



BACKGROUND

A project agreement on Ethics and Integrity Management was signed on 7th June 2011 between the Gross National Happiness Commission (GNHC), DANIDA and the Anti-corruption Commission (ACC). DANIDA has committed 1.0 million Danish Kroner to support the project. The Royal Civil Service Commission (RCSC), Royal Institute of Management (RIM) and the Anti-Corruption Commission (ACC) will work together in implementing the project. Other stakeholders such as the legislature, judiciary and corporate bodies will also be engaged as the project expands beyond the civil service.

E-learning modules on ethics and integrity are developed to afford online individual or group learning. The modules will target public servants, initially starting with civil servants. The modules will be gradually adapted to cater to campus learning for school children and university students.

This is a collective effort towards fostering ethical culture and behavioral change in the public service. Service regulations will be revised to include the underpinning policies of the modules. It is expected that the government will sustain the important initiative after project life as part of its good governance interventions.



Ethics and Integrity Management in Civil service

Module 3: Anti-Corruption

Purpose of the module: To enable civil servants to combat corruption.

Description: In this module different ways of combating corruption are presented. In the first part, different anti-corruption frameworks are described to show that corruption can be approached from different perspectives. The trainee recognizes the different levels of anti-corruption interventions - the individual, system, and policy levels. The theoretical introduction is then followed by examples finally concluding the course by describing some of the practical interventions which are already in place in Bhutan in the form of legislation and institutional entities.

Lesson objectives:

- Be able to list some anti-corruption frameworks;
- Be able to list areas and levels of interventions;
- Be able to link anti-corruption frameworks and practical interventions; and
- Understand the reason of specific anti-corruption legal initiatives and how they relate to the theoretical frameworks.

Duration: 45 minutes

“Combating corruption by building an awakened Bhutanese citizenry that upholds integrity, honesty and justice.”

Funded by: Representation Office of Denmark (DANIDA)



Consultant: Global Advice Network

“An effort towards creating robust foundation for a vibrant democracy”

Partners:



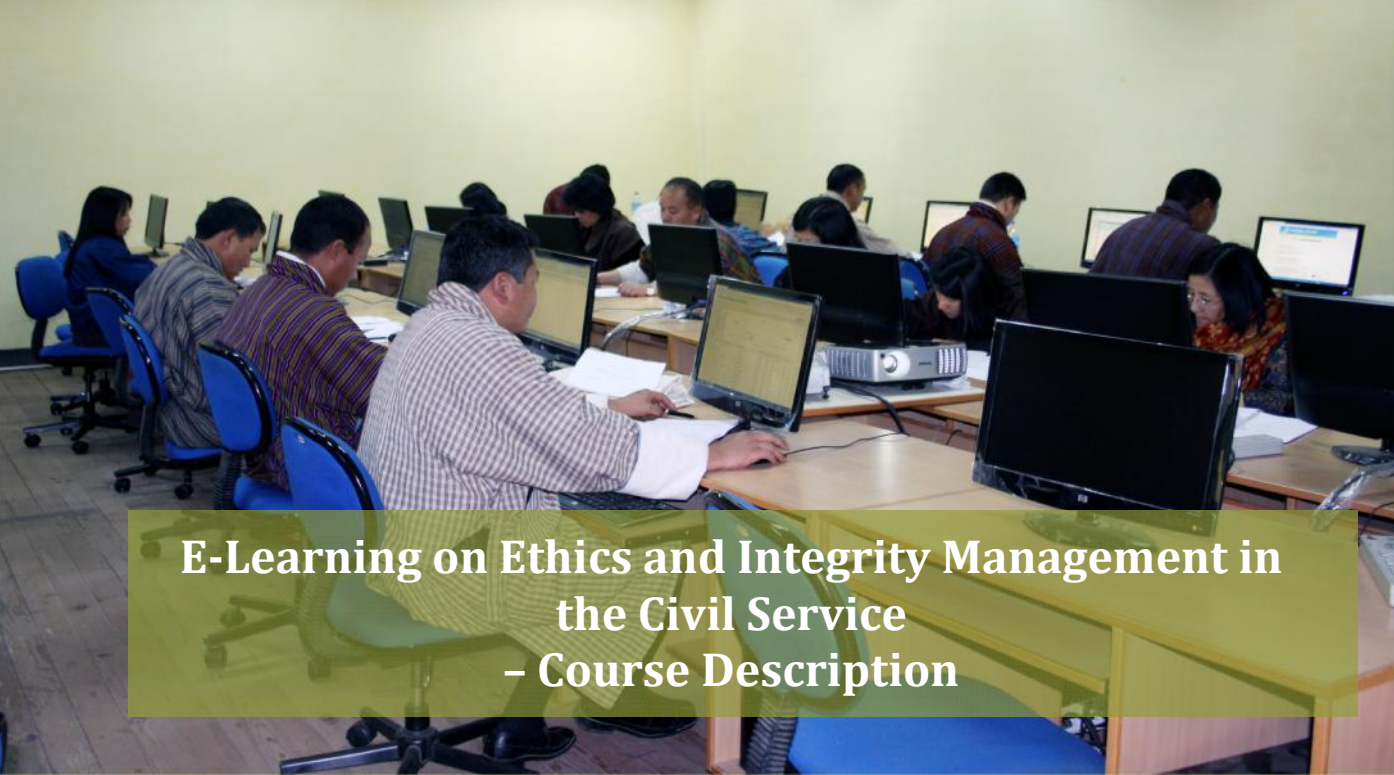
Royal Civil
Service Commission



Anti-Corruption
Commission



MANAGEMENT FOR
GROWTH AND DEVELOPMENT
Royal
Institute of Management



E-Learning on Ethics and Integrity Management in the Civil Service – Course Description

Purpose of the course:

The purpose of the course is to nurture ethical behavior in the public servants.

Target Group:

Civil servants who are bound by the Bhutan Civil Service Rules and Regulations (BCSR) 2010 and Code of Conduct and Ethics contained in it.

NOTE: Similar course will be conducted for the parliamentarians, drangpons, employees of the constitutional bodies, bureaucrats and the corporate employees.

Content:

The course is structured into 3 modules:

Module 1: **Ethics, Moral and Organizational Culture;**

Module 2: **Corruption;** and

Module 3: **Anti-Corruption.**

Trainees will have to take a test before and after the course to measure the impact of the course on their knowledge and attitude.

Duration:

2.5-3 hours.

Extended Content Description:

Module 1: Ethics, Moral and Organizational Culture

Purpose of the module: To help all civil servants to understand and comply with the code of conduct and ethics in their conduct.

Description: The module introduces civil servants to the importance of applying the civil service values as contained in the Civil Service Act of Bhutan 2010. From examples of unethical behavior, the civil servants are expected to refer to the Civil Service Code of Conduct and Ethics for guidance. The cases of unethical behavior are set in connection with the relevant values and practical guidance contained in the Code of Conduct and Ethics. The module shows the sanctions awarded in case of non-compliance and explains what to do in case of doubt. Finally, the module also shows how important it is for the management to show good ethical leadership.

Lesson Objectives:

- Become aware of the ethical questions that can arise in the job;

- Become knowledgeable of where to find guidance on ethical issues;
- Be able to recognise behaviour which is not compliant with the Code of Conduct and Ethics; and
- Be able to comply with the civil service values.

Duration: 1 hour.

Module 2: Corruption

Purpose of the module: To raise civil servants' awareness on the negative effects of corruption, to nurture a feeling of strong condemnation of corruption. In addition the module raises knowledge on the dynamics of corruption to enable civil servants to identify corruption cases.

Description: The module shows gross violations of the Civil Service Code of Conduct and Ethics which amount to corruption. The module starts by introducing the causes and negative effects of corruption through real life examples from countries around the world. In addition it shows different forms of corruption such as bribery, theft, embezzlement and so on and so forth as described in the Anti-Corruption Act of Bhutan 2011. The module also shows that some forms of corruption are more common in some organizational settings than others. The most common forms of corruption in Bhutan as described in perception surveys are also shown at the end of the module.

Lesson Objectives:

- Understand what causes corruption and the negative effects of it on the population, economy and the state;
- Develop a feeling of condemnation of corruption;
- Recognize the different types of corrupt practices;
- Understand the conditions that facilitate the different types of corruption; and
- Reflect on the kind of corruption enabled by the agency's settings.

Duration: 45 minutes.