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CHARLES OSIFO

Combating Bribery as an Issue of Different Dimensions

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Abstract <p>There has been a sharp rise in the incidence of bribery worldwide; but cases from developing countries in Africa have been more worrisome. Bribery is broad and complex phenomenon that occurs as a result of different factors. The occurrence of bribery can be grouped or discussed under the umbrella of fear or discretion; the discussion or grouping can also take a combination dimension of fear and discretion. Combating bribery due to its nature also requires a rational and broad approach.</p> <p>The result of the qualitative research based on literature review and interview shows that bribery is a complex, broad, global phenomenon; it is a serious form of corruption and unethical practice; its occurrence is characterized by secrecy, exchange, and reciprocation. Insufficiency or lack, uncertainty or depression, and oppression are the main causes under the fear perspective; while value and desire are the main causes under the discretion perspective. Combating or reducing bribery requires the adoption of ethical and moral principles; application of legal and institutional frameworks; empowering individuals and improving human living standard; and inner realization and willingness of individuals, groups/institutions, societies, and nations to reject and put an end to the act of bribery.</p>		
Keywords Bribery, Fear, Discretion, Corruption, Ethics, and Inner Realization		

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1 INTRODUCTION

Bribery is no doubt on the increase, one person in four worldwide has paid a bribe in recent times according to Transparency International Survey, and the categories of people who had made such payments to public officials are more; especially in Africa (Transparency International 2011). However, bribery occurs at the interface of the public and private sectors while, countries vary widely in the pervasiveness or levels of bribery (Rose-Ackerman 1996: 31). Bribery occurs in both public and private lives and is given and taken in all cultures (Hyyryläinen 2010: 7).

Bribery is a serious form of corruption (Salminen & Ikola-Norrbacka 2010) that has been associated with mankind for a long time. Numerous national and global institutions like the United Nations (UN), International Chamber of Commerce (ICC), Organization for Economic Cooperation and Development (OECD) etc., have proposed different standards and regulations that now serve as models to understanding bribery. The United States was the first country in 1977 to make the bribery of foreign officials a crime, while some European countries do only encourage the act by permitting their companies to claim foreign bribes as a tax deduction (Heimann & Katz 1999: 7 & Gesteland 1999: 91). Tobego (2010), has stated that dealing with bribery can take different forms. Bribery strongly affects the efficiency, fairness, and legitimacy of state activities; it occurs as a result of obtaining benefit(s) or avoidance of costs or pains (Rose-Ackerman 1996: 32).

Some key issues that can be identified with bribery occurrence are reciprocation, communication, interest, coordination, position, rules, circumstance, custom/culture, and values. Hunt (2004), has stated that variables like size, age, sex, income, social class, and profession affects bribery in various dimensions. Bribery is costly to control and at the same time must not be seen as an end in itself (Rose-Ackerman 1996: 32). A stunning level of bribery is taking place in national and international businesses; this act occurs in both developed and developing countries (United Nations 2011). From an international business and marketing perspectives, intermediary agents always constitute a key element, because the agent is most often closer to the local people and places where bribery takes place (QC 1999: 36). At the local or national level; friends, associates, and relatives could help in the facilitation of the act of bribery. Bribery can also be in the form of individuals making contribution to political party to win 'a now or future favour' depending on the position of the political party (Von Berg 1999).

Widespread bribery is a signal that something has gone wrong in the relationship between the state and society (Rose-Ackerman 1996: 36). Fighting bribery is im-

portant, because it often goes with the betrayal of trust (Vincke 1999: 78); in addition, it can impede national and global development. Many experts have noted that bribery has a capacity to reduce direct foreign investment and efficiency (Hunt & Laszlo 2011). However, numerous efforts by different nations to tackle bribery abound. In most countries, it has been the setting up of anti-corruption agencies; while the media and civil society organizations are notables in some other countries, but different anti-bribery ideas or measures effectively complement one another (Heimann 1999).

The aim of this research is to demonstrate that bribery is an issue of many faces, because it occurs in unique circumstances; and to narrow the discussion on bribery to some specific dimensions. From the premises of preceding discussions, this research will try to answer the following questions:

1. What are the main issues associated with bribery?
2. How can bribery be tamed?

Irrespective of the fact that bribery could mean different things and be linked to different issues it is however, important to know the key anti-bribery measures.

1.1 Research Method

This research is a qualitative research that is based on data from literature and interview. Qualitative research is often characterised with no static definition, boundary, and process by quantitative researchers/scientists. Qualitative researchers think historically, interactionally, and structurally with values and hope; they also self-consciously draw upon their own experiences as a resource in their inquiries (Denzin & Lincoln 1998). Qualitative research is a key part of general social science research.

Literature review is a systematic, explicit, and reproducible method for identifying, evaluating, and reconciling body of completed and recorded work by academics and practitioners (Fink 2005). A review of literature can serve as an eye opener to a new researcher. From literature review, a researcher is able to understand the results, theories, methodologies, components, concepts, tools, values, mechanisms etc., of a present research inquiry. Interview is often classified as a primary source of data collection in social sciences that requires care and expertise (Ragin 1987). Interview is a conversation between two or more persons. Interviews normally take the form of conversation that occurs between an interviewer and interviewee that is often followed by note taking or electronic device

recording (Hanckè 2009: 103–104). Literature review and interview in qualitative research can play complementing roles on each other.

The various literatures reviewed deal specifically with the issue of bribery one way or the other; and they represent the first part of the empirical analysis. For the interview, which represents the second part of the empirical analysis; eight (8) interviews were conducted with experts from different backgrounds, but presently studying or working, or doing both in Finland. The interviewed persons have good understanding about the issue of bribery and how it can be tamed. The structured interview takes open ended format and the questions asked are grouped under the general nature of bribery and combating it (see Appendix 1).

2 BRIBERY AS A PROBLEM OF DIFFERENT DIMENSIONS

Theoretical discussion on the issue of bribery can take different facets, because of its complex nature. However, explicating bribery in a proper sense can create the following problems:

- how bribery is defined
- how bribery is a problem of different dimensions
- how bribery is combated

2.1 Bribery Defined

Bribery is a different thing to different people. Bribery is part of corruption or most basically, a representation of unethical practice. For there to be a bribe, there must be a giver and receiver; and it is an act that influences the giver and receiver in relative ways. Bribery is seen as illegal effort to influence civil servants, political authorities/parties, and other public and private office holders in order to get some favours (Vincke 1999: 78). Bribery is an unethical practice, which corrupt both the giver and recipient; most individuals and institutions prohibits it, because it could become a major source of illegal payments (Gesteland 1999: 91) The act of offering payments or any other form of benefit to influence individuals of various calibres to affect what they ought to do or what they ought not to do is a challenging and disturbing issue. The same goes for receiving payments or other forms of benefits for the same purpose. (Heimann 1999.)

We get to understand bribery when notion surrounding a transaction, activity, and gift is secretive and selfish. Bribery impedes open competition in different ways. Some factors that have contributed to bribery are poor pay, complex procedures for sanctioning bribe taking, and the frequent overturning of administrative sanction by the judiciary; bribery often receives cooperation in order to avoid punishment (Hunt 2005: 7 & Hunt & Laszlo 2005). Various disciplines from economics to political science; sociology to psychology; history to philosophy; public administration to business administration; legal studies to international relations; medical science to applied science have their different notions or definitions for bribery. In economics, political science, international relations, legal studies, and public administration, the main issues that go with the cause of bribery are power, profit, competition, and greed; the reason is because, these disciplines focus more on the operational aspects of governance and business.

In sociology, history, psychology, and philosophy, the main issues that go with the cause of bribery are personality, environment, culture, and previous events and heroes; the reason is because, these disciplines focus more on the socio-cultural and ideological make up of the human being and institutions. And in medical and applied sciences, the main issues that go with the cause of bribery are laziness and unprofessionalism; the reason is, because these disciplines focus more on the general well being of individuals and societies. However, a common position found in most disciplines or orientations is that bribery involves exchange of money, services, and material to cause any kind of biased influence. Most researches have not been able to narrow down the broad context of bribery, because broad generalizations have characterized most discussions on bribery.

2.2 Dimensions of Bribery

It is a popular belief in developed countries that bribery is primarily a problem in developing countries, while leaders in developing countries argued that multinationals from developed countries are the actual culprits (Heimann & Katz 1999). Gift-giving is a time-honoured social custom and part of business protocol in many nations (Von Berg 1999: 70). Under cross-cultural business examination, it is the giver that most often play along with the principles of the taker (Gesteland 1999: 15). Although in relation to bribery popular facts exist that both the giver and the taker influence each other from relative perspectives.

However, in order to create a narrow focus towards the analysis and understanding of the act of bribery; it is profitable to group the discussions on bribery under some specific dimensions. The selected dimensions are discussed under 2.2.1, 2.2.2, and 2.2.3 sub titles below.

2.2.1 *The Fear Dimension*

Fear is a force in many regards. According to Farlex (2011), fear is a feeling of agitation and anxiety occasioned by the presence or imminence of danger; it can also be referred to as the act of being uneasy or apprehensive. Researches have shown that the poor are more likely to be forced into paying bribe money compare to the rich, because of their weak social status (Hunt & Laszlo 2011). Uncertain future and job insecurity are other reasons public servants in developing countries like to engage in the act of bribery. Researches have shown that the poverty-bribery link corresponds in different regards and over regulated economies with features of red tape are most often bribery prone (Gesteland 1999: 92–93). Peoples' desires to escape danger or delay and secure a good future; the lack

of competence, poor training and qualifications are other conceptions of bribery occurrence (Hunt & Laszlo 2011).

Hunt (2004 & 2005), has stated that victims of crime tend to pay more bribe than non-victims, victimization and bribery stem from distrustful environment like that of police, judiciary, legislature, political parties, and customs in most instances; bribery rate is higher at institutions with bribe prone-clients, and bribery rates and amounts are higher where clients are frustrated at slow and poor services. Misfortune can make people to become desperate and vulnerable to demand services particularly prone to corruption (Hunt 2006). From a business and marketing thinking perspective, bribery occurs due to the notions of uncertainties. Companies from emerging economies like China, Russia, and Brazil tend to engage more in bribery when doing business abroad (Transparency International 2011); in order to avoid the fear of dominance from their counterparts in developed economies. Bribery is a routine requirement in opening business offices in most African and Asian countries (Gesteland 1999: 25), because failure to cooperate could lead to negative treatments.

The fear dimension of bribery tends to aggregate some popular notions about bribery under the big umbrella of fear. In this context, the general discussion on bribery can only be categorized under fear.

2.2.2 *The Discretion Dimension*

Discretion is mind judgement. Discretion can also be defined as the ability to be able to choose and decide out of personal freewill. Lawton (1998: 16) has linked discretion to interest. To demonstrate independence of mind by exercising judgement and discretion in meeting obligations, action is required (Geuras & Garofalo 2005). Discretion in addition, manifests in different ways in an individual personal decision and interest (Lawton 1998). However, exercising discretion could sometimes not be that easy, because some circumstances it occurs are often complex (Dodel 1999).

Researches have also shown that the rich are more eager to engage in the act of bribery due to their valuation of time and payoffs compare to the poor; reciprocity and network that are tied to bond of trust have tendencies of influencing people to engage in bribery out of freewill (Hunt 2004: 4–5 & Hunt & Laszlo 2005 & Hunt & Laszlo 2011). In international business, the visitor is expected to obey and observe local customs; in some countries bribery are recognized by customs even though formally illegal under national legal framework (Gesteland 1999: 15 & 91). Paying and receiving money for bribery most often depend on what a coun-

try, firm, or individual stands for (Rose-Ackerman 2002). Some individuals tend to engage in the act of bribery out of personal willingness or for the fun of it.

It is an observable fact that when bribery is discussed within the framework of discretion; issue of belief, which can emanate from cultural, family, religious, political, social, or economic view and interest, is one major variable that can influence or perpetrate bribery.

2.2.3 *The Combination (The Addition of Fear and Discretion) Dimension*

Numerous researches have shown that the rich tends to apply more discretion when it comes to the issue of bribery compare to the poor; but fear is also a major reason, while the rich bribe, because of their desire to maintain dominance or the status quo (Hunt & Laszlo 2011). If uncertain future and job insecurity are some reasons people especially, public servants pay and receive money for bribery in developing countries, but the rich are also part of the public service. The president and other top personnel of the public service belong to the upper social class.

Deception is a strategy through which bribery can occur under the fear and discretion contexts. The fear of the unknown could push people into indulging in bribery, but values and beliefs can also influence discretionary tendencies towards bribery. Intimidation is a strategy under fear and discretion contexts, because of the relative nature of intimidation. The basic truth is that fear can lead to discretion, because perceived danger can make someone to cooperate and accept a position he or she would had rather objected. Culture, values and customs are more tied to discretion, but they can also inculcate fear that leads to bribery. The quest to make profit is not only based on fear, but also on discretion. If the act of competing is tied to fear, the act of making profit that arises out of being competitive is an issue of discretion

Bribery is both an issue of fear and discretion, because values and culture can change. If bribery occurs as a result of fear; but it must also be noted that bureaucratic discretion is part of the whole process of bribery (Gesteland 1999: 93). Therefore, analyzing bribery should take wider perspective, because bribery is a broad concept. However, irrespective of the shape or nature of bribery, it is proper to seek ways of tackling or combating this serious unethical issue that has caused more pain than joy globally; especially in developing countries.

2.3 Combating Bribery

Since bribery is a broad act that takes different shapes or manifests in diverse ways; combating bribery therefore, requires every rational approach. The applications of ethical and legal regulations are the surest way bribery can be stopped (Gesteland 1999: 94). Standard policies should prohibit all forms of bribery; irrespective of the shapes it occurs, from giver to taker, public to private, and local to international (Heimann 1999: 28). Bribery and its related vices like extortion, fraud and money laundry need national and international co-operations in order to be successfully tackled; the adoption of good governance, transparency, and accountability are some ways stakeholders have propose to reduce or eradicate them (Lyman 1999: 61). With the availability of codes on open competition, cooperate bribery can be reduced to the lowest level. Sustaining prosperity that bribery can frustrate involves effective standards of corporate governance; a high degree of corporate transparency and external auditing; legal framework that are efficient and transparent; financial systems that are independent, transparent, and competitive; and a well resourced, inquisitive, and independent media (Backman 1999: 3).

Combating bribery at the national and international levels could differ; while legal principles are most preferred at the national level, institutional regulations models are preferred at the international level. Discretion and obligation often go together and they are crucial elements in the ethical circle (Cooper 2006: 22); it is believed that professionals should exercise professional discretion, but should at the same be able to defend their choices (Cooper D. 2004: 51 & 68). The acquired discretionary powers of the public bureaucrats have doubled the chances for corruption and unethical conduct like bribery; and to guarantee equity, fairness, justice, accountability, and transparency in national life, right policies and procedures must be put in place (Asibuo 2010: 2–3). Public good can be pursued while using discretion in the application of rules and regulations and creativity in the advent of changing conditions (Adams & Balfour 2008: 86). Integrity is one ethical tool that can positively guide the exercise of discretion out of the boundary of negativity.

Combating bribery therefore, requires operationalizing ethicality in its entirety; because ethics has to do with doing things in the most acceptable ways. Ethics has become a high public prominence and concern through out the world (OECD 2000). Empowering and enlightening the poor, creating rooms for reformation, and publishing official costs of services are some ways to tame bribery (Hunt & Laszlo 2011). Policies priorities for reduction of bribery rate should be on improving administrative efficiency, providing more resources, cutting red tape,

breaking monopoly, and setting up anti-corruption or bribery agencies (Hunt 2005: 5). Saying or holding on to complete 'NO' is one way to fight bribery (Gesteland 1999: 93), which is part of integrity.

Fighting bribery does not only require a top-down approach, but also a bottom-up approach (Mitchell 2003). Some ways to tackle bribery related to discretion are legitimization, open donation, offering personal favour with no strings attachment (like helping to secure deserved admission in schools for official children) (Gesteland 1999: 94). The ability of every individual, group, organization, society, and country to advice itself in stopping unethical practices or actions that cause pain to others and humanity at large is one of the easiest and most rational ways to end bribery.

3 A REVIEW OF LITERATURES ON BRIBERY

The literature review represents the first part of empirical analysis in this research. Table 1 is a representation of previous research on bribery, which includes main assumptions from some selected books about the issue of bribery.

Table 1. Reviewed Literatures

Author (s) and Title of Literatures	The Views about Bribery
OECD (2011). Convention on Combating Bribery of Foreign Public Officials in International Business Transactions and Related Documents. Available 2012–05–13: http://www.oecd.org/data-oecd/4/18/38028044.pdf	Bribery is widespread phenomenon in international business and international investment that raises serious moral and political concerns, militates against good governance and economic development, and distorts international competitive conditions; however, bribery needs a collective responsibility to tackle, because of how personal and environmental interests can help its imposition and existence.
Charles Mitchell (2003). <i>A Short Course in International Business Ethics: Combining Ethics and Profits in Global Business</i> . California: World Trade Press	Every bribery transaction involves a supply side and demand side.
Michael Backman (1999). <i>Asia Eclipse: Exposing the Dark Side of Business in Asia</i> . Singapore: John Willey & Sons	Best-drafted laws can be rendered useless if efforts are not made to empower the citizens, because bribery is highly influenced by lack.
Fritz Heimann & Ron Katz (1999). The ICC Rules of Conduct and the OECD Convention. In: <i>Fighting Bribery: A Corporate Practice Manual</i> (International Chamber of Commerce), 7–13. Eds François Paris, Fritz Heimann, & Ron Katz. Paris: ICC Publishing S.A.	Institutional and legal frameworks along with self-regulations are imperative to putting an end to bribery, because of the power and discretionary effects that often go with bribery.
Gesteland, Richard R. (1999). <i>Cross-Cultural Business Behaviour: Marketing, Negotiating and Managing Across Cultures</i> . Copenhagen: Copenhagen Business School Press.	Regardless of the shape or nature of bribery, popular awareness are being created worldwide about its general negative effects and people are becoming more eager to live and do business in a bribe free world.

Table 1 above has been able to present some popular assumptions about bribery from some selected literatures. Bribery is a multifaceted issue that requires two or more individuals to occur; and in the network of occurrence there must be a giver and receiver. Fear that arises from different factors like poor salary, poverty, and job insecurity is one perspective through which bribery occurrence can be viewed. Another perspective through which bribery occurrence can be viewed is through discretionary tendencies like the desires to compete and dominate. However, tackling bribery can take legal-institutional form of anti-bribery policies and proce-

dures. In addition, personal, group, and societal awareness about the negativity of bribery and the willingness to put an end to the practice are key ways to tackle the problem of bribery.

4 THE INTERVIEW-BASED ANALYSIS ON BRIBERY

The interview-based analysis represents the second part of empirical analysis. Investigating the nature of bribery and how it can be tamed through interview-based analysis can present different unique and interesting findings. The different questions asked are grouped under the general nature of bribery and how it can be tamed.

4.1 The General Nature of Bribery

It is important to understand the popular opinions from experts about the general nature of bribery. Three specific questions were used to explain this issue. In the questionnaire form (see Appendix 1), they are:

1. What do you think bribery is?
2. Why do you think bribery occur?
3. How would you concretely support your answer for question 2 above?

In regards to the first question, the following answers were derived from the respondents: 1) bribery is a multifaceted and complex issue that is tied to moral and legal questions; 2) bribery is some kind of corruption that involves money or gift exchange to gain favour or cause an influence; 3) bribery can wreck a society and cause great dishonesty and mistrust in the same society; 4) bribery is a serious form of corruption, by which different actors aim to get some benefits; 5) bribery is a form of corruption that attempt to influence the actions of an official or other person in charge of public or legal duty, either through cash or assets; 6) bribery is an act of trying to get an allowance through an unjust means; 7) bribery is paying money or providing some other benefits to a person in order for the person to do something that helps the person giving the bribe; 8)and bribery is an act of using ones position for an unmerited/selfish gain or giving something to influence ones course of action.

Concerning the second question, the following answers were derived from the respondents: 1) bribery occurs, because of poverty, low pay, job insecurity, and traditional values; 2) bribery occurs, because of the strong desires for power, money, sex, and convenience; 3) bribery occurs due to selfish interests and quest to achieve an undue advantage or power over others pursuing same goal; 4) greed is a big motivator and cause of bribery, which is worsened by bad and rotten administrative culture and lack of public service ethos; 5) bribery occurs, because

some people are greedy and immoral, and circumstances and cultural atmosphere might also encourage bribery; 6) bribery occurs, because of weak morals, desire to compete, poor opportunities, and human mistakes; 7) bribery is caused by weakness of law and legal environment, which could cause culture or convention that accepts bribery and makes it more difficult to change the legal environment; and 8) bribery occurs, because of the desire to achieve an unpopular gain.

Concerning the third question, the following answers were derived from the respondents: 1) I would concretely support my answer for question 2 above, because bribery is a reciprocal issue of understanding; 2) I would concretely support my answer for question 2 above, because people's desires cannot be satisfied, especially in the presence of weak legal framework, so both the briber and bribee want to benefit from each other to achieve a 'win-win' scenarios; 3) I would concretely support my answer for question 2 above by the fact that in many cases, bribers turn to gain an unprecedented favour from the bribe receivers than others who did not cooperate; 4) I would concretely support my answer for question 2 above, because when business wants to avoid bureaucracy and cut some red tape, they might offer bribes in order to get the desired deal and other situations, many people would offer bribes in order to prevent dangerous situation like police brutality; and 5) I would concretely support my answer for question 2 above, because selfish desires can not be achieved easily through normal procedural means.

4.2 Taming Bribery

It is also important to understand the popular opinions from experts about how bribery can be tamed. One specific question was used to explain this issue. In the questionnaire form (see Appendix 1), it is:

1. How do you think bribery can be tamed?

Concerning the above question, the following answers were derived from the respondents: 1) fighting and overcoming poverty, guaranteeing a sufficient wage level, establishing free press, engaging in public discussion about the negative effects of bribery, and the monitoring and supervision of public services by government are some ways to tame bribery; 2) property declaration, establishing strict legal systems, ensuring complete transparency in all transactions, enforcing the power of the media, and sanctioning and punishing offenders are some ways bribery can be tamed; 3) societal realization and rejection, and drafting of stronger legislations and anti-bribery laws by governments are some ways bribery can be tamed; 4) regular updates of anti-bribery legislations, promoting integrity, es-

establishing ethical culture and codes of conduct, setting up of anti-corruption agencies, and increasing transparency and whistle-blowing mechanisms are some ways to tame bribery; 5) establishing good anti-bribery laws and ethical codes, investigating reported cases, inculcating the principles of openness and transparency, and engaging in public discussions and media independence are some ways bribery can be tamed.

Other respondents also had these views as follow: 6) the presence and establishment of clearer rules are some ways to tame bribery; 7) guaranteeing transparency, creating a good legal framework along with sanctioning of offenders, leadership by examples, and proper time framing are some ways to tame bribery; and 8) guaranteeing good early ethical training and severe sanctions for offenders are some ways bribery can be tamed.

4.3 Summary of the Interview-Based Analysis

The views of the different respondents have been able to show the complex and broad natures of the issue of bribery. According to the respondents, bribery occurs as result of different factors, but central to all is that the different causes of bribery can be grouped under the bigger umbrella of fear or discretion; moreover, a combination of both. Again according to the respondents, combating bribery starts from overcoming or fighting elements that cause fear like poverty and job insecurity. In addition, bribery can also be combated through individual, group, and societal realizations and willingness to cause a change; especially, in relation to stopping bribery with discretionary connotations.

5 CONCLUSION

The present research is a qualitative that focuses on addressing bribery as an issue of different dimensions along with how it can be combated. The main task of the research was to demonstrate that different views can be attributed to bribery. In addition, is the task of answering the questions of: 1) understanding the main issues associated with bribery; 2) best ways of combating bribery.

5.1 Main Findings

Table 2 shows the key research outcomes in relation to special issues like scope; categorization; and stopping or reducing bribery.

Table 2. The Key Research Outcomes

Main Issues Related to Bribery Reconsidered	Main Findings
The Definition	<ul style="list-style-type: none"> • It is a global, broad, and complex phenomenon • It is a serious form of corruption and unethical Practice • Secrecy, exchange, and reciprocation are some of the key characterizations of its occurrence
The Fear Perspective	<ul style="list-style-type: none"> • Insufficiency or lack as a cause • Uncertainty or depression as a cause • Oppression as a cause
The Discretion Perspective	<ul style="list-style-type: none"> • Value as a cause • Desire as a cause
The Solution	<ul style="list-style-type: none"> • Adoption of ethical and moral principles • Application of legal and institutional frameworks • Empowerment of individuals and improvement of human living standard • Inner realization and willingness to reject

My first conclusion concerns what bribery popularly represents. From earlier discussion, it was discovered that bribery can mean different things, because it is a global, broad, and complex phenomenon; in addition, bribery can also mean severe form of corruption and unethical practice that is characterized by secrecy, exchange, and reciprocation (Rose-Ackerman 1996; Hyyryläinen 2010; & Salminen & Ikola-Norrbacka 2010). Defining bribery therefore, requires a rational approach, because of its general nature and the broad views associated with it. Empirical findings from literature reviews and interviews also strongly agree with this position.

My second conclusion concerns the fear perspective on bribery. Based on previous discussion, it was ascertained that many issues relating to fear are the main causes of bribery (Gesteland 1999 & Hunt & Laszlo 2011). Poverty and poor wage are some of the factors that represent insufficiency or lack that brings about fear, which encourages the culture of bribery. Job insecurity is one of the factors that represent uncertainty, which also bring about fear that encourages the culture of bribery. Finally, political dictatorship and police brutality are some of the representations of oppression that brings about fear, which also encourages the culture of bribery.

My third conclusion concerns the discretion perspective on bribery. Also from the premise of previous discussion, it was similarly discovered that different issues relating to discretion are the main cause of bribery (Lawton 1998 & Rose-Ackerman 200). Cultural, peer group, environmental, institutional, and ideological factors are some of the elements that influence discretionary values that encourage the culture of bribery. The will for dominance, lust satisfaction, and competitiveness are some of the factors that influence discretionary desires that encourage the culture of bribery. However, bribery analysis can also take the combination perspective or the addition of fear and discretion dimensions.

My fourth conclusion concerns the solution to bribery. Again according to earlier discussion, it was discovered that combating bribery or reducing bribery as an issue of different dimension requires the institutionalization and adoption of ethical and moral principles; application of legal and institutional frameworks; empowering individuals and improving human living standard; and the inner realization and willingness for a an individual, group, society, and nation to reject the act of bribery (Backman 1999; Cooper 2006; Gesteland 1999; Heimann 1999; Lyman 1999 etc.). Ethical and moral principles stand for doing things in an appropriate way that in return brings good to people and society at large. Ethical and moral principles are represented by values and mechanisms like transparency, accountability, independence, motivation, integrity, ethical codes, sanctions, and many others; they can help in no small measure in combating or reducing the problem of bribery. Combating bribery can also take the application of legal and institutional frameworks. Good and viable anti-bribery policies that emanate from legislative and constitutional principles are some obstacles to the entrenchment of a bribery culture; in addition, is the establishment of good anti-corruption or bribery agencies, independent media, and uncompromising civil society organizations (NGOs).

Another good way to combat or reduce bribery is by empowering individuals and improving human living standard. Poverty and poor take home wages are some of

the reasons people especially, in developing countries engage in the act of bribery. Finally, the most viable way to combat or reduce bribery is through an inner realization and willingness to reject the act of bribery. Since bribery is an issue of different dimensions; individuals, groups/institutions, societies, and nations must be internally convinced and willing to see the act of bribery as an evil that should not be allowed to flourish or exist.

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APPENDIX 1. THE INTERVIEW QUESTIONS

I The General Nature of Bribery

1. What do you think bribery is?
2. Why do you think bribery occur?
3. How would you concretely support your answer for question 2 above?

II Taming Bribery

1. How do you think bribery can be tamed?

APPENDIX 2. INTERVIEWED PERSONS, MARCH 2012 – MAY 2012

1. Ethelbert Nwokorie (Male from Nigeria). Presently Studying in Finland. April 14th 2012.
2. Jaana Rahko (Female from Finland). Presently Studying and Working in Finland. April 20th 2012.
3. L. Zhu (Male from China). Presently Studying and Working in Finland. April 6th 2012.
4. Katarina Hellén (Female from Finland). Presently Working and Studying in Finland. April 15th 2012.
5. Kirsi Lehto (Female from Finland). Presently a lecturer at University of Vaasa in Finland. May 4th 2012.
6. Richard Ado-Tenkorang (Male from Ghana). Presently Studying and Working in Finland. April 5th 2012.
7. Tommi Lehtonen (Male from Finland). Presently a lecturer at the University of Vaasa in Finland. April 24th 2012.
8. Venla Mäntysalo (Female from Finland). Presently a researcher and lecturer at the University of Vaasa in Finland. May 3rd 2012.