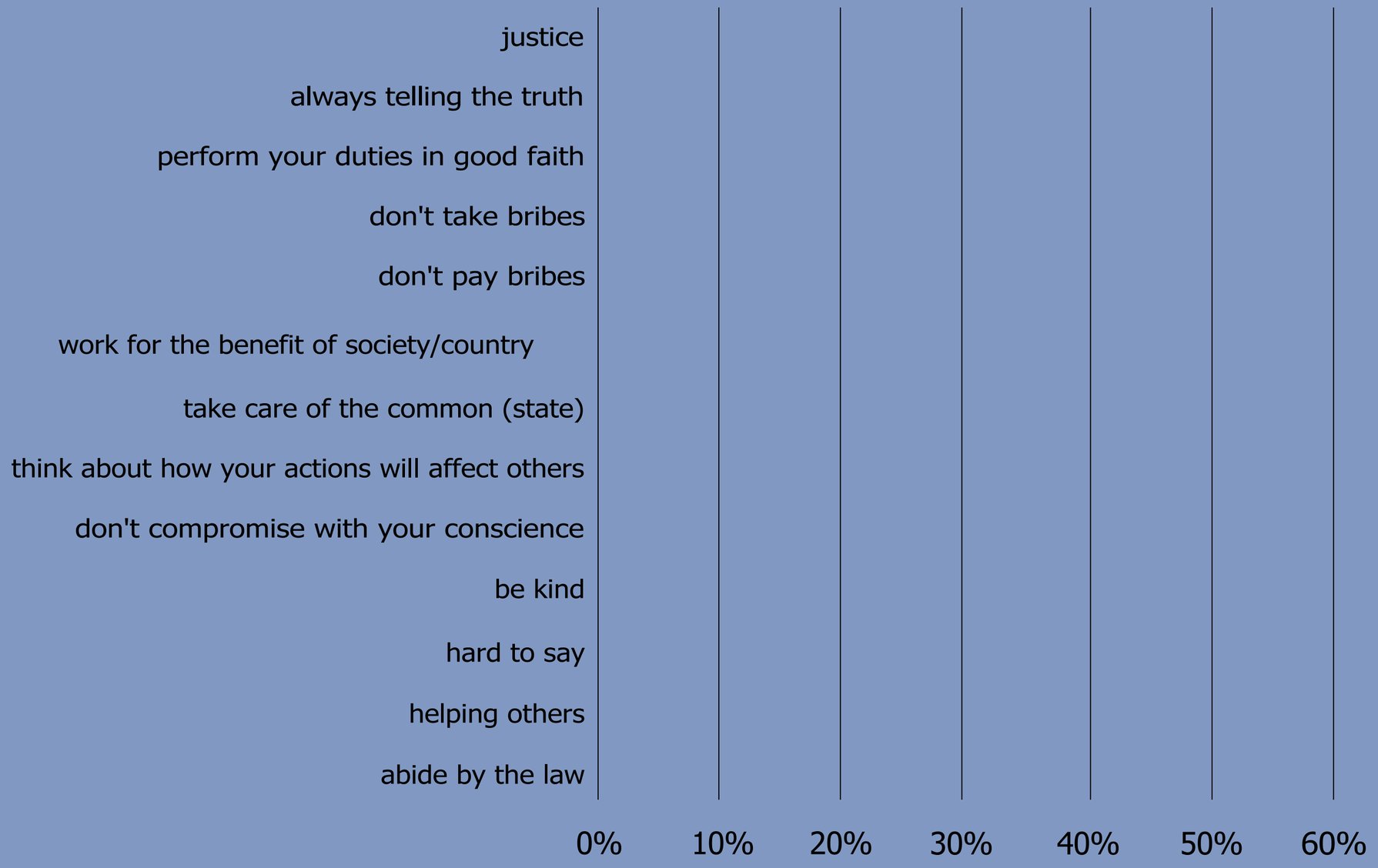
INTEGRITY IN THE PRIVATE SECTOR: WHAT IS INTEGRITY AND WHY IS IT IMPORTANT FOR THE PRIVATE SECTOR?

PRAETOR

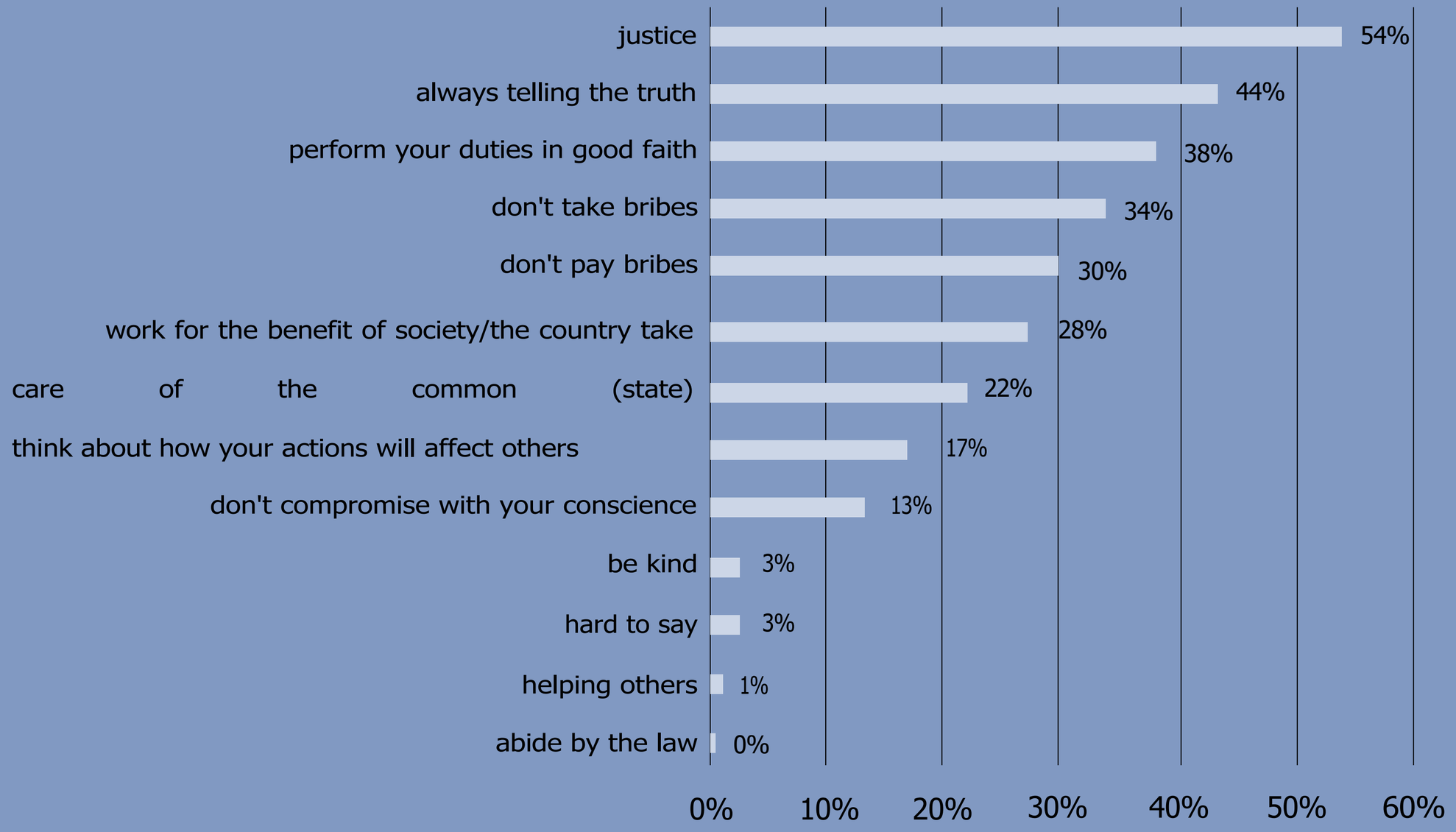
What is integrity?

Answers to the question "What is integrity?", % of respondents



** VOX UKRAINE 2023 STATISTICS ON RESPONDENTS' ANSWERS REGARDING THE CONCEPT OF INTEGRITY**

Answers to the question "What is integrity?", % of respondents



** VOX UKRAINE 2023 STATISTICS ON RESPONDENTS' ANSWERS REGARDING THE CONCEPT OF INTEGRITY**

HONESTY

Be truthful and frank in your words and actions.

		+	−
HONESTY	Be truthful and frank in your words and actions.	When a friend shares their opinion honestly, even if it is difficult to do so.	Hiding the truth or deceiving, for example, when the child does not admit that they broke the thing.

RESPONSIBILITY

Accept the consequences of your decisions and actions, and be responsible for your responsibilities.

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Accept the consequences of your decisions and actions, and be responsible for your responsibilities.

+

If someone is late for a meeting, they apologize and explain the reason.

−

Evading responsibility, such as when a person blames others for their mistakes.

RESPECT

Show respect for other people, their feelings and rights.

		+	−
RESPECT	Show respect for other people, their feelings and rights.	Listen to a friend, even if you have different views.	Hiding the truth or deceiving, for example, when the child does not admit that they broke the thing.

TRANSPARENCY

Openly share important information, be honest in your intentions.

		+	−
TRANSPARENCY	Openly share important information, be honest in your intentions.	Parents explain to their children why they made a certain decision.	Hiding information, for example, when they refuse to share plans that affect others.

JUSTICE

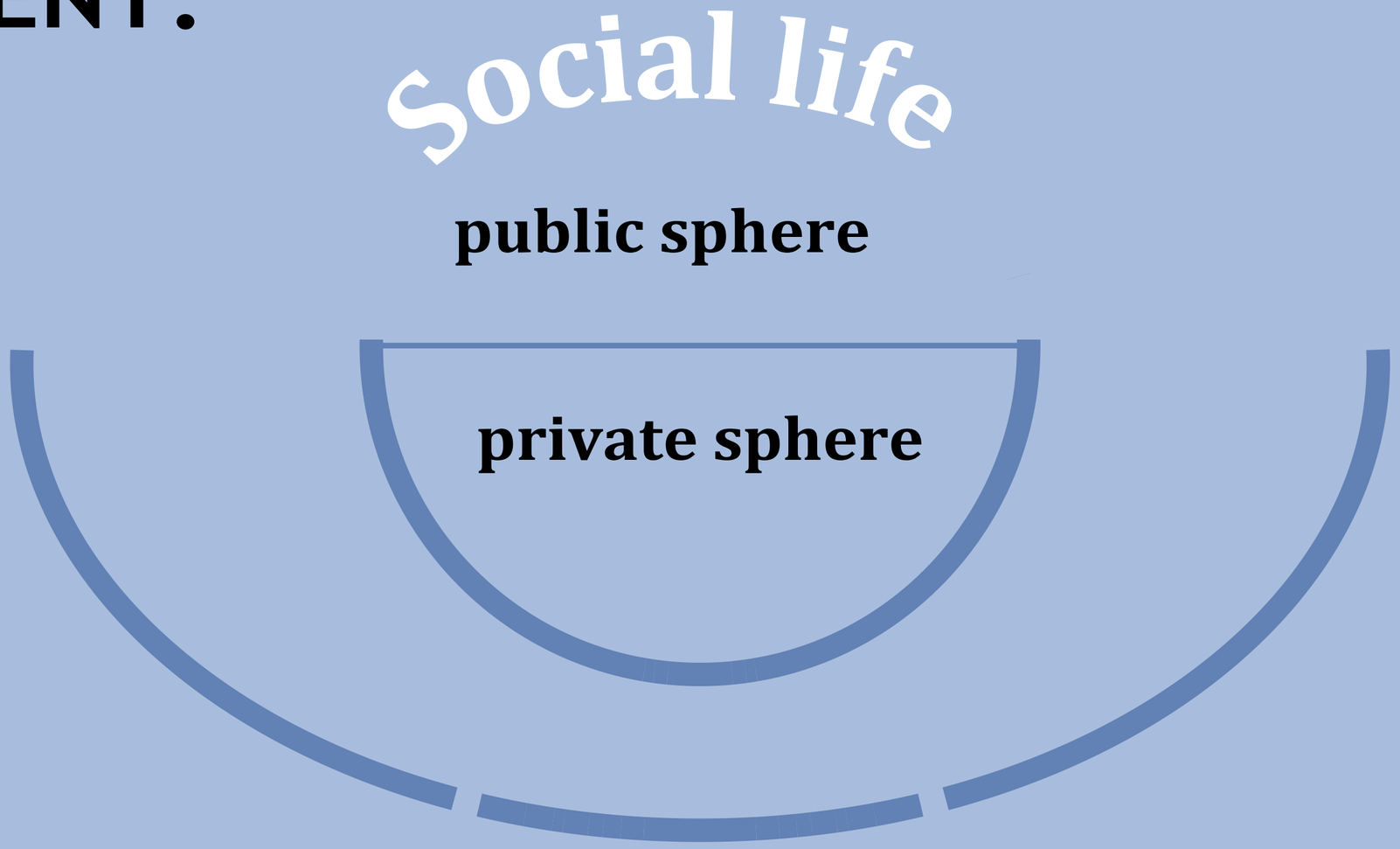
Fair and equal treatment of all, without prejudice or discrimination.

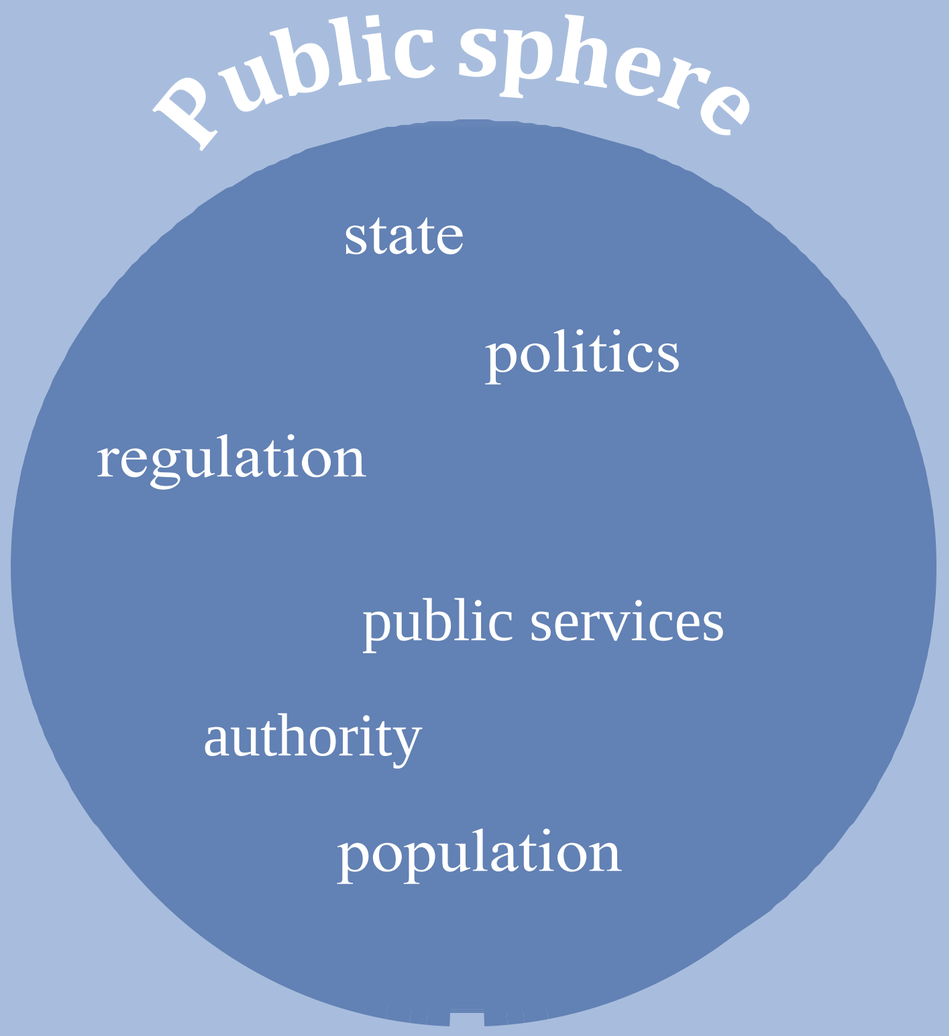
		+	−
JUSTICE	Fair and equal treatment of all, without prejudice or discrimination.	The same attitude to all friends, without singling out one person.	Selective attitudes, such as granting privileges to only one person because of personal sympathies.

		+	−
HONESTY	Be truthful and frank in your words and actions.	When a friend shares their opinion honestly, even if it is difficult to do so.	Hiding the truth or deceiving, for example, when the child does not admit that they broke the thing.
RESPONSIBILITY	Accept the consequences of your decisions and actions, and be responsible for your responsibilities.	If someone is late for a meeting, they apologize and explain the reason.	Evading responsibility, such as when a person blames others for their mistakes.
RESPECT	Show respect for other people, their feelings and rights.	Listen to a friend, even if you have different views.	Hiding the truth or deceiving, for example, when the child does not admit that they broke the thing.
TRANSPARENCY	Openly share important information, be honest in your intentions.	Parents explain to their children why they made a certain decision.	Hiding information, for example, when they refuse to share plans that affect others.
JUSTICE	Fair and equal treatment of all, without prejudice or discrimination.	The same attitude to all friends, without singling out one person.	Selective attitudes, such as granting privileges to only one person because of personal sympathies.

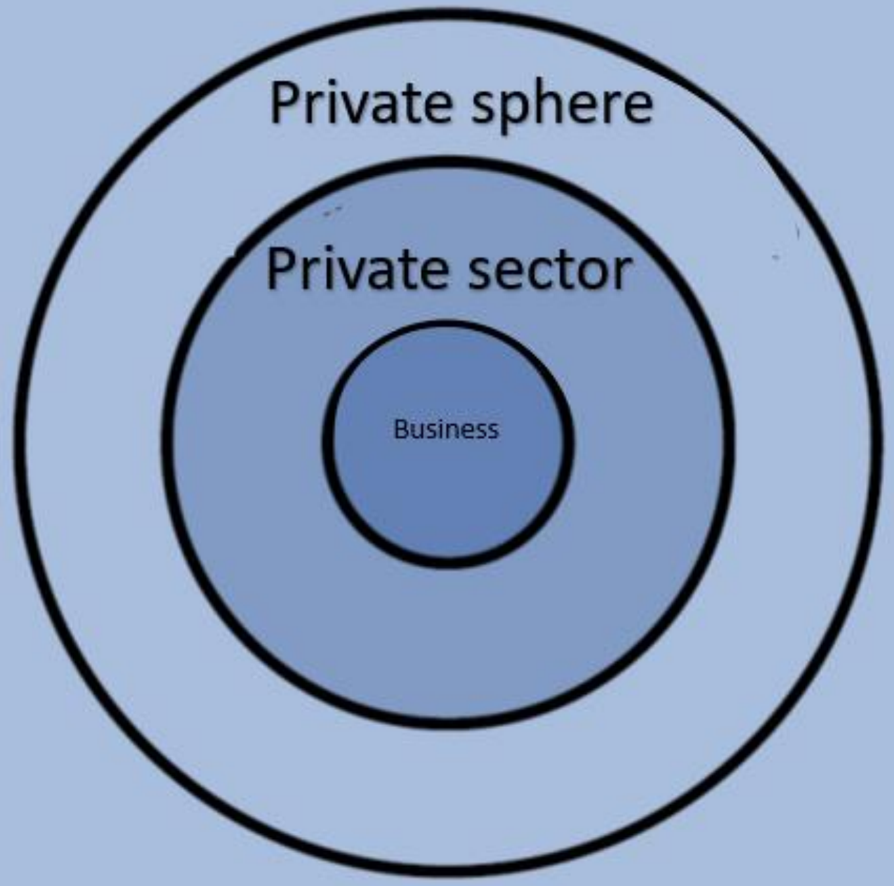
"INTEGRITY IS DOING THE RIGHT THING, EVEN WHEN NO ONE IS WATCHING.”

SECOND COMPONENT:





Public sphere - this is an area related to the interaction of the state and society. This includes all processes that are regulated by state institutions, laws related to public life, and spheres where the state actively intervenes to ensure public order and law enforcement.



The private sphere, on the other hand, deals with those aspects of life that are beyond the direct control of the state. This is everything that has an individual or group character: personal life, family relations, private property, social activity, as well as economic activity. It is a kind of space of freedom, where a person or organization has the right to act independently, based on own values and principles.

Do you agree that private companies should always tell the truth in their ads, even if it reduces their profits?

Do you think that private entrepreneurs should respect the rights of their employees, for example, to pay wages on time and provide safe working conditions?

Do you think that private businesses should participate in charity projects to help society?

Do you agree that private companies should offer internships for young people, giving them the opportunity to gain experience and skills?

MAIN PART
THIRD COMPONENT: COMPLIANCE

Integrity + Private sector =?

COMPLIANCE (from English)

*is a system of **rules, procedures and conditions** aimed at compliance by the company and its employees with legislation, internal rules and ethical requirements, **to prevent violations,** minimize risks and preserve the reputation of the organization.*

Compliance Manager

Knowledge of Ukrainian legislation

Responsibility

Mindfulness

Ability to analyze

Sociability

Basic requirements:

- Coordination and supervision of the implementation of anti-corruption measures.
- Development of internal documents and procedures.
- Training and education.
- Review of reports of violations.

Internal auditor, compliance manager

Knowledge of Ukrainian legislation

Professionalism

Mindfulness

Internal audit

Knowledge of IFRS

Basic requirements:

- conducting process audits; preparing audit reports and
- monitoring the implementation of audit recommendations; improvement of the internal control system.

Integrity in business

Integrity in business

- Security
- Efficiency
- Positive reputation

Integrity in business

Security

Less judicial investigations and state control

Efficiency

Fast adaptation to challenges, resource optimization

Positive reputation

Increased trust of partners and customers, attracting the best talents

MAIN PART
THIRD COMPONENT: COMPLIANCE

INTERACTIVE TASK FOR CLASSIFYING INTEGRITY AND COMPLIANCE LEARNING APPS.

HTTPS://LEARNINGAPPS.ORG/WATCH?V=PER4JAUIK24 - LINK THE EXERCISE

спроможність вчи-
няти добро

?

чесність

integrity
in the private
sphere

integrity
in the private sector (the
role of compliance)

створення етичного
середовища для
розвитку

Interactive: practical situations Students are divided into 3 teams, each one is given a card with a specific situation

AN EMPLOYEE OF THE INSTITUTION ACCEPTED A GIFT FROM A CLIENT AFTER SIGNING A CONTRACT ON FAVORABLE TERMS FOR BOTH PARTIES. WHEN THE EMPLOYEE ASKED: "WHAT IS THIS?" THE CLIENT REPLIED THAT THE GIFT WAS A SYMBOL OF GRATITUDE FOR THE JOINT WORK AND FOR THE SUCCESSFUL SIGNING OF AN IMPORTANT CONTRACT FOR HIM.

* Read the situation and tell us if it is a manifestation of integrity, or vice versa. Explain your opinion*

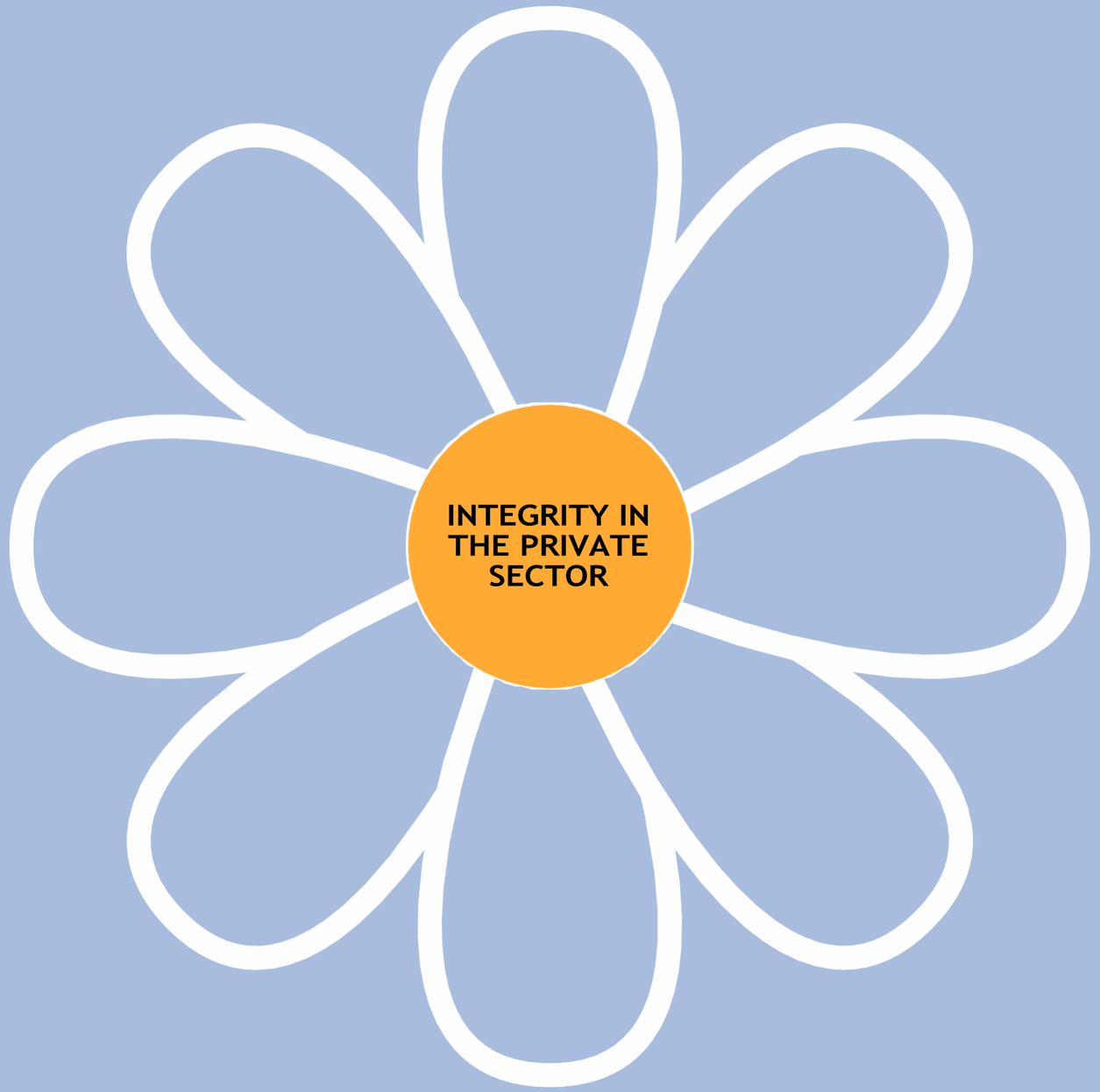
you get time to discuss

"In our opinion, this situation is a manifestation of dishonesty. Even if the worker explains this as gratitude for the joint work, such a gesture may call into question his objectivity and professional ethics, especially if other clients do not offer similar gifts. It may create the impression that his decision to conclude the contract was partly determined by the expectation of remuneration, which is contrary to the principles of integrity.

So, what should a worker do to make the situation virtuous?

Students express their thoughts on the actions of individuals, modeling the situation so that it now complies with the principle of integrity.

FINAL PART:



LESSON ANNEXES:

HTTPS://DRIVE.GOOGLE.COM/DRIVE/FOLDERS/10IACIQFN0ONCF9VOT68SESMD-KJRF2HI?USP=SHARING