PROGRAMME FOR PUBLIC OFFICERS

Handbill No 4

LEGAL PROVISIONS RELATING TO THE ERADICATION OF CORRUPTION

In Sri Lanka, the power of investigation and prosecution on bribery and corruption and the offences under the Declaration of Assets and Liabilities Law, has been mainly granted to the Commission to Investigate on Allegations of Bribery or Corruption through the Bribery Act, No. 11 of 1954 and the Commission to Investigate Allegations of Bribery or Corruption Act, No. 19 of 1994. Hence, it can be recognized that the Bribery Act is the key piece of legislature in combatting bribery or corruption. According to the Act, a person for the offences of bribery and corruption can be arrested without a warrant. Apart from the Bribery Act and the Commission to Investigate Allegations of Bribery or Corruption Act, there are several other legal provisions that can be employed to curtail bribery and corruption. The following are a few of those provisions.

CONSTITUTION

Chapter VI of the Constitution contains the fundamental duties and responsibilities of Sri Lankans, and Article 28 (1) states that “The exercise and enjoyment of rights and freedoms are inseparable from the performance of duties and obligations and accordingly it is the duty of every person in Sri Lanka... to preserve and protect public property and to combat misuse and waste of public property.”

Chapter XVII of the Constitution establishes that Parliament shall have full control over public finance. As such, there is a Consolidated Fund and withdrawals from it are allowed under parliamentary control. Information Committees assess as to whether the expenditure is in line with the relevant rules and regulations.

The Auditor-General is appointed pursuant to Article 153 of the Constitution and is tasked with taking action relevant to state funds. Pursuant to Article 154 (1) of the Constitution, the Auditor-General or any person authorized by him has the power to audit the accounts of all government institutions including the local authorities.

The Auditor-General must present his Audit report annually to the Parliament which would be publicized for the benefit of the general public, and any corruption found in this manner will be investigated and litigated by the Criminal Investigations Department. In the same way, the two Parliamentary Committees, namely Committee on Public enterprises (COPE) and Committee on Public Accounts (COPA) too, oversee government institutions based on the Auditor-General’s report.

PENAL CODE

The first law that recognized corruption as a criminal offence is the Penal Code of 1889. Chapter IX is dedicated to ‘offences by or relating to public servants.’

According to section 158 of the Penal Code, a public servant taking a gratification other than legal remuneration in respect of an official act is considered an offence, and is punishable with imprisonment up to three years and/or a fine. Similarly, section 159 deals with accepting of gratification by corrupt or illegal means, to influence a public servant, and establishes that this offence is punishable with imprisonment up to three years and/or a fine. Section 160 states that taking a gratification for the exercise of personal influence with a public servant is an offence which is punishable with imprisonment up to one year and/or a fine.

With the enactment of the Bribery Act, No. 11 of 1954, the provisions of the Bribery Act began to be used in place of those in the Penal Code.

ELECTIONS ACTS

According to the Presidential Elections Act No. 15 of 1981, Parliamentary Elections Act No. 1 of 1981, Provincial Councils Elections Act No. 2 of 1988 and the Local Authorities Elections Ordinance No. 55 of 1946, giving bribes, gratification and exertion of undue influence that hamper a free and fair election are considered to be offences. These offences fall under the category of corruption activities in the various statutes. An offender will be punished with imprisonment and/or fine, as well as prohibited from registering as a voter, voting and standing for election as a contestant for a period of seven years.

DECLARATION OF ASSETS AND LIABILITIES LAW

According to Declaration of Assets and Liabilities Law, No. 1 of 1975, a person who is entitled to declare his/her assets and liabilities must hand over the declaration to the Head of the institution.

Non-declaration of assets and liabilities at the required time without a legitimate reason, submission of incorrect declaration, and failure to provide the required information intentionally are considered as offences under this Law. After the 'first declaration', it is the duty of the declarant to declare the assets and the liabilities annually and if there is any disparity between the first declaration of assets and liabilities and the subsequent ones, the declarant has the duty to explain it.

In this manner, a person whose wealth is accumulated through acts of bribery and corruption will be considered an offender under the provisions of this Law.

OFFENCES AGAINST PUBLIC PROPERTY ACT, NO. 12 OF 1982

This Act identifies vandalism to public property, theft of public property, robbery of public property, dishonest misappropriation, criminal breach of trust, cheating, forgery and falsification of accounts as offences.

It defines public property as "the property of the Government, any department, statutory board, public corporation, bank, co-operative society or co-operative union."

Bail will be granted only based on special reasoning, in a situation where the value of the property relevant to the complaint is valued at over Rs. 25,000/-.

PREVENTION OF MONEY LAUNDERING ACT, NO. 5 OF 2006

Since the direct showing of wealth obtained by bribery and corruption to society will arouse suspicion, many who gain such wealth break it down into various other transactions before presenting it to society. This is known as money laundering. The prevention of money laundering is integral in order to prevent corruption.

According to this Act, money laundering is identified as an offence which must be tried before the High Court. The offender is made liable to a fine not less than half the value of the property in respect of which the offence is committed and not more than three times the value of such property and/or to imprisonment for a period of not less than five years and not exceeding twenty years. Additionally, the assets of any person found guilty of money laundering shall be liable to forfeiture of such property.

RIGHT TO INFORMATION ACT, NO. 12 OF 2016

Transparency is a key element in the eradication of corruption. The Right to Information Act, enacted in order to develop the transparency and accountability of public officials, enables all citizens to be able to access information that is in the possession or control of public officials. While this Act contains provisions that give citizens the right to request and obtain information from public officials, it also gives public officials the duty to effectively publish and publicize information which is frequently required by citizens.

When information relating to recruitment, promotions, procurements, welfare schemes etc. can be freely obtained by the public, corruption can be minimized. Additionally, this Act provides a certain protection to champions of anti-corruption.

Apart from the aforementioned, legislations such as National Audit Act, Sri Lanka Human Rights Commission Act, Parliamentary Commissioner for Administration Act, the Presidential Commission of Inquiry Act, financial regulations and the Procurement Guidelines have also been enacted to curb corruption.

PPT-06 POWERS AND FUNCTIONS OF CIABOC



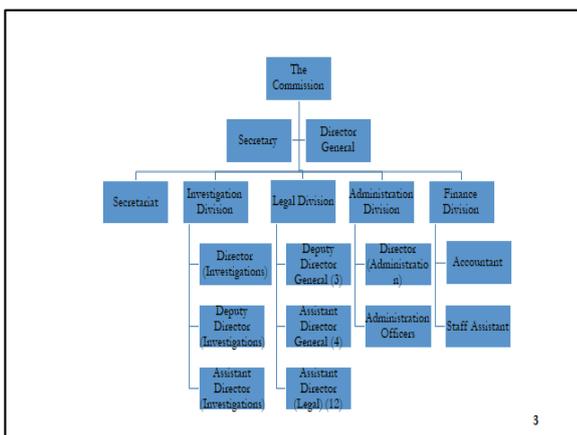
The Commission to Investigate Allegations of Bribery or Corruption (CIABOC)

PPT- 06

1

The Structure of CIABOC

2



Composition of the CIABOC Commission

The Commission consists of three (3) members

- Two of the Commissioners must be retired justices of the Supreme Court or Court of Appeal
- One Commissioner must have experience in criminal investigation and law enforcement

Section 3(2) (a) of Act No. 19 of 1994

4

- ❖ The Commission to Investigate Allegations of Bribery of Corruption Act
- ❖ The Bribery Act
- ❖ The Declaration of Assets and Liabilities Law

It is these statutes that vest CIABOC with its powers.

5

Powers:

- ❖ Receive oral/written evidence
- ❖ Order that individuals come to CIABOC for the above, or do so orally under oath
- ❖ Summon individuals to produce documents or other things that are in their control or possession
- ❖ When there is a suspicion of illegal enrichment by accumulating wealth, the Bank Management can be ordered to produce the bank books, cheque books, or certified copies of the individual concerned/ their spouse/ their children.

6

- ❖ Give orders to the Commissioner of Inland Revenue
- ❖ Order the head of a state institution to hand over a document/ copy that is in that Department
- ❖ Order an individual who is concerned in an Asset Investigation to provide a written account of statements that have been given orally under oath
- ❖ During an investigation, order the Controller of Immigration and Emigration to prohibit the individual concerned from foreign travel using his passport or any such document

7

The Bribery Act

8

What is a bribe?

The offer, solicitation or acceptance of any gratification in contravention of any provision of this Act, by or on behalf of a public servant, or the giving or attempting to give such a gratification by or on behalf of a public servant

- Section 90

9

Is bribery an offence?

If the solicitation, acceptance, giving and attempting to give of gratification is a gift or incentive for a public servant to carry out a task, it is considered an offence under the Bribery Act.

10

Carrying out of official tasks and duties:

This includes speeding up, slowing down, obstructing, and prohibiting of official duties as well as being biased when doing so, and refraining from carrying out official tasks or duties.

11

Bribe = gift?

- ❖ There is no clear demarcation between a bribe and a gift
- ❖ There isn't an illegal or unlawful intention when giving or receiving a gift. However there is always an illegal or unlawful intention when giving or receiving a bribe

12

Bribery Offences:

- ❖ Sect. 14 Bribery of judicial officers, Senators and Members of Parliament
- ❖ Sect. 15 Acceptance of gratification by Senators and Members of Parliament for interviewing public servants
- ❖ Sect. 16/17 Bribery of police officers, peace officers and other public servants
- ❖ Sect. 18 Bribery for procuring withdrawal of tenders

13

- ❖ Sect. 19 Bribery in respect of Government business
- ❖ Sect. 20 Bribery in connection with payment of claims, appointments, employments, grants, leases, and other benefits
- ❖ Sect. 21 Bribery of public servants by persons having dealings with the Government
- ❖ Sect. 22 Bribery of a member of a local authority, or of a scheduled institution, or of a governing body of scheduled institution, and bribery of an officer or employee of a local authority or of such an institution

14

- ❖Sect. 23 Use of threats or fraud to influence vote of member of local authority, or of scheduled institution, or of governing body of scheduled institution
- ❖Sect. 23A Possession of property acquired through bribery, or such property that has been converted is an offence
- ❖Sect. 25 Attempt to commit, and abetment of, an offence under this Part

15

A bribe can be:

- ❖Money;
- ❖Something that can be valued in monetary terms;
- ❖Something that cannot be valued in monetary terms;

16

This includes:

- ❖Receiving a loan, fee, bonus...
- ❖Receiving a job or title...
- ❖Being released from a loan or an obligation...
- ❖A right or protection from a disciplinary action...
- ❖Giving of a different kind of service, help or benefit...

17

A different kind of service, help or benefit includes:

- ❖A service that is received physically through sexual activity
- ❖A help received by admitting a child into a popular school
- ❖ A mental benefit received by receiving a foreign scholarship

18

Bribery through an intermediary:

A person solicits or accepts a gratification if he, or any other person acting with his knowledge or consent, directly or indirectly demands, invites, asks for, or indicates willingness to receive, or directly or indirectly takes, receives or obtains, or agrees to take, receive , any gratification, whether for the first-mentioned person or for any other person

- Section 89

19

Corruption

20

What is Corruption?

A public servant using their position for private gain and benefits is known as corruption

- Sect. 70

21

What is Corruption?

Corruption is when a public servant uses their office to gain a benefit they are not entitled to, or to give someone else a benefit they are not entitled to, or to defraud the government or someone else.

22

When there is no clear evidence about bribery and corruption...

the offender can be charged under the Declaration of Assets and Liabilities Law

23

The Declaration of Assets and Liabilities Law

When some of a person's assets are not part of his known income or earnings, the law presumes that such assets have been obtained by bribery or corruption...

The law considers monetary or non monetary property in the name of a person's spouse and their children under 18 to have been acquired by that person.

24

Punishments:

- ❖ Rigorous imprisonment not exceeding 7 years and/or a fine not exceeding Rs. 5,000/-
- ❖ For an offence involving bribery, imprisonment of upto 10 years and/or a fine of upto Rs. 10,000/-
- ❖ A fine of the same value as the gratification
- ❖ Seizure of the property by the government
- ❖ Taking away of civil rights

25

The consequences...

26

PPT 07 – WHAT IS INTEGRITY?

What is Integrity?

1

Our Ancient Values

- King Dutugemunu upon building the Maha Stupa also known as Ruvanweli Seya, is said to have kept four coinfilled vessels (*kalderam*) at the four frontispieces (*Vahalkadas*) of the Stupa to remunerate the people who helped building it with necessary labour.

2

* The Oxford dictionary defines integrity as “the quality of being honest and having strong moral principles.”

* The Malalasekera Dictionary defines integrity in Sinhala using words such as uprightness and honesty.

3

Various Definitions of Integrity

* Integrity is telling myself the truth. And honesty is telling the truth to other people

- American author Spencer Johnson

* Integrity – the choice between what’s convenient and what is right

- Tony Dungy

* Integrity is doing the right thing. Even when no one is watching

- British author C.S. Lewis

4

Integrity

Integrity is blending values such as being honest, ethical and virtuous with one’s actions

A person with integrity, while being honest to others in the community, must be honest to one’s own conscience as well.

5

Values and attributes associated with integrity

RIGHTEOUS
HONORABLE
TRUTHFUL
BLAMELESS
GRACEFUL
UPRIGHT
DISCIPLINED
FAITHFUL
HOLY

6

To build a nation with integrity....

- 1. An individual must have integrity
- 2. The community comprised of individuals must have integrity
- 3. Institutions must have integrity
- 4. The country must have integrity
- 5. The world comprising of countries must have integrity

7

Institutions that should practice integrity essentially

- Legislature
- Executive
- Judiciary
- Public Sector
- Private Sector
- Sectors including religious, media, and civil societies.
- General Public
- Children and the young which constitute the future generation

8

ANTI-CORRUPTION TRAINING PROGRAMME FOR PUBLIC OFFICERS

Handbill No 5

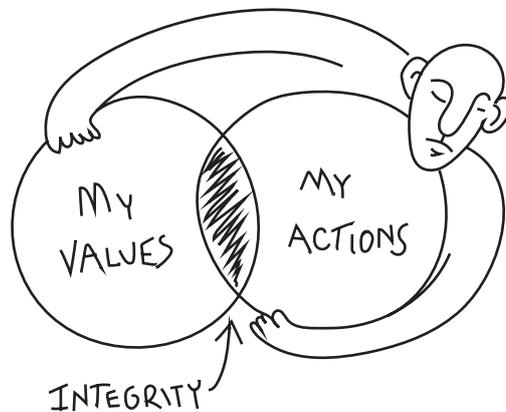
WHAT IS INTEGRITY?

“Supilipan” is the Sinhala term crafted to indicate the meaning of ‘Integrity’ in the English Language. The word ‘integrity’, or ‘having integrity’ suggests an individual with a sense of values and principles. The Oxford Dictionary defines Integrity as “the quality of being honest and having strong moral principles”. The Malalasekara Dictionary defines the same in Sinhala by the use of terms such as “uprightness; pride; honesty; sainted”

Even though there is no specific standard definition presented for the question what is integrity, it is not difficult to work out its meaning through various definitions and interpretations that have already been given in respect to the term.

- Integrity is telling me the truth; honesty is telling the truth to other people.
- **Spencer Johnson**, American Writer
- Integrity – Choice between what is convenient and what is right
- **Tony Dungy**
- Integrity is doing the right thing even when no one is watching
- **C.S. Lewis**, British Writer

Integrity could also be defined as the practice of showing a consistent and uncompromising adherence to strong moral and ethical values which would stand as an obstacle to corruption.



INTEGRITY IS A FUSION OF A PERSON’S VALUES AND ACTIONS.

As depicted by the above definitions and interpretations, it is rational to say that integrity is blending values such as being honest, ethical and virtuous, with one’s actions.

A person with integrity, while being honest to others in the community, must be honest to one’s own conscience as well.

THE FOLLOWING CHARACTERISTICS CAN BE IDENTIFIED AS VALUES ASSOCIATED WITH INTEGRITY.

- RIGHTEOUSNESS
- HONOR
- TRUTHFULNESS

- BLAMELESSNESS
- GRACE
- UPRIGHTNESS
- DISCIPLINE
- FAITHFULNESS
- HOLINESS

The concept of integrity is not novel to Sri Lankans. In the search of our values and traditions, history gives us examples of Sri Lankans who practiced integrity. King Dutugemunu upon building the Maha Stupa also known as Ruvanweli Seya, is said to have kept four coin-filled vessels (kalderam) at the four frontispieces (Vahalkadas) of the Stupa to remunerate the people who helped build it. History records that only the people who assisted took their fair share out of the vessels, even though there was opportunity for anyone to take money.

Building a society with integrity is a goal that must be achieved through the collective effort of all parties. It is not adequate for an individual alone to have integrity. Society consists of groups of individuals, as such they should all have integrity. Every level and institution of the government must have integrity. A country with integrity can only be built through the collaboration of all these sections.

INSTITUTIONS THAT SHOULD HAVE INTEGRITY ESSENTIALLY

- 1) Legislature
- 2) Executive
- 3) Judiciary
- 4) Public Sector
- 5) Private Sector
- 6) Sectors including religious, media, and civil societies
- 7) General public
- 8) Children and youth which constitute the future generation

PPT 08 – REGULATIONS ON CONFLICT OF INTERESTS

Regulations on Conflicts of Interests

1

What is Conflict of Interests ?

- As humans, we all share relationships(relationships such as being relatives, being from the same village, being from the same school, being from the same religion, nationality and caste)
- It is normal that certain conflicts may occur in those relationships.
- Yet, what is discussed here is not those conflicts.
- Conflict of interest occurs when a public officer’s ability to make an impartial decision with regard to his/her public responsibility is affected by his/her personal interest
- Hence, the ones who are related are given a preferential treatment.

2

Conflict of Interest is

- Acting pursuant to the core principle that the ‘professional duties should not be overridden by personal motives’
- The proposed amendment to the Bribery Act has defined the non-declaration of conflict of interest as an offence. The Chapters XLVII and XXIX of the Establishment Code which speak of the same has been widened to match the existing framework. The objective of this manual is to create a culture that is aware of the regulations on conflicts of interests.

3

Types of Conflict of Interest

- **Actual** - A conflict is apparent at the point of making a decision. The conflict is apparent at the present time.
- **Potential** - A conflict might happen in the future. Even though a conflict is not evident presently, there is a possibility of such a conflict arising in future.
- **Perceived** - Even though there is no actual or potential conflict, a perception may be created in the eyes of others that there is a conflict of interest.

4

What should you do when there is a Conflict of Interests?

- Institution heads are responsible for ensuring that conflict of interest situations are effectively regulated.
- A Management Committee should be established.
- When there is a conflict of interest, the public officers are obliged to declare it to the management committee first.
- From there onwards, the management committee is responsible to take decisions to resolve the conflict. Through such declaration, the public officer receives protection and the problem becomes easier to face.

5

The Decisions that can be taken by the Management Committee

- 1. Waived - The committee may determine to disregard the conflict of interest based on certain reasons
- 2. Recused - Recusal means requiring the employee to withdraw fully from participating in the decision making process
- 3. Divested - Divestiture means that the officer sells or transfers the cause that leads to conflict of interest. (ex: transfer the ownership of the shares)
- 4. Restricted - Instead of completely removing,restrictions are placed on the public officer’s involvement in the decision making process
- 5. Recruited – A disinterested third party is used to oversee part or all of the process that deals with the matter
- 6. Resigned - The public officer resigns from the position in the institution

6

PPT 09 – GIFT RULES

What are ‘Gift Rules’?

PPT - 09 1

Thivanka’s Story

Thivanka is an old friend of Rajitha, and has known him ever since their schooldays. She is currently a first class secretary in the foreign service. She has come to the Siyamablanduwa Divisional Secretariat while on a short holiday in Sri Lanka, to meet her old friend Rajitha. She hasn’t come emptyhanded, but has brought a specially packed parcel for Rajitha. It contains a recently released book about Gandhi’s Non-Violent Struggle; a tie for Rajitha in one of his favourite designs; a purse as a gift for Rajitha’s wife; and a doll from Japan itself for Rajitha’s daughter.

Can Rajitha accept this gift while in his office?

2

Susiripala Mudalali’s Voluntary Service

Susiripala Mudalali is a timber businessman. He is a rich man, involved in many other businesses in the town as well. He is a frequent visitor to the Divisional Secretariat for various tasks. He also shows a keen interest in activities involving arts and literature.

Susiripala tells the Divisional Secretary that he is willing to singlehandedly take on all the responsibilities of organising the Divisional secretariat’s Literature Festival. He also says that he does not want any credit to be given to him for doing so.

Is there anything wrong in the Divisional Secretary accepting Siripala’s voluntary service?

3

Bribes and Gifts

Bribery or corruption takes many forms, both within and outside the public service.

The presence of bribery or corruption in the form of **gifts** is something that has received attention in society.

If a public servant receives some gratification to either carry out an official act or to refrain from doing so, he commits an offence for which he can be punished under the Bribery Act.

4

Provisions regarding Accepting Gifts

Presently, provisions regarding accepting gifts are contained in Chapter XLVII of the Establishments Code, and related Circulars and provisions.

These Gift Rules guidelines explain how the exceptions can be expanded, and explain how to interpret and apply these in various situations

5

Provisions regarding Accepting Gifts

Presently, provisions regarding accepting gifts are contained in Chapter XLVII of the Establishments Code, and related Circulars and provisions.

These Gift Rules guidelines explain how the exceptions can be expanded, and explain how to interpret and apply these in various situations

6

The Aim of Gift Rules:

- ❖ Prohibit requesting gifts
- ❖ Limit the giving and accepting of gifts
- ❖ Specify the prohibited sources of gifts and the acceptable exceptions
- ❖ Create a process by which the gifts that are received can be made known publicly
- ❖ Create a process by which gifts can be disposed of
- ❖ Provide guidelines by which the administration can effectively carry out these Rules

6

Questions?

Thank you!

7

ANTI-CORRUPTION TRAINING PROGRAMME FOR PUBLIC OFFICERS

Handbill No 6

“INTEGRITY FOR SRI LANKA”

NATIONAL ACTION PLAN FOR COMBATTING BRIBERY AND CORRUPTION IN SRI LANKA 2019-2023

Both the government and the private sector are entrusted with the duty of implementing the National Action Plan. The National Action Plan which was formulated with the approval granted by the Cabinet of Ministers on 24th October 2017 is a goal to be achieved through the collective effort of the CIABOC, legislature, executive, judiciary, independent commissions, private sector, civil society, media institutions, artists, political parties and the religious institutions.

The plan contains 221 actions covering all sectors of the country, to be progressively implemented through short-term (1 to 12 months), medium-term (12 to 36 months) and long term (36 to 60 months) milestones.

The National Action Plan identified steps that could be followed by the public and the other institutions, discretely or collectively, to eradicate bribery and corruption from Sri Lanka under four pillars. Further, the National Action Plan has recognized implementation, monitoring and evaluation as the fifth pillar.

- A - 1st Pillar– Prevention
- B - 2nd Pillar - Value-Based Education and Community Engagement
- C - 3rd Pillar - Institutional Strengthening of Law Enforcement Authorities.
- D - 4th Pillar - Law and Policy Reforms
- E - 5th Pillar – Implementation, Monitoring and Evaluation.

A - PREVENTION

The notion of ‘prevention’ in relation to the fight against corruption is novel in the Sri Lankan context. It has nonetheless gained traction in other parts of the world, especially in countries with effective anticorruption regimes. The purpose of prevention is to minimize or eliminate the potential for corruption. Hence, prevention is the forerunner of investigations and prosecutions, which, if effective, often dispenses with the need for investigations. Prevention is a sustainable alternative to the adversarial system of our country with its strong emphasis on penal sanctions as a means of effective deterrence, which has proved to be costlier than foreseen. Investigations and prosecutions in the aftermath of criminal acts constantly raises the question if complete fidelity to the criminal justice system is productive or even advisable in fighting corruption. As such, the National Action Plan embraces the idea that prevention is better than cure, displacing the belief that deterrence is the sole approach to curb bribery and corruption in Sri Lanka.

Few measures recognized by the National Action Plan under the strategy of Prevention are as follows

A.1 - ESTABLISHMENT OF A CORRUPTION PREVENTION DIVISION AT CIABOC

Establish a Corruption Prevention Division within the CIABOC, appoint and train prevention officers, grant other requisite human resources, constitute a National Advisory Council.

A.2 - ENHANCING INTEGRITY AND PREVENTING CORRUPTION IN THE PUBLIC SECTOR

Implement the national integrity strategy, establish the post of Integrity Officers, establish corruption prevention committees, formulate institutional action plans, conduct risk assessments, establish the post of Facilitation Officers, promote gift rules, promote conflicts of interest rules, revise codes of ethics for public officers, introduce the ‘Oath of Integrity’, issue integrity badges, designate corruption free zones, promote taking the pledge of integrity.

A.3-. OPTIMIZING CITIZEN’S ACCESS TO PUBLIC SERVICES

Formulating a citizen charter, introducing electronic payment systems, public display of standard processes, promote digitalization and appoint Reception Officers.

A.4 - PREVENTING CORRUPTION IN THE PRIVATE SECTOR

Review current codes of ethics, introduce codes of ethics for the purpose of building integrity, conduct regulatory audits

A.5 - ENSURING INTEGRITY OF ELECTED REPRESENTATIVES

Review parliamentary codes of conduct; introduce an ethics code for the elected members, introduce an oath of integrity for the elected representatives

A.6 - INTEGRITY IN PUBLIC PROCUREMENT AND PUBLIC FINANCES

Introduce national procurement guidelines, review manuals on goods, introduce operational manuals that are agency specific, develop handbooks for technical evaluation, introduce a selection criteria for screening proposed projects, declaration of interest form, conduct awareness raising programmes for public officials on procurement guidelines, adopt anti-bribery standards, introduce standard bidding documents, introduce a procedure for disposal of public asset, introduce an electronic procurement system, introduce a digital screening software, implementation of the recommendations of PEFA 2013, mandate maintaining of a priority list of projects, conduct skills assessments

A.7 - INCREASING PUBLIC CONFIDENCE IN THE INTEGRITY OF THE CRIMINAL JUSTICE SYSTEM

Review the code of conduct for judges, review the code of conduct for lawyers, introduce a code of conduct for prosecutors and investigators.

B – VALUE-BASED EDUCATION AND COMMUNITY ENGAGEMENT

Value-based education and community engagement have universally merited separate consideration due to the significance of these areas in corruption prevention. The fight against bribery and corruption cannot be restricted to the four corners of law and policy formulation. It must transcend beyond, impacting upon an ideological change within the citizenry. Strategy B of the Action Plan foresees a renaissance in modern Sri Lanka through laying the foundation to build a culture of integrity that would be sustainable for generations to come.

B.1. PROVIDING INTEGRITY EDUCATION FOR CHILDREN AND YOUTH

Include integrity related subjects to the curriculums of students, increase the awareness of the Education Ministry officers, principals and teachers, familiarize ethics and values for the students from grade 1 to 13, introduce integrity related activities and integrity clubs, conduct awareness programmes for teachers, include integrity related programmes to the post-graduate diplomas in teaching, introduce the integrity related subjects to the curriculum of university students, conduct awareness programmes to the lecturers of universities, introduce integrity and anti-corruption as a module to the curriculums of universities, technical and vocational educational institutions, organize cultural events and competitions, promote youth movements and youth coalitions committed to integrity and develop a national policy on anti-corruption and integrity.

B.2. RAISING AWARENESS IN THE PUBLIC SECTOR

Introduce / revise anti-corruption and integrity as a module into the training programmes of public officers, conduct awareness-raising & training programmes and on the job training for Public Officers, inclusion of question relating to bribery and corruption in public service examinations, conduct inter-agency debates and experience sharing platforms regarding integrity and anti-corruption.

B.3. CREATING PUBLIC DEMAND FOR ACCOUNTABILITY

Raise awareness and build capacities on accessing information using the RTI law, expand media/ outreach campaign on RTI, raise awareness on the linkage between corruption and fundamental human rights, conduct awareness programmes regarding the citizen's charter and the right of the citizens to obtain services, create coalitions against corruption.

B.4. STRENGTHENING THE ROLE OF MEDIA TO PROMOTE A CULTURE OF INTEGRITY

Enter into understandings and agreements with the media institutions, develop/ revise a Code of Ethics for media personnel, facilitate trainings for media organizations and journalists, release regular media statements on the cases

that related to bribery and corruption.

B.5. STRENGTHENING THE ROLE OF THE CIVIL SOCIETY IN BUILDING A SOCIETY WITH INTEGRITY

Raise awareness among Trade Union leaders, Community leaders, Religious leaders and Civil Society representatives, develop materials and messages on anti-corruption, introduce Integrity Tests, publicise CIABOC website as the hub for Anti-Corruption and utilize culture and art as devices of social change.

B.6. ENGAGING THE PRIVATE SECTOR TOWARDS A SOCIETY OF INTEGRITY

Enter into agreements with the private sector regarding anti-corruption, raise awareness of the private sector on anti-corruption, promote the concept of integrity using Corporate Social Responsibility initiatives, permit compliance teams of private companies to provide training to CIABOC officers and enter into integrity pacts by both private and public sector institutions.

B.7. AWARENESS RAISING FOR ELECTED REPRESENTATIVES

Conduct awareness raising workshops for Members of Parliament and Parliament Oversight Committees on the global best practices and their duties.

B.8. AWARENESS RAISING FOR JUDGES AND JUDICIAL OFFICERS

Conduct awareness raising workshops for Judges on global best practices and their duties, organize sessions to share experiences with each other.

C – STRENGTHENING LAW ENFORCEMENT AGENCIES

Anti-corruption agencies include law enforcement and prosecutorial arms. The mere creation of such agencies alone does not suffice. The agencies must be effective in the dispensation of their duties, which require resources. While most perpetrators of high level corruption could avail themselves of the expertise within the folds of international networks of syndicated crimes, most anti-corruption agencies do not possess internal expertise necessary to launch effective investigations into these crimes or competent prosecutors. This is often due to the fact that anti-corruption agencies attract inadequate financial and human resources. However, the upshot of this is the creation of an imbalance of power between perpetrator on one hand and investigators and prosecutors on the other, affording perpetrators an advantage

In the attempt to rectify this situation, the National Action Plan has suggested the following recommendations.

C.1 THE RESOURCE AND FUNCTIONAL FRAMEWORK OF CIABOC

Obtain approval for the infrastructure & software improvement plan for the investigation unit, renovation of the interim office, upgrade ICT enable platform, introduce I2 tools for asset investigations, develop a human resource policy for CIABOC, establish additional units within CIABOC, develop a network of external forensic staff, prepare recommendations for financial independence of CIABOC, establish provincial centres and display the services and procedures of CIABOC.

C.2 ENHANCING THE TRANSPARENCY OF INVESTIGATIONS AND PROSECUTIONS

Increase investigation staff and appoint specialized investigation staff, subject the investigators to a training programme, appoint Investigation Oversight Committee to oversee investigations, formulate a code of ethics for the investigators, increase the salaries of the prosecutors, provide a training for the prosecutors, conduct awareness programmes for the prosecutors and the investigators on the ethics and the best practises to be followed, review the progress of prosecution of cases in the special high courts, develop an investigation manual, constitute a guideline on how to select the cases, provide a special training to the judges about the special cases reported both nationally and internationally.

C.3. STRENGTHENING LAW ENFORCEMENT AGENCIES AND REGULATORY BODIES DEALING WITH FINANCIAL CRIMES

Conduct training programmes for investigators, conduct training for COPE, COPA, PERC members on technical and specialist skills, conduct learning exchange programmes, develop a codes of ethics, design programme for recruitment of analysts, use of ICT platforms for forensic accounting, establish coalition to strengthen collaboration for recovery of stolen assets, recruitment of legal officers.

C.4. STRENGTHENING INTER-AGENCY RELATIONS

Enter into Memorandums of Understanding with law enforcement agencies dealing with financial crimes, conduct high level roundtables to share best practices, develop a proposal for a system of coordinated investigations, establish an inter-agency network for Mutual Legal Assistance (MLA) and formation of an investigation coalition among agencies.

D- LAW AND POLICY REFORM

A robust and resilient legal and policy regime is indispensable in ensuring a sustainable corruption-free society. It is the fourth strategy of the holistic approach to anti-corruption, providing legitimacy and authority for the other strategies to be implemented successfully. The principal laws governing investigations and prosecutions in relation to bribery and corruption in Sri Lanka have not undergone comprehensive review in over two decades. Moreover, as the laws requisite for preventive measures have not been formulated as of yet, it is vitally important to reassess the present legal and policy framework.

In that regard, the National Action Plan makes the following recommendations

D.1- INTRODUCE AMENDMENTS TO LAWS FALLING WITHIN THE PURVIEW OF CIABOC, BRIBERY ACT, DECLARATION OF ASSETS AND LIABILITIES LAW AND CIABOC ACT

D.2- AMEND OTHER LAWS RELATING TO ANTI-CORRUPTION EFFORTS

Commissions of Inquiry Act, Recovery of Assets, Money Laundering Act, Election Laws, Whistleblower Protection Act

D.3. POLICY REFORMS

Taking the policy decisions to successfully implement the National Audit Act and formulating the policy decisions to amend the laws in relation to anti-corruption.

D.4. COMPLIANCE WITH INTERNATIONAL OBLIGATIONS

Review the UNCAC, GDP, Bangalore Principles, Palermo Convention and analyze the gaps.

E – IMPLEMENTATION, MONITORING AND EVALUATION

The monitoring and evaluation strategy is the mortar that holds together the edifice supported by the four strategic pillars. The utility of the National Action Plan would diminish if the public does not witness nor is kept informed of progress. Thus, the plan includes a rigorous and periodic monitoring and evaluation mechanism. The 2013 Kuala Lumpur Statement on Anti-Corruption Strategies highlights that in order to implement the sustainable anti-corruption strategies, the strategies must be institutionalized, continuously made relevant and timely modified. The implementation of strategies at national and international levels within the stipulated timelines is treated as pivotal in this Action Plan. Given that a carefully devised monitoring and evaluation framework is imperative to gauge the success of the plan, Strategy E of the plan focuses exclusively on this aspect.

KEY OBJECTIVES OF THE MONITORING AND EVALUATION PLAN

This framework is to be used to monitor the progress of actions, to evaluate outcomes, and to reassess interventions based on such evaluations. It is an essential tool which provides responsible agencies and policy makers information to arrive at objective conclusions on the way-forward.

The key objectives of this strategy are:

- To monitor whether the actions contained in the National Action Plan have been implemented within the stipulated timelines.
- To ensure periodical oversight of the Institutional Action Plans for the prevention of corruption.
- To evaluate whether the implementation of the actions have had the envisaged impact on reducing corruption.
- To reassess actions based on the evaluations and decide on the necessity to reallocate resources to strengthen implementation.

THE FOLLOWING MEASURES HAVE BEEN INCORPORATED INTO STRATEGY E OF THE ACTION PLAN:

- Establish requisite mechanism for implementation and monitoring
- Periodic oversight of Institutional Action Plans
- Periodic assessment on the implementation of the National Action Plan
- Capacity building for monitoring and evaluation
- Reward role models and organizations

THE MECHANISM FOR MONITORING AND EVALUATION

The duty of warranting whether the National Action Plan is properly implemented is entrusted on the monitoring mechanism.

The President, Prime Minister and Cabinet of Ministers have the ultimate responsibility to ensure that the National Action Plan is implemented with efficacy and that strategies have the envisaged impact. The commitment of the cabinet is necessary to ensure that government institutions receive adequate resources for implementation.

The National Integrity Council, which will comprise a panel of independent experts with multiple stakeholder representation, will be appointed by the President. One member of the council will be an officer from the CIABOC Prevention Division. The National Integrity Council will be the authority entrusted with the responsibility of monitoring and evaluating the National Action Plan. As such, the council will be responsible therein for reporting periodically to the Presidential Secretariat.

THE KEY RESPONSIBILITIES OF THE NATIONAL INTEGRITY COUNCIL

- To conduct a periodic overall review of the implementation of the plan.
- To review the reports of relevant institutions bi-annually? and report to the Cabinet.
- To make observations, suggestions, and recommendations to relevant institutions based on the review.
- To review the on-going progress of the National Action Plan by making observations, recommendations and suggestions to the relevant institutions.
- To review and adjust, where necessary, key performance indicators within the National Action Plan.
- To monitor the budgetary agencies on the implementation of National Action Plan and recommend changes and additional resource allocations.

The line Ministries responsible for subjects such as local government, planning, education, finance, and public administration are responsible for ensuring that the strategies contained within the National Action Plan are effectively carried out.

Heads of all public-sector institutions have the responsibility to implement measures contained within the National Action Plan to develop Institutional Action Plans, appoint Corruption Prevention Committees, appoint integrity officers and report on its implementation.

CIABOC will have an integral role in facilitating, capacity building, providing technical guidance and coordinating various components of the National Action Plan. Periodic oversight of Institutional Action Plans will be carried out by the corruption prevention committees of each institution as well as by the National Integrity Council while the periodic assessments of the National Action Plan will be carried out by the National Integrity Council in consultation with CIABOC.

(This is an abridged note based on the National Action Plan for combatting bribery and corruption in Sri Lanka 2019-2023)

ATTACHMENTS

I. AGENDA OF THE PROGRAMME (LAYOUT)

II. EVALUATION FORM

III. THE REPORT OF THE WORKSHOP

ATTACHMENT – I



CIABOC

TOWARDS A NATION OF INTEGRITY

THE IMPLEMENTATION OF THE NATIONAL ACTION PLAN TO COMBAT BRIBERY AND CORRUPTION FROM SRI LANKA

ONE-DAY ANTI-CORRUPTION TRAINING PROGRAMME FOR PUBLIC OFFICERS

ORGANIZED BY

COMMISSION TO INVESTIGATE ALLEGATIONS OF BRIBERY OR CORRUPTION

IN COLLABORATION WITH THE

BADDEGAMA DIVISIONAL SECRETARIAT

ON THE 16TH OF MARCH 2020 IN THE AUDITORIUM OF BADDEGAMA DIVISIONAL SECRETARIAT

(THE AGENDA OF THE PROGRAMME- LAYOUT)

Schedule of the events		
08.30 – 9.00	Arrival of the participants and registration	
9.00 – 9.30	Opening session	
Aims of the Session		
Explaining the goals and objectives of the training programme, Establishing good coordination between the resource persons and the participants, Setting a favourable background for the entire workshop		
Time	Theme	Resource Person
9.00 – 09.10	Welcoming and explaining the objectives of the session Introducing the Resource persons	The organizer of the workshop
09.10 – 09.20	The responsibilities of public officials in the pathway of creating a public service with integrity'	A short addressing by the Head of the institution or a special guest
09.20 – 09.30	Identifying the participants (Building a friendly rapport with the participants – Look at the instructions)	

Second Session – Identifying Corruption		
Aims of the Session		
Providing the participants with an understanding of what is Corruption? (through different definitions), different forms / types of corruption, effect on the wealth of the country due to corruption and the international agenda against corruption.		
9.30 – 10.30	The effects and consequences of corruption and the successful examples of combatting corruption	Trainer -I
10.30 – 11.00	Tea break	
Third Session - The Sri Lankan Stand against Corruption		
Aims of the Session		
Give the participants an understanding of actions that can be taken to minimize corruption, an understanding of the duties entrusted to a public official in combatting bribery, an understanding of the laws that prohibit corruption and an understanding of CIABOC's powers and duties.		
11.00 – 12.30	Laws that prohibit corruption and the powers and duties of CIABOC	Trainer -2
12.30 – 13.30	Lunch Break	
Fourth Session - Sri Lanka's Plans to Eradicate Corruption		
Aims of the Session		
<ul style="list-style-type: none"> ▪ Enable the participants to be sensitive to the importance of integrity of a public official. ▪ Improving the knowledge of the participants on Gift Rules and building a discussion on it. ▪ Improving the knowledge of the participants on Conflicts of Interests and building a discussion on it ▪ To gain an understanding of the legal provisions that are in place to ensure that public servants maintain their integrity ▪ To provide a basic understanding of the National Action Plan to combat bribery and corruption. 		
13.30 – 14.30	Good practices of a public servant who has integrity	Trainer I
Fifth Session - Identifying the Risks for the Potential Commission of Corruption within an Institution		
Aims of the session		
<ul style="list-style-type: none"> ▪ Identify the risks for the potential commission of corruption within a public institution ▪ Encouraging to implement the National Action Plan to combat bribery and corruption. 		
14.30 – 15.30	Identify the risks for the potential commission of corruption within a public institution	Trainer – 2
15.30 – 16.00	The Closing session	
	Evaluation of the Programme Vote of thanks	
16.00 – 16.30	Tea and parting of ways	

ATTACHMENT – 2



ONE-DAY ANTI-CORRUPTION TRAINING PROGRAMME FOR PUBLIC OFFICERS

ORGANIZED BY

COMMISSION TO INVESTIGATE ALLEGATIONS OF BRIBERY OR CORRUPTION

(..... DATE 2020)

(LOCATION)

I. RATE AS PER THE KNOWLEDGE YOU HAVE OBTAINED IN THE FOLLOWING SESSIONS ON VARIOUS SUBJECT-RELATED MATTERS.

	Topic of the session	Obtained a vast amount of knowledge	Obtained an average amount of knowledge	Learnt something	Did not obtain any knowledge
1	Corruption and its consequences.				
2	Actions on prevention of corruption.				
3	Practise of a public officer with integrity (including gift rules, regulations on conflict of interests)				
4	Identifying the Risks for the Potential Commission of Corruption within an Institution				

2. PLEASE MARK YOUR RESPONSES FOR THE FOLLOWING STATEMENTS.

		Highly Agreed	Agreed	Neither agreed nor disagreed	Disagreed	Highly Disagreed
1	The scope of the subject matter was adequately covered					

2	The content really ties with my background and my experiences					
3	The programme was properly organized					
4	I became determined that I can actively contribute to combat corruption.					
5	The videos which were displayed were necessary and appropriate for the programme					
6	The handbills which were provided were useful					
7	The trainer was gender sensitive and inclusive in approach					

3. PLEASE MARK ACCORDING TO WHAT YOU ACCORD.

		Excellent	Good	Average	Unsatisfactory	Weak
1	The methodologies of the lectures					
2	The addresses of the resource persons					
3	The facilities of the halls					
4	Food service and hospitality					
5	The enthusiasm of the other participants					
6	The organization of the programme					
7	Coordination					

4. TIMELINE OF THE PROGRAMME

Very good Short Too long

5. THE NUMBER OF PARTICIPANTS

Adequate Not adequate Excessive

6. WAS THERE AN ADEQUATE FEMALE REPRESENTATION OF PARTICIPANTS?

Adequate Not adequate Excessive

7. WERE THE TRAINERS OF THE WORKSHOP SENSITIVE TO GENDER ISSUES?

.....

8. WERE THE TRAINERS ABLE TO CONDUCT THE WORKSHOP IN AN INCLUSIVE MANNER – ENGAGING WITH ALL PARTICIPANTS?

.....

9. ARE THERE ANY TOPICS THAT SHOULD BE REMOVED FROM THIS WORKSHOP? IF SO, WHAT ARE THEY?

.....
.....
.....

10. IN YOUR OPINION, WHAT ARE THE TOPICS/THEMES THAT SHOULD BE ADDED TO THIS WORKSHOP?

.....
.....
.....

11. WHAT ARE THE RECOMMENDATIONS THAT YOU WOULD PROVIDE TO IMPROVE THIS PROGRAMME?

.....
.....
.....

12. WHAT STEPS YOU CAN TAKE USING THE KNOWLEDGE PROVIDED THROUGH THIS WORKSHOP?

.....
.....
.....

13. WHAT IS YOUR OVERALL RATING OF THIS PROGRAMME?

Excellent Very Good Good Average Weak

ATTACHMENT – 3



CIABOC

**ONE-DAY ANTI-CORRUPTION TRAINING PROGRAMME FOR
PUBLIC OFFICERS**

ORGANIZED BY

**COMMISSION TO INVESTIGATE ALLEGATIONS OF BRIBERY OR CORRUPTION
(..... DISTRICT)**

THE REPORT OF THE WORKSHOP

TOPIC OF THE SPEECH	
Date	
Location	
Name of the programme organizer/facilitator	
Trainer – 1	
Trainer -2	
Number of participants	
The entire expenditure of the workshop	
Questions/ideas raised by the participants	
Special requests presented by the participants	
The enthusiasm of the participants	
The response of the participants regarding the National Action Plan	
The notes of the Trainers regarding the programme	

*For attention

This application should be emailed to CIABOC along with the pre-evaluation questionnaire, post-evaluation forms, attendance sheet, 5 pictures of the workshop and a short description.

Date.....

Signature.....

Name.....

“.....Work shall not be done here without wage. At every gate he commanded to place sixteen hundred thousand kahapanas, very many garments, different ornaments, solid and liquid foods and drink withal, fragrant flowers, sugar and so forth, as well as the five perfumes for the mouth. 'Let them take of these as they will when they have laboured as they will.' Observing this command, the king's work-people allotted the wages...” – Mahavamsa Chapter XXX

The above paragraph describes how King Dutugemunu allocated the wages due to the workers who toiled over the Swarnamali Seya. In this manner, the workers themselves decided the wage that was due to them. They themselves collected the money and other items that the King had placed in various places in the temple grounds. Until the construction of the sthupa was completed, this voluntary labour and payment method continued.

The fact that this process could be continually used makes it clear that the Sri Lankans of that time were people of integrity.

It is inspired by these ancient people that the Commission to Investigate Allegations of Bribery or Corruption has engaged in extensive public consultations and created the National Action Plan for Combatting Bribery and Corruption in Sri Lanka

“Value-based education and community engagement” is a main part of the National Action Plan. Three publications relating to a Training Programme Series for Integrity Trainers have been published under this, namely:

- 1. Three-Day Workshop Manual** – a guide for the Trainers, Resource Persons and Facilitators who will be involved in the Three-Day Workshop series for Integrity Trainers
- 2. Resource Handbook** – Material that will enable the Integrity Trainers to improve their knowledge on the subject matter.
- 3. One-Day Workshop Manual** – Guidance, handouts and training exercises required when conducting the One-Day Training Programmes.

CIABOC

අල්ලස් හෝ දූෂණ චෝදනා විමර්ශන කොමිෂන් සභාව

இலஞ்சம் அல்லது ஊழல் பற்றிய சார்த்துதல்களை புலனாய்வு செய்வதற்கான ஆணைக்குழு

COMMISSION TO INVESTIGATE ALLEGATIONS OF BRIBERY OR CORRUPTION