

- Low pay scales/wages
- Lack of power to the judicial system
- Lack of Hard and fast rules
- Encouragement of Unhealthy Competition
- Lack of accountability

7.5.2.3 Modes of Corruption

1. Bribes

One kind of corruption is when people are expected to pay bribes in order to get the service; they are entitled to from a public employee. The employee is making use of his or her position to get extra income, at the expense of citizens or the service itself. Typical examples are the payment of bribes to water workers to record false meter readings; to health workers for providing treatment at an earlier date; or to customs officials to allow goods to be smuggled without paying duties. This is sometimes described as 'petty corruption' to contrast it with the 'grand corruption' of large-scale fraud by politicians and companies. It seriously damages public services.

2. Conflict of Interest

Situation where an individual or the entity for which they work, whether a Govt., business, media outlet or civil society organization, is confronted with choosing between the duties and demands of their position and their own private interests.

3. Nepotism

Form of favoritism based on acquaintances and familiar relationships whereby someone in an official position exploits his or her power and authority to provide a job or favor to a family member or friend, even though he or she may not be qualified or deserving.

4. Patronage

Form of favoritism in which a person is selected, regardless of qualifications or entitlement, for a job or Govt. benefit because of political affiliations or connections.

5. Procurement

A multi-step process of established procedures to acquire goods and services by any individual, company or organization - from the initial needs assessment to the contract's award and service delivery.

7.5.2.4 Ways to Curb Corruption

(a) Rules at departmental level

Government of India has an elaborated framework of conduct of public servants in a variety of public service categories. There are five mega detailing documents which are as follows:

- All India Services (Discipline and appeal) Rules (1969)
- Central Civil Services (Conduct) Rules, 1964
- Railway Servants (Conduct) Rules, 1966
- Central Civil Services (Classification, Control and Appeal) Rules, 1965
- All India Services (Conduct) Rules (1968)

There are 12 stages at the departmental level to establish the misconduct of the Govt. servant. The stages start with preparation of charge sheet, and end with imposition of penalty like downgrading, compulsory retirement, removal from service and dismissal.

(b) Anti-Corruption Law

The Prevention of Corruption Act, 1988 (PCA), is the primary anti-bribery legislation in India. It criminalises acts of receiving bribes or indulging in corrupt activities by public servants.

There are three main types of offences under PCA :

- Offences by Public Servants
 - Accepting gratification
 - Accepting anything of value for deliberately helping or harming someone
 - Criminal misconduct
- Offences by those other than public servants
- Abetment of offences by public servants
 - Those giving bribes could be charged with abetment.

Amendments to Prevention of Corruption Act, 2014 (PCA), includes paying bribe as well as accepting the bribe, both as an act of corruption. It also includes both pecuniary (monetary) and non-pecuniary (in kind) modes of benefits.

(c) Ombudsman

This system originated in NORDIC COUNTRIES, i.e., in Europe in late eighteenth century. Ombudsman is a person appointed by the Parliament to control political and administrative corruption. In India, Lokpal and Loka-Ayukta are Ombudsman at Central and State level. **Lokpal and Lokayuktas Bill, 2011 was enacted by Indian Parliament.**