

International Anti-Corruption Day Celebration

9th December 2020

3.00 PM to 5.00 PM IST

“Recovering with Integrity”



Network India

Event Report

Global Compact Network India

Centre of Excellence for Governance, Ethics and Transparency

Background

The Coronavirus pandemic unfolded in December 2019 and in India it was declared a health emergency in March 2020. The health of citizens was given the priority and the economy took a back seat. 9 months into the state of dilemma, continuous change of rules, lifestyles, and chaos, it's time to now recover from the pandemic.

UN Global Compact Network India on International Anti-Corruption Day 2020 organized a Talk Show on Recovering with Integrity wherein eminent people from 5 majorly affected sectors (Business, Health, Sports, Gender and Education) shared their insights and best practices that helped them recover from Covid 19 pandemic crises.

Objectives

- Spreading awareness on International Anti-corruption day and its relevance in the current scenario
- Discussion on what is broken, challenges faced & institutional gaps exposed during the pandemic
- Discussion on how to recover or restart from the health disaster with Integrity

Our Expert Speakers



Dr. Jaideep Malhotra
President SAFOMS
and ISPAT



Dr. Ruchi Sogarwal
Founder and CEO,
IIHD



Abhishek. C. Singh
GM, Compliance,
Mercedes-Benz
India Pvt Ltd



Neville Gandhi
Vice President-
Compliance,
Siemens



Gagandeep K. Bhullar
Founder & CEO,
SuperHumanRace



Dr. Abhishek Dadhich
Professor, Delhi
Pharmaceutical Sciences
and Research University



Dr. Shiv Tripathi
Professor and Dean
(Training), IIHMR
University, Jaipur,



V.K Mahendru
Former Executive
Director, ONGC



V.K Singh
Dy. General
Manager (HR),
ONGC

Introductory Note & GCNI Team

The talk show was moderated by Mr. Arya Dev, Programme Analyst, CEGET-GCNI. The session began by playing the message from Sanda Ojiambo, CEO and Executive Director at UN Global Compact on the occasion of Anti-Corruption Day. Shabnam Siddiqui, Executive Director of CEGET, GCNI gave her welcome speech.....

The expert speaker were requested to introduce themselves, post which the discussions began.



Ms. Shabnam Siddiqui
Officiating ED, GCNI
and Director, CEGET



Dr. Somnath Singh
Programme Manager,
CEGET-GCNI



Mr. Arya Dev
Programme Analyst,
CEGET-GCNI

Discussion – Health Sector



Dr. Jaideep Malhotra

- The doctors and specialists available are not commensurate with the population of our country. Doctors are held accountable, while it is the system which is corruption top-down
- Health Budget is only 1.3% of GDP. While there are many schemes but there is no clarity and accessibility
- The focus of government during pandemic was Public sector while private sector was expected to help
- Need for organized research, allocation of funds & start from first i.e. Education
- We need more systems for transparency and accountability
- Other recommendations - Integrate Public and Private sector, Make Health sector independent of Administration, Mapping of services (Primary to Secondary to Tertiary), Need Collaboration in NGOs and governments, Skill development in Emergency care and Disaster management, recruitment of Management staff and support staff in addition to Doctors
- Morality and spirituality is missing in education today



Dr. Ruchi Sogarwal

- Health Sector is one of the largest contributors in terms of Revenue and employment
- Covid-19 challenged both Public and Private
- Doctors were diverted and patients are confused about routine care
- Non-communicable diseases are being ignored and access to medicine is difficult
- New ways to cope the challenges have been evolved i.e. Door step service delivery, Mobile services etc
- Need aggressive implementation of “Self-reliant care”
- Kerala and Karnataka have seen good implementation of community based responses
- Example – ASHA, SHGs
 - We need to strengthen them
 - Help them deliver patient services
 - Pay them well

Discussion – Business Sector



Neville Gandhi

- Described the Pandemic as a “Black Swan” event which has transformed everyone and pressurized and challenged business models
- Time pressure has forced people to act fast and hence apply short cuts which ultimately result in non-compliance (example – inflating business numbers)
- Companies give exceptions during these times which may result in personal, company or company over other company benefits – in all cases it is wrong and unethical
- Supply Chain has been challenged Need mitigation features where automation controls are present (more than manual)
- Identify Risk appetite and mitigate it
- Should start from Board level
- Reinforce ethics
- We should be inwards looking at first and then collective approach must be applied
- We shouldn’t transit to old days but transform => Look and transform, not transit

Abhishek Singh

- In the initial days, internet connectivity challenged Work from home but later everyone got used to it and there is a cultural shift now. There is no difference between working from home or office.
- Suggested 4 best practices
 - Promote the culture of integrity and compliance
 - Gamification of compliance
 - Training and Whistleblower hotlines (for employees and third parties)
 - Incorporate lessons learnt to risk assessment



Discussion – Education Sector

Dr. Shiv Tripathi



- Sudden change in pedagogy with change in medium from face to face to online
- Nature of assignments and peer communication have been impacted
- Ensuring commitment and continuity – unable to ensure 100% participation of students
- Assessment of learning – there is direct implementation of plan to emergence without a proper research on how the plan can be achieved
- Root cause is the missing morality in Education sector
- Role of different stakeholders – they are exploiting as opportunity rather than facing as a challenge. Budget diversion, reduction of salaries and low payment of tuition are the examples.
- Regulatory bodies such as UGC need to bring standards for university
- Institutions adopted technology which is cost-effective and quick rather than contextual and customized one based on participatory research involving Parents, teachers and students

Dr. Abhishek Dadhich



- We must focus on Capacity building – primary and secondary teachers do not have experience in technology
- Scarcity of resources in Public sector – government must provide subsidies, rebates and tax reliefs for Education sector
- Public Private Partnership – Information Technology Sector must step in to execute this
- Need to set standard protocols for ethical practices in Medical research
- There is no system to rectify plagiarism
- Compliance and regulations for fair practices for Medical Sector
- Students have to come up with innovative user-friendly platforms

Discussion – Sports Sector



V. K. Mahendru

- Sports sector is worst impacted as this is something which cannot be done from home
- Crunch in funding as companies are not willing today
- With social distancing and mandatory mask wearing it is becoming difficult to go back to normal
- There is no streamlined process of payment of salaries (except in few sports like Cricket)
- Best practices of PSUs are like direct procurement by players
- Expert panels



V. K. Singh

- Sports and entertainment sector impacted worst
- Revenues are falling and events are getting postponed
- Will continue to face challenges for some time

Discussion – Gender



**Gagandeep
K Bhullar**

- Brought into light 2 relevant facts –
 - Women participation in labour force is just 24%
 - Average contribution to GDP by females is 17% vs. global average of 34%
- During the pandemic, there was an exodus of working women, 60% of job losses were of women
- There is no social protection, land ownership rights etc.
- Diversity in decision making
 - Research of last 3 decades shows that women led organizations and countries are less corrupt
 - In India we have only 14% women led organizations and 14% women representatives
- Measurement/ Analysis
 - Continuous measurement is required
- Technology
 - Corruption for women is different from men – involves sexual violence (which increases the mortality rates)

Open Discussion

- We need speak up culture
- Catch them young and teach ethics
- Improve quality of teachers
- Need a cultural change (mindset)
- We need compliance with values not rules
- Seen resistance in workers when automation is introduced as it makes them accountable

Highlights and Vote of Thanks by Dr. Somnath Singh, Programme Manager, CEGET-GCNI

- ❖ In the Health sector we need higher investment and focus on technology and infrastructure
- ❖ Businesses need to focus on their compliance activities while acknowledging that Supply chains have been challenged
- ❖ Education Sector faces scarcity of resources and must be technology enabled
- ❖ Sports sector has been undoubtedly worst hit and must recover with time
- ❖ Gender equality in terms revenue generation and pay gap needs our focus