**STOP CORRUPTION\*\* At MACRO & MICRO Levels by Cleaner Governance**

**At MACRO Level: (Government, Public Domain, Factories, Offices, Establishments)**

**People: Select, Induct, Train, Supervise, Monitor, Mentor, Promote, Culture**

Document enshrining beliefs committing to ethical values signed by one and all to be displayed. Deterrents, Rewards and Punishments to be made well aware of. Declare Policy, Align employees, Review compliance of individuals, groups and systems, and publicise success and failure stories with real life examples.

Apart from the preceding HR and Ethical policies and procedures:

1. Set Standards: Ethical behavioural standards to be implemented and practised must be clearly spelt out, leaving no room for doubt/mischief.
2. Motivate: Managers/Staff must be motivated to work with transparency
3. Correct: Transgressions if any, must be found out/reported and corrected
4. Recognise: Compliance to be demonstrated, appreciated and publicised
5. Reward: Appropriate rewards must be handed out for good track records
6. Highlight `clean’ achievers & the methods/ways used/innovated by them
7. Punish: Corrective/penal punishments must be meted out as necessary too
8. Encourage: reporting of suspicious and nefarious activities
9. Set up: Inter-department and peer audits (in addition to Internal audits)
10. Counselling systems by senior groups to remove persistent doubts
11. Educate/stress the need for clean governance per new Intl Rules/Acts
12. Monitor strictly on regular basis, laying traps if necessary
13. Systematically enquire suspicions/allegations with transparency
14. Mentor to ensure that those with potential are of impeccable standards
15. ENSURE BY ALL MEANS COMPLIANCE CULTURE PREVAILS
16. Encourage complaints and whistle-blowing

\*\* Honesty Standards (HSO like ISO) drawn by [www.AntiBribeCoalition.org](http://www.AntiBribeCoalition.org) through [www.wikihonestcitizen.org](http://www.wikihonestcitizen.org) could be adopted and adapted to start with

**At MICRO Levels\*\*: (Individuals, Home, Educational institutions…)**

**Morals, Ethics, Values, Character**

**\*\*Philosophically, it seems simplistic or naïve; the basic problem lies with compliance: starting with Morals, Discipline, Ethics, Values, Civility, Character, Ethos, Culture *et al***

1. Fundamentals of morals, ethics and values in character building be emphasised
2. Self-respect as epitome of disciplined behaviour must be inculcated and instilled
3. Sacrifices will be called for by individuals and groups to set standards
4. Examples must be set by few to demonstrate that ideals are workable
5. Individuals and groups to develop best practices that will withstand the tests of temptations
6. Pursue non-co-operation with bad elements and unacceptable practices
7. Isolate the wayward and trouble makers
8. Expose bad practices and those who indulge in the same
9. Report malpractices right from the beginning
10. Whistle-blow when systems and people fail to adhere to set standards
11. Those with discretionary powers must make efforts to be transparent
12. Since people who make the difference at all levels, they be empowered to take bold/decisive actions instead of dithering -atypical of corruption
13. Use technology seamlessly to meet expectations transparently
14. Think globally; act locally: adapt proven practices and improve them
15. Declare and comply with HONESTY STANDARDS; audit externally
16. Get recognised and certified for HSO to boost organisational morale