



Training from an Anti-Corruption Perspective

Major General/ Dr. Nabil Hassan

Professor of Criminal Law in the Police Academy
Faculty Member of the Egyptian Anti-Corruption Academy (EACA)

Corruption in all its moral, financial and functional forms constitutes a dilemma that troubles societies at the security, social and economic levels because most societies, regardless of their degree of progress are negatively affected by it. Corruption is contrary to the values and ethics of civilized societies and to all divine laws, because the related crimes are the most dangerous to individuals and institutions in any country. The public office corruption crimes are particularly dangerous because they cause loss of the individuals' confidence in their administrative and governmental apparatus. In addition to being an obstacle to implementing economic reform policies, administrative corruption usually leads to breach of the balance of justice and equal opportunities and an increase in disagreement among the society segments. The term corruption does not mean a specific crime in the legal sense, but its description covers what has been termed as corruption crimes.

Therefore, the Egyptian legislator has devoted the second book of the penal code to those crimes and specified the felonies and misdemeanors harmful to the public interest and their penalties in the third and fourth chapters of this book. The Egyptian legislator also stated many provisions in special legislation complementing the penal code to curb those crimes and achieve protection of the public office from the danger of exploitation and infringement by those in charge. However, the legislator in any country cannot block all doors before deviant public officials and the perpetrators of corruption crimes because of the multiple ways and modern means used as tools for committing such crimes. In fact, such officials cover or escape their crimes, taking advantage of their occupational powers and the secret nature of such crimes.

Corruption crimes have become as diverse as the fields of human activity because they are not limited to the government context only, as they exist in many sectors and activities. Many corruption crimes have a transnational nature crossing the borders between countries, constituting an international phenomenon that affects the stability of all societies. This makes their prevention an urgent necessity to maintain the values of transparency and integrity and reduce the size of their negative effects. Although the prevention and control strategies are numerous and various according to the circumstances of each society, the most important of these strategies is training, which has multiple concepts and methods in the context of combating and preventing corruption. Those concepts are related to its content, duration, mechanisms and the involved human elements, including trainers and trainees to help training achieve its positive goals regardless of its formal dimensions.

Before we discuss the modern concepts of training, let us state that the developed countries that have achieved their goals in various fields have given training and scientific research great attention and allocated large budgets for them. This helped them make industrial and technological

revolutions that made them on the top of the ranks of great countries. Today, no development in any aspect of life can be achieved except through modern knowledge and methodological and purposeful scientific research in addition to planned training regarding its content, implementation and results. Concerning its content, training must be developed by specialists according to the nature of the trainee's work and the skills to be acquired by him/her; and its programs must be realistically implemented with their output being monitored and re-evaluated from time to time until the required development is achieved.

The ultimate goal of training is always to activate the learning process and acquire new skills with the aim of making use of the acquired knowledge and skills in reality.

Concerning the trainer, s/he should use more than one method for imparting knowledge and refining skills. In addition, s/he should take into account the trainees' psychological aspects and their cognitive and emotional dimensions to attract their attention to the content, to avoid their reluctance to pay due attention during the training process. The trainer should possess these skills because of the significance of his/her role in the training system.

Education is an actual response to information and

a goal that makes interactive training important, so the trainer should make use of the communication with the trainee in a way that achieves the training goals.

A good trainer is always required to observe the participants' explanations, respond to them and refine them while expressing them, instead of responding with arrogance, inattention or indifference during the participation process, because such matters may cause the trainee to lose confidence and affect the training system negatively.

Good training leads to the creation of systems and practices, which the employees dealing with the public can use to achieve transparency and integrity in their jobs performance. These good practices may lead to

facilitating some complicated procedures and regulations that sometimes force the citizens to resort to a mediator or pay a bribe to have their transactions completed. Therefore, simplified procedures and rules reduce government interference and make it easier for the public to receive services smoothly and complete their transactions.

The use of the case study method is one of the effective methods in education and training for the trainees who are in charge of enforcing the laws that combat corruption and curb the ways of committing its crimes. If the trainer is studying a crime involving illicit gain, money laundering or bribery, then it is more useful for the trainee to participate virtually in an applied case in all its stages of the crime, starting from collecting evidence and preparing reports, including investigations, the related ruling and following up the ruling until it becomes final. In fact, education and training are a continuous and integrated process that does not end with the delivery of information, so instruction is no longer significant in modern training, which is based on the acquisition and development of skills. The trainees often acquire theoretical and basic knowledge during the university or pre-university stage. However, they should continue to acquire knowledge and skills to develop their performance, through the problems they encounter in practical life, and should receive systematic training consistent with their jobs status to achieve realistic goals. This leads to automatic development in the trainees' performance, whose fruits appear during performing their work in the field of preventing and combating corruption for eliminating its negative effects.

From the perspective of corruption prevention, training must include the selection of preliminary plans based on the content, periods and the trainee's job. Today, the Egyptian Anti-Corruption Academy is the most important institution providing training in the anti-corruption field through its role based on positive awareness raising. In fact, the state is committed to provide services to its citizens, through its public utilities, in a proper manner, within a reasonable time, without any consideration other than the related taxes and fees paid by them. This helps prevent the prevalence of the corruption culture, and the spread of a state of mind among citizens justifying corruption and creating excuses for corrupt practices, a state which appeared and spread because of the mechanisms of economic globalization. In fact, the current Egyptian constitution dictates that the Egyptian State should combat corruption and reduce its negative effects to benefit the Egyptian citizen by providing its services without hindrances from the officials responsible for providing them.

Because of the importance of awareness-raising and knowledge dissemination, the International Convention against Corruption stated in Article VI, paragraph (b),

that each state party should increase and disseminate the knowledge related to preventing corruption, because awareness-raising helps in spreading the values of transparency and integrity. Therefore, the Egyptian Anti-Corruption Academy developed a systematic training program, through which it provided training to nearly thirty thousand employees who moved to the New Administrative Capital and who are affiliates of all ministries, authorities and public institutions. This will have a great impact on these employees in the performance of their jobs with transparency and integrity, as a practical application of the effective results of the provided good training.

The traditional training methods are no longer significant as they were before. The modern training methods and tools include the use of modern technology and the concept of training as conceived by those in charge of it and by the trainers and trainees. In fact, the modern concept of training has become a system for improving and developing performance, because it leads to the creation of new skills and allows the trainees to show their creative and innovative abilities.

Training is no longer a formal activity. Rather, it has become a complete system with specific objectives, which is no longer a means for breaking boredom or avoiding work burdens. Training aims to achieve development, the acquisition of knowledge and creativity, particularly when it becomes a condition for promotion for the public officials subject to the modern Civil Service Law No. 81 of 2016 AD. Therefore, its importance has become evident for employees and their leaders, and employees seek to receive it rather than avoid it as they used to do in the past. However, training can achieve the highest levels of positivity in performance if it is built on sound methodological foundations, followed by serious monitoring after its completion through making statistical comparisons of the employees' performance to evaluate their performance before and after training. Thus, training performs its role in preparing new cadres capable of bearing the consequences and burdens of fighting corruption, facing its various challenges, eliminating the structures that cause it, and creating

a culture that resists its spread. This will benefit the society by allowing the values of transparency, integrity, justice and equal opportunities to prevail, as the Egyptian State has started a new era, in which the administrative body plays an important role in all areas of development and economic

progress sought by Egypt.

The approvals and requirements related to the major projects undertaken by the Egyptian state in the current era are only made available through an administrative body whose performance is characterized by transparency, integrity and elimination of corruption and the related crimes.

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