

4 Кримінологія: колективний навчальний посібник-практикум / за заг. ред. к.ю.н., доц. С.А. Шалгунової / Дніпро: Дніпропетровський державний університет внутрішніх справ, 2020. 332 с.

5 Сорочко Рекомендації Групи з розробки фінансових заходів боротьби з відмиванням грошей (FATF). URL: [https://zakon.rada.gov.ua/laws/show/835\\_001#Text](https://zakon.rada.gov.ua/laws/show/835_001#Text) (дата звернення 15.11.2021 р.)

**Щербина К.А.**

здобувач вищої освіти 3 курсу ННІП ПФПНП Дніпропетровського державного університету внутрішніх справ

Науковий керівник

**Галенко Ю.П.**

викладач кафедри українознавства та іноземних мов

Дніпропетровський державний університет внутрішніх справ

**THE PRINCIPLE OF INTEGRITY AS A PREVENTION AND ANTI-CORRUPTION TOOL**

In Ukraine, there is a fundamentally new anti-corruption system, which is mainly preventive in nature and focuses on creating effective mechanisms in society to prevent corruption. However, much remains to be done to reduce corruption rates in Ukraine. For many years, the Ukrainian government has failed to implement effective reforms to combat corruption in the country. The lack of significant anti-corruption efforts is reflected in Ukraine's persistently low scores in key international corruption rankings, including the Transparency International Corruption Perceptions Index. Determining the level of corruption in the state and the level of public trust in state bodies as indicators of Ukrainian integrity has become one of the important tasks. Under such conditions, the importance of the requirements for good behavior of persons authorized to perform the functions of state or local government must be mastered as norms of everyday behavior [1]. Therefore, the creation of a system of honest and professional public service in accordance with international standards and the best international experience is identified as one of the main areas of implementation of the Anti-Corruption Strategy for 2014-2017.

Virtue in Ukraine is a very interesting, but little-studied phenomenon. Thus, the Great Explanatory Dictionary of the Modern Ukrainian Language defines virtue as high moral purity and honesty. "Virtuous" means a person, who lives honestly and follows all the rules of morality, which is a manifestation of honesty and morality [2, p. 308]. From the Dictionary of Synonyms of Karavansky, it can be seen that the synonyms to the word "virtue" are honesty, morality and decency [3, p. 94]. Other sources define integrity as ensuring a high level of incorruptibility, honesty and fairness in the implementation of legal and related legal processes [4, p. 252].

Glushchenko defines virtue as a deep category that includes all aspects of morality and, in fact, is the transformation of good behavior into a professional ethical sphere. According to the scientist, the combination of morality and goodness makes it possible to outline the plane of integrity of a person who performs the functions of the state, in particular competence, self-discipline, selflessness, honesty, firmness and honesty [5].

The term integrity at the legislative level occurs in the laws of Ukraine "On the Principles of the State Anti-Corruption System", "On Prevention of Corruption", "On Civil Service", "On the Judiciary and the Status of Judges", "On the National Anti-Corruption Bureau of Ukraine", "On the Prosecutor's Office". "On the State Bureau of Investigation", "On Education", "On Higher Education", etc. Despite the fact that the term "integrity" is repeatedly found in current legislation, unfortunately, its normative definition is missing.

As for the principle of integrity in national legislation, it is enshrined in the Law of Ukraine "On Civil Service" and is interpreted as the focus of civil servants to protect public interests and refusal of civil servants from the prevalence of private interest in the exercise of their powers [6]. Moreover, scientific research intensified the essence of this phenomenon in the aspect of civil service. Thus, the principle of integrity of a civil servant is interpreted as a statutory requirement to direct the actions of a civil servant solely to protect the public interests and his waiver of private interests in the exercise of his powers, honesty of a civil servant, his ability to bear both moral and legal responsibility as well as actions or inaction [7, p. 160; 8, p. 23–26]. As noted in the study by O.I. Serdiuk, O.V. Myrna and I.M. Shupta, integrity should be a counterbalance to the meritocratic principles of building a personnel management system. Meritocracy is based on competition: in order to gain a high position in society and ensure high quality life, a person must constantly develop its abilities and surpass other people. Meritocracy not only denies the importance of the above human qualities that have nothing to do with intelligence, but also acts as an ideology that leaves no room for solidarity between people [9; 10]. Based on the research of public administration specialists, it is possible to identify areas for improving the integrity of civil servants: 1) to maintain public confidence in the integrity of public activities; 2) to legalize the application of sanctions for dishonest behavior; 3) to fight against dishonest acts, taking measures to prevent or punish them; 4) to make employees sensitive to ethical and value aspects of the results of their work; 5) to find out what exactly determines virtuous or dishonest behavior; 6) to develop skills of analysis of ethical value problems; 7) to help solve ethical and value problems in interpersonal communication; 8) to promote the development of integrity as a personal quality of a civil servant. Each of these areas can be used to increase the level of integrity of both individual civil servants and civil service bodies in general [11, p. 198].

Thus, it can be concluded that today every official is legally obliged to be a good employee for ordinary citizens, whom they provide services to, and as honest as possible in the performance of their duties, especially when an official is endowed

with significant discretion. Kindness and honesty should become the basic principles of every Ukrainian official [12, p. 23].

Thus, integrity is a basic principle of civil service and a basis for ethical behavior of civil servants in order to provide professional, politically impartial, effective and citizen-oriented civil services in the interests of the state and society. Today, in the conditions of total corruption in Ukraine, integrity is the main tool for preventing conflicts of interest [13, p. 23]. Integrity must be nurtured, because the one should rely not only on an employee with high professional qualities, but also having moral values. From the adopted legislative acts on the implementation of innovations of integrity, the state should create a virtuous public service by reforming the legislation on civil service and service in local self-government. The tasks of the state are to recruit professional and decent people for the civil service, to ensure the appropriate level of remuneration as well as to monitor the activities of particular officials.

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