SAI BHASKAR REDDY NAKKA

Ways of Integrity in the World

Understand and improve Integrity
To the Earth Leaders
The purpose of this book is to make people aware of the ways of integrity. And to be the earth leader with the highest integrity. One could easily understand and learn what not to do. This book is like the ‘danger sign’ written on the side of the road of one’s life journey.

- Dr Sai Bhaskar Reddy Nakka
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As explained in this book there are many ways, people could lose ones integrity in their lifetime – intentionally or unintentionally. This book enables one to understand the varied integrity aspects with examples, by which one could strive to live in integrity and bring integrity among many.

The competition to survive, excel and feel superior over others are few of the root causes for loosing integrity. Most often the weakness of someone or something is exploited as an opportunity by the person with less integrity. Many times the other person’s desire is misused in the process. The degree of integrity among the people based on the situation and context has become a norm. The integrity among individuals is decreasing as years pass by.

Also, the law and justice of all the countries are not common. In the society too, the areas and degree of integrity anticipated in a person are variable. People ignore some people and are particular about others integrity. The law itself permits some to loose integrity to a permissible level. A person still exists honourably - without any guilt nor punishment. Therefore in time and space, the integrity values are variable. There are professionals such as chartered accountants and lawyers who facilitate people and organisations lose integrity and live with honour, by proving that their client had done everything within the limits of the law.

The examples narrated in this book are the authors experiences, exposure and understanding on integrity. They are used for
learning and not to hurt or belittle anyone. Oneself lacking integrity in some aspects may not lose integrity in all other aspects. It is like, a thief may not try to steal jewelry from his sleeping wife.

The chapters presented in this book are not in order. One could read this book randomly. Every aspect of integrity is important and equal. After reading each chapter, one could contemplate by gazing the mandalas or designs presented at the end of each chapter.
Welfare

I went to the government hospital many times when our relatives got admitted. It was a different experience altogether. To enter the hospital the security guard needs to be bribed with some money. Everyone knows that. Otherwise, he will shoo away the attendants and visitors angrily. When a new patient is brought for admission under emergency there will not be any nurses or attendees to bring in the patient from the ambulance outside. There will be few stretchers in the emergency ward. By depositing the mobile phone with the head nurse only then one can take the stretcher out. After transferring the patient on to the bed, the emergency doctor and the nurses will attend the patient. Except at the Incentive Care Units, all other places are very dirty. The common toilets are like hell.

I once went to a famous government children’s hospital. Saw that mother’s with their days to month’s old children were lying on the floor, as the beds are less and patients are more.

The only good thing about the government hospital is that unnecessary treatment is not done and the patient is asked to leave immediately after treatment. That is in contrast with the private hospitals. There are many young doctors working in the Government hospital – the patients are plenty with a diversity of ailments – a good opportunity to practice and learn quickly. Many senior doctors from the government hospitals have their private
practice too and earn considerably.

A government school teacher does not admit, own children in the same school. They understand their own school standard. The integrity of a well-paid government teacher is less.

People want a Government job, but don’t use government services like a school and a hospital. It means the whole integrity of people in government services is less. If permanent government staff were given the job of cooking midday meals, children would not have eaten any food in the schools.

If people in the government dealing with the essential services are not in integrity there is no meaning to the existing governments.
WELFARE
In Bollywood films, a hero’s characterisation is done with the background stories. During his childhood.. coming from a poor family...stole a piece of bread to beat his hunger.. or sometimes runs away with the medicines for his ailing mother.. without paying to the medical shop owner.

The above two incidents are looked with empathy and sympathy and the image of the hero is not lessened. What about the losses incurred to the people? - because of such an act. The other people are also human, selling something to take care of their family and nothing is free for them.

Again a hero does street fight.. causes injuries and sometimes kills many villains.. all this is done, instead of going by the law to get the culprits punished. Many times behaves as a molester with the heroine to win her heart. For not much reason hurts, makes jokes and insults his friends. Still, people accept him as a hero. Won’t the story writers and the director does not understand the integrity aspects? Then why do they want to create heroes with less integrity?

My son was playing one of the popular internet games, where the gamer’s join as teams and start killing people of the opponent team. Meanwhile, they destruct the trees for wood.. destroy buildings and other useful materials to create a bank of resource material.. which is used to build structures for their own defence
during the war with the enemies.

There is the least integrity in this game. I asked my son ‘Why are you destroying environment and killing someone for no reason? He said that there is no reason except that the other person is just an enemy as defined in the game and he should kill by all means. This game is a reflection of the society, someone is destroying the natural forests, doing destructive mining, destroying the oil wells, destroying buildings and many other assets and also killing people. The least integrity aspect is declaring wars and killing people for not much reason, which we could find, as some countries are still doing that. Finally in this game by killing all the so-called enemies they become the heroes. If the character they represent gets killed, the winner becomes the hero. All the time while playing the game only one thing occupies the mind of my child that is ‘kill..kill..kill..' the whole game is barbaric... where are we leading the society with such games.. in real life too they might not repent killing someone for not much reason.

I was reading a piece of news. A person molested a woman by touching her.. some more details about the culprit were provided.. that this man is from a poor family, unemployed, and unmarried. The other description was unwarranted. The culprit could be rich, having employment and was married with two children. The background information influences in understanding the degree of integrity of the person.

A poor person becoming super-rich is sometimes projected as the success story. Becoming rich means it is a way of depleting other’s resources. Say rural farmers produce is undervalued so that an urban person is richer. There is no integrity in the systems established by the people on the earth.
People are getting coached on how to lose integrity. Usually, in the commercial personality development courses, people are taught shortcuts for developing their personality with or without integrity. These courses are taken for competing in the work for surpassing others to gain positions or make an impression or earn more income. That is to build their social, natural, physical, human and financial capitals by all means. In this world among human beings, there are many fake personalities. Say a political leader’s personality appears to be great and surprisingly one day the same leader gets caught for having involved in a scam and goes to jail. The ardent follower’s life is shattered having known reality.

I heard a coach saying read like a CEO. That is to take the lifelong experiences, ideas and knowledge of about four or five authors in a week by reading their books. That is by grasping only the essence of the book. A person wants to gain knowledge from the experiences of others in no time. A person might become intellectual, but the innate personality rarely changes. Nor they imbibe all the best values of the authors they read.

Mannerisms exhibited out of respect is rare, but out of compulsion for appearing good is more common. In such a case every expression of mannerism by a cheat leads to accumulation of negativity in the other person.
WAYS OF INTEGRITY IN THE WORLD

People watch crime stories to understand the ways of crime and it is very interesting for many people. The news of someone cheating by adopting an innovative method is most interesting, so more such stories appear in the media. In history, people remember the kings and leaders who were responsible for the destruction and death of millions of people. By default, people get attracted more towards negative things and get coached unknowingly in the things of least integrity. Most of the print and electronic media is also focused on exploiting this situation and surviving by sharing more negative things. Some of the media personnel are stooped down to blackmailing people and agencies for getting unethical favours.
A company bids a project with some margin as profit. In the consultancy business of soft projects, there are no specific rules of bidding as the works are diverse. Usually, one company wins over another by scoring high on the technical proposal and by quoting less amount in the financial proposal.

Say a company might fake the availability of existing personnel by manipulating their qualification and experiences or presents more number of days than required or shows more personnel than required or does not follow the exact methodology as mentioned during the implementation or writes and delivers a low-quality report. The company makes a huge profit by not being in integrity. As a company, it saves a good margin of money and calls it their profit from that project or consultancy.

In a particular case, one of the government officers calculated how much exorbitant margin money the company is saving from a particular project. This officer needs to approve all the deliverables and was also responsible for the successful implementation of the project. The officer was delaying the process of approvals for small reasons, when he was asked about the cause of delay, demanded a bribe. The officer had the reason and said that you are saving a very high percentage of money and it was not ethical for you to quote so much excess money for the work that you are doing. Paying me a percentage of the money will not cause any loss to your company.
In this loop of unethical system, the business goes on as usual. Because the company quoting very high, now finds a reason to say that I need to bribe these officers. Sometimes the company and officers collude and accordingly submit the proposals.

The trend is so much that a company which quotes ethically with a minimum margin of profit will suffer as there is an expectation from the system and either it has to pay the bribe even while making losses or has to face the trouble from the corrupt officers.

The staff in such exorbitantly profit-making companies also get spoiled. They will not have a great impression of the organisation. So, sometimes do excess expenditure and also will not deliver quality work. They think the company is paying very less to them and not paying anywhere close to the amount quoted in the proposal. That is one of the reasons in many companies the financial proposal is kept as a secret document with the senior management staff and never shared with the junior staff.
Forced

Say someone irritates a person by words, gestures, misbehaviour, touch or physical abuse for no reason. The other person gets annoyed and starts reacting to the situation. Sometimes the victim’s reaction is so strong and indecent that for an onlooker and others the victim appears to be a person with less integrity.

One of my cousins applied to the local municipal authorities for permission for the construction of his house. In anticipation of some corrupt money, this official was not giving him the signed document with the permission. My cousin was adamant and does not want to give any improper money. Several times he visited the office and pleaded with the officer. The officer was a seasoned corrupt officer – even to go to the toilet he anticipates some additional benefit, and suffers from constipation always, good for him but the stink from his emissions is a worry for everyone around. Sorry, for using such an extreme example as there is no decent term to explain such people.

One day my cousin went to his office and shouted at him in frustration and everyone present could hear. Majority of the officers were corrupt in a municipal office – so together they nicknamed him as a mad person and were not ready to give his file. He went to the anti-corruption bureau department and gave a complaint. In mufti the officers accompanied him and as he was about to give money as a bribe, the government officials on
a tip-off realized the situation and asked him to come the next day. The very next day without taking any bribe he has given him permission to construct the house. Similarly, my father also suffered for our house permission for three years and later when the files were cleared by the government through payment of extra money, permission was given. A person living in a polluted environment can only smell a bad odour.
Confession

Having written this book, the reader might question my degree of integrity. In this regard here I share, it was my confession with the former Chief Justice of India in an informal meeting.

One-day Professor K. Purushotham Reddy, an eminent environmentalist asked me to come for a meeting with Mr Aziz Mushabber Ahmadi, the former Chief Justice of India (1994–97). He has come from Delhi to Hyderabad on some personal work.

We were waiting in a Nawabi style hall. Mr Ahmadi has arrived, after introductions, we shared about the environmental activities that we had been doing. It was evening time and the mood was very light and jovial. We were offered tea. He is a gentleman, so I wanted to ask one of the fundamental questions about committing sin and punishment.

In those days in the year 2011, the anti-corruption movement in India was started by the Social Activist, Mr Anna Hazare and it was in full swing. There were a series of demonstrations and protests across India intended to establish strong legislation and enforcement against perceived endemic political corruption. At that time, I saw three well-known leaders were arrested and were taken to the famous Tihar Jail in New Delhi, for three reasons. One person was caught for taking a bribe, another person was caught while giving a bribe, and Mr Anna Hazare for protesting against the bribes and corruption. It means a person could be in Jail for
any reason. No person should ever think that I will not go to jail.

I was watching the media every day and was also feeling and had this question surfacing again and again ‘How honest am I?’ So, I asked Mr Ahmadi Saheb that I wanted to go to jail. For some of the reasons such as - I have paid a bribe to the police for getting my passport verification - a routine for no reason they take some money having visited the residence for verification of the candidate credentials and address. For getting the prior permission to get funding from a foreign donor for a project again I have paid a bribe to an officer in India. Paid admission fees for joining my children in the school, where I did not get any receipt. For getting permission for our house paid money to the town planning officer, etc. All these acts amount to a punishable offence under the Indian law.

And I don’t want to go to hell for these sins and want to get punishment here itself so there will be a fair chance to go to heaven. Because in the jails and punishment given is far better than the punishment given in hell. Being a Hindu, the hell of the Hindus will have its own rules of punishment. I learnt that for every sin there is a particular punishment how much duration and intensity I don’t know, but the range of punishments would be such as burning in a fire; hanging upside over fire; beating; burning in oil; piercing the body through a huge stick from bottom to the head, etc. Those punishments are far worse and severe. Although I tried taking holy dips in the rivers on the auspicious days, still not sure, if my ‘Paapam’ (sin) is washed away or wavered as I donated alms and food. And in return how much ‘Punyam’ I got through good deeds – not sure if I could score some points on that.

In Indian jails, Very Important Persons who committed financial crimes are given a separate room with television, newspapers, mobile phones etc. They could also play some games like badminton
in the evenings. They are given free food, security and medical attention as part of the rigorous punishment. The schemes declared by the governments to address poverty and welfare of the people never match with the facilities being given to the criminals or offenders, which are far better. Some people also study and complete their higher education without any hindrance in the jails. They get plenty of time to read and meditate. Some people also write books too. So getting punished in the jails in this present world is sometimes not a great punishment, so that a person realises and repents for the committed acts. There are human rights organisations who will see that humane punishments are in place. The jails are a burden on the taxpayer and the nations too.

Mr Ahmadi said, okay you have confessed before everyone, so there is no need for you to go to any jail. I said even in the courts some people confess before everyone, but they are sent to the jails. Sometimes the judges ask a culprit to take the oath, that I will tell only ‘Truth’ by making them place their hand on holy books of their respective faith. The irony is that if they prosecute even some of the characters in those holy scriptures could be sent to jail by the judge as per the current law of the land. Every judge is a human being and not a hundred percent a human being with the highest integrity. Finally, Mr Ahmadi said that you need to go to a police station for submitting a First Information Report (FIR), most likely the police who makes FIR, may ask you some bribe for the FIR. Oh! not again, this is an unending loop of sin. Therefore, I said ‘I got it.’ Each person needs to be in integrity as much as possible in life. Unknowingly if one does something wrong, there is an excuse, but for each person, the feeling of guilt in itself is the ultimate punishment. The guiltiness is experienced by only the sensitive and human people and not by the heartless people.
I asked a fundamental question to Mr Ahmadi Saheb, did he come across any case where someone has come to the court for divorce because their life partner is corrupt. He said that he has never come across such an incident in his life till date.
During one of the field investigations, I visited the Mylavaram Dam site, it is on the Penna River in peninsular India. There were two political factions, they often killed each other for supremacy, for the exploitation of natural resources and creating wealth. Illegal sand mining from the Penna River bed was one such activity in the area.

During the visit, I saw that there were many pits on the river bed, due to sand mining. At many places, the rocky river bed was exposed. In the absence of the sand, there is a reduction in the subsurface flow of water and recharging of the local aquifers was reduced. The ecological services rendered by the sand are many and important in a semi-arid area.

Due to increased gradient from sand mining, the boulders of the bedrock at the foot of the dam were detached and pushed further downward. That posed a serious threat to the foundation of the dam itself. The dam was found weak with the water sprinkling and oozing from a few cracks in the dam wall.

These local political factions were more worried about their earning even at the cost of depletion of the natural resources - a threat to the local peoples’ lives, livelihoods and the local environment.

Based on the observations made by me, a public interest litigation was filed in the High Court. An order from the court was
issued to stop the illegal unscientific sand mining from the Penna river bed – downstream of the dam.

Prof. K. Purushotham Reddy and I represented in another case on sand mining at the Supreme court of India. This was to prevent the over-exploitation of the sand from the Krishna River bed, causing environmental impacts. This case was related to the Amaravathi town in Guntur district, Andhra Pradesh state, India, where the court sent a note of caution, about the adverse impact of underwater sand mining. S. S. Niranjan Reddy our advocate, argued before the court, that sand quarrying should not be allowed in the absence of an Environmental Impact Assessment.

In this case, Chief Justice Mr Lokur, said that ‘Can we permit the degradation of the environment or the exploitation of the natural resources to such an extent where the concept of sustainable development becomes an impossibility? Should our future generations pay for our inaction? It is essential to ensure that there is no rampant or unregulated exploitation of natural resources.’

As a means to bring order, a legal intervention was part of the environmental activism to tackle the growing environmental concerns.
A dummy camera and a cutout figure of police are used to deceive people for having integrity in the streets.

During my childhood, my father’s purse was stolen several times in public spaces. In the big shopping malls and many other public places, such a crime rate is very low nowadays. This is because there are many security cameras. So some people are just placing the non-functional dummy cameras too to create fear among offenders of being caught.

In the present world and in the future with advanced technologies in place, integrity becomes a necessity. Technology demands integrity among people. The people coming late to the office are prevented through the use of biometrics instead of a signature.

I was in Shenzhen the electronics capital of the world to attend a conference. In the downtown one evening, I was walking in one of the streets. I saw a couple walking with a dwarf pet dog in front of me. The dog stopped and started excreting in the middle of the road. I stopped for a while behind them. I saw the lady took out a paper napkin and picked the shit and placed it in a paper cover. I was surprised to see this, as I have never seen such an act by anyone before. Next day I shared the incident with a person, a regular visitor to the city, he had shown me the big cameras placed on the poles and buildings in every street. He said that every citizen’s behaviour is also being monitored by the Chinese Government. It
is called ‘social credit system’ that ranks citizens based on their behaviour, and rewards and punishments depend on the scores of each person. The facial recognition cameras are the watching eyes bringing in integrity in peoples life and establishing a better-disciplined society.

It is controversial, but the human evolution made people ‘smarter’ over the years, now the smart technologies are dis-empowering the peoples ‘smartness.’ The day will come, people will be ‘dumb slaves’ and just follow the instructions of technological systems to exist. Many machines are learning and getting upgraded already. The learning of a machine is specific to what is needed for its performance, whereas the learning’s of people is mostly redundant and very little is relevant for their existence and happiness.

In one of the irrigation projects, initially, we planned to collect the water levels at various locations through the people in service. But we had many doubts regarding their integrity and the cheating methods that they would adopt. What if? They don’t go to the place and send someone else to do their job; collect the wrong reading; or note and report the reading wrongly; don’t visit the place as per the time slot; if they miss collecting reading for some days due to personal factors or natural factors such as heavy rains in the field area; they could be lazy for the job; some are very old and cannot go always to the field; etc. Moreover, the collection of the data using human beings is the costliest. So finally I decided to use the GPS enabled sensors using the GSM boards, the data was transferred to the computers and mobile phones for easy analysis and decision making. A sensor shows errors, but people can lie. An intentional lie by a human being is more dangerous than the error in a system, where error can be detected and corrected. Sometimes one lie of a person leads to many lies rather knowing the truth and
getting corrected.
Morals

A young guy returned from abroad and was staying in a rural area. He came for doing development work with the poor communities. In the process of field visits, he came close to a young girl. He had a sexual relationship with this girl, and also with a few other girls in the area.

One day he confessed with me about his relationship, especially with the poor girl. He was having guiltiness, especially for having a relationship with the poor girl. He said that this girl was married and he has given some gifts during her marriage and also attended her marriage.

Now his question to me was ‘Is this Okay?’ I said the integrity of everyone is equally important. When people start doing bigger and greater things in life, scrutiny is inevitable. Whatever good work a person is doing, one bad example will make the person fall from heights. The societies ethos and morals of the people occupying the higher places and positions are expected to be of high standards.

A person’s bad character and history are like the skeletons in a cupboard, someday a part or everything will be exposed. Otherwise, also, the person lives in fear all the time of being exposed or caught. The guiltiness will remain with the person for the rest of life. The life of a fugitive is never peaceful.

Over years he became one of the most influential persons
globally, but he could not stand at the peak for many reasons, including some of his earlier bad deeds which were exposed. His name and fame degraded over the years and no one wants to associate much with the person now.
Anticipation

Once I wrote an article for our college magazine. For writing that article, I spent considerable time in a library searching literature. I have shown the draft article to a friend for his review, he said that on this subject there are many articles, so advised me not to send the article for the magazine. I said it was my understanding of the topic which I have expressed in the article. Still, he insisted that I should not send it for publishing. I did not consult others and did not send it for publishing, even now I regret, why I have not sent it and why I listened to one person’s advice and stopped. There are people who discourage others so that they themselves could look better. It is like a person who wants to be surrounded by ignorant and powerless people, to become the most ‘intelligent’ and ‘powerful’ person.

Like politicians discourage and never let their cadre or followers grow – get decent jobs, earn better and live better.

A politician is powerful if their constituency is least developed – as believed and practised by some politicians. People should always ask for the development of roads, drinking water, drainage system, sanitation and other things, only then these politicians could have a relationship with the people with fake promises. If everything is accomplished as per the need, there is no identity for these leaders. A politician representing an underdeveloped area is like super hero and these leaders want to be super heroes always
by not developing that area.

Some developments are happening that is mainly because the system is corrupt – that is they get a percentage of commission as a bribe. The interest is in earning extra money, it is the reason for the development and not the intention and commitment of the leaders and system. They might be after bigger irrigation projects, even without assessing the future rainfall pattern, climate change, landuse change, returns on investment etc.

In a government school, one of my relatives was a teacher. He is very passionate about teaching science subject. The school children like him very much. In every school that he is transferred he becomes one of the favourite teachers with the children. One day one of the teacher colleagues called him and said that ‘What sir you want to get a good name by teaching children with so much interest and make other teachers worthless?’ And his voice was threatening. This way some people discourage others who are doing good for society. These very people will not tolerate a doctor doing the wrong thing with their beloved person.
Interest

Once there lived a great leader. An incident in his personal life made him sensitive to work for a great cause. This person started a cancer hospital just because his mother suffered and died of cancer, if by chance his mother died of Tuberculosis, probably he would have started a Tuberculosis hospital.

Someone became a health fitness expert because in the past the person suffered a lot due to ill health and has overcome by doing certain practices, so now teaching the same techniques to people on improving the health. Still, some weakness is still visible in their body. They seem to be still trying to overcome ill health. One of the health fitness experts died young, so what do the followers think about his teaching and they were following strictly his tips and techniques. I am also going to die soon? What it means if the average life span of a doctor is not more than the life span of the patients.

A conman was healing people through gestures and by giving ash. Once I met a close disciple, she told me that her Lord fell down and broken one of his bones. He is restricted to a wheelchair now. I was surprised how come a person believed by many as Lord could fall down and suffering from a broken leg. She finally said he is also a person like anyone.

Another spiritual guru wears a shabby dress, keeps a long beard and moustache. One day my son asked me why his English accent
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is like Americans and not like as Indians speak. I said because his final target was to reach America and influence the Americans to join his sect. This is because rich people live in America and he could influence them to get more funds for his organisation. Why he would influence and spend time improving the lives of poor people. It is a business for him to grow his sect.

A great politician started his ashram in a town where many businessmen lived, he explained that this is ideal because he could get funds easily for his movement.

Some people lead a simple life, but they understand the power of money. The most dejected thing in life remains close to achieving one’s goals.

The richest people are the followers of spiritual gurus, sanyasis and religious sects.
WAYS OF INTEGRITY IN THE WORLD
I called my friend one day for a casual meeting, he said that he is busy. After one week he turned up, he started sharing how bad the week was.

His brother was having an open plot and he was supporting him in the construction of a house. Some construction material was bought and it was laid on the road. One car was passing by that road, it got stuck in the sand material dumped a day before. The car did not move. The car was driven by a local doctor, he got down and asked them to remove all the material lying on the road. To which my friend and his two brothers said that work is going on and soon it will be used. An altercation started between the car owner and three brothers. Soon the emotions flared up and there was a physical fight between both the parties, meanwhile, the doctor’s relatives also joined.

All of them went to the police station and the First Information Reports were submitted by both the parties against each other. The doctor was well known to the police as he has donated furniture to the police station earlier. The case of the doctor was stronger as he filed on the basis of The Scheduled Castes (SCs) and Tribes (Prevention of Atrocities) Act, 1989.

In India, the caste system is there since ages. Historically, mostly the SCs were exploited by the other caste people. To prevent such atrocities, if a person from SC community complains,
that if a person from Other Caste or Backward Caste person has abused him/her in the name of Caste, the case amounts to arrest immediately and taken very seriously. In this case my friend and his brothers never knew the caste of the Doctor, still, for having a stronger case, the other party misused the act.

After two days both the parties reconciled and agreed to withdraw the case mutually. Sometimes, in life, the petty arguments became serious for not much reason. Therefore both of them approached the police for the withdrawal of the case. Now the police have some ‘interest’ to exploit my friend and his brothers. One police officer in the station started demanding money to close the case. He was calling them at different times to the police station and wasting the time of both the parties. My friend visited the higher officials and lawyers on how he could get out of this situation? Majority of them said that you have to give some money as a bribe to the police personnel to get the case closed.

The intervening pacifiers and protectors—the police personnel—have become exploiters of the situation. They mostly assess the integrity and assets of a person, by asking a few questions, and then they start exploiting even more.

For a lawyer, the person on the wrong side is the most important potential client. For a doctor, a rich old patient with multiple ailments is an important client. People in the corrupt system want a weakness or something to exploit and survive. In a pack of wild beasts, the loin tries to attack the weak beast. These human beings are not humane with a big heart, they are still primitive.
There are many scriptures. Some scriptures are adopted by the religious groups of people. Some parts of scriptures or holy text promote integrity among the followers. Religion is for bringing orderliness and discipline in an otherwise anarchic and chaotic world. Animals don’t require religion as they are far better organised and disciplined when compared to the ‘intelligent’ human beings.

Most of the scriptures are not revised as they are considered holy and for maintaining their sanctity by the believers. The original language used in the scriptures is also outdated and not be easy for everyone to comprehend. The interpreters and translators should be scholars to transfer the essence and context of the scriptures to the common people. Sometimes misinterpretation of a few lines – some sayings not relevant to the contemporary situations and geographies – in religious scriptures might encourage a person to act and lose integrity.

Some of the practices and rituals in religion are targeted to go to heaven or hell and/or to have a chance of rebirth or attaining nirvana (no rebirth). The above chances are based on how much a person pleases a particular God and follows the religious scripture. Some of the common terms used to assess a person’s actions are – Sins, Punya, Piety, etc.

The death and afterlife explained in the scriptures create fear in
people, which also brings in integrity.

Equanimity, ignoring, being non-reactive to what is happening around, doing meditation, getting immersed in reciting religious songs, is a way to stay aloof from society and gain inner peace and strength. The introverts living for their own bliss and not contributing to society in any way is not a life of integrity.

There could be belief systems which are local, which also promote integrity. In one of the remote villages in a drought-prone area, there was a farmers field next to the road. Sometimes someone passing by would steal some vegetables cultivated from his field. To stop this practice, once he constructed a small temple for the local Goddess Maisamma. This Goddess is revered by many people locally. He made a story, that one day a person came and stole a few vegetables, before he left the field he vomited blood and fell down. He spread the story to the whole village. Now almost no person trespasses into his field to steal anything. Especially the tribal communities have their own belief systems which bring in integrity, order and sustainability.

The constitutions of many countries are respected, but they are also misinterpreted and amended as per the convenience of the majority of the people living in a country. A lawyer and a judge spend considerable time arguing in the courts that is because the interpretation of the written constitution is not so simple.

Constitutions alone do not bring in the integrity, many people don’t remember what is written in the constitutions, but they remember more parts of the religious epics and scriptures. In the Indian courts, there is a practice, where the people pleading or those who are witnesses in the court hall are asked to take an oath on a copy of the religious text which they believe and asked to say that they will not lie and will tell only the truth. But no one ever took an oath on the copy of the constitution itself. A written
constitution is a contemporary document and it creates a space for all the religious people to coexist in harmony and to progress.
Exclusiveness

The growth of business and profits made by the commercial international journals is very high as compared to many other businesses. These journals are making the contributors their slave by offering to sell the paper online and sharing some profit margin.

Knowledge sharing should be open. Earlier the access and availability of journals, magazines and books were limited to the libraries which have subscribed or purchased them. With the availability of digital media, knowledge access is not limited. The cost of sharing any resource material is almost nothing. The person by sharing knowledge with a maximum number of people should be happier. On this earth, bad things and less useful things are more shared than useful things. The very existence and progress of human beings are because of knowledge sharing. Open Knowledge gives freedom to everyone. Till date, I have declared all my writings as Open Knowledge for the common good.

I was reading this headline – ‘Victory again a scheme involving the unlawful copying, sale and distribution of scientific journals,’ if knowledge is declared open we would never see such a headline again.

Some doctors prescribe the exclusive or less commonly available medicines to the patients. They have an unethical nexus with the medical shop and the medicines manufacturing companies. This exclusiveness for personal gain is wrong. And it is even a greater
fault if they prescribe the less useless and not necessary medicines.
Human Misery is sometimes less justifiable. The examples of the misery of the people working in the organisations and agencies are given here.

Some of the colleagues say that, If I need to go to another place, I always travel one day before to the destination, so that I should get enough rest and sleep. Otherwise, they take the late flight rather early flight, so that their morning sleep does not get disturbed. This person is not bothered about the time and resources spent but is self-conscious of one’s own comfort.

There are many people in organisations over a period they become parasites. For every work, they want to have assistants, even when the work could be accomplished by oneself. They want all the credit at the cost of others doing the work. Sometimes least knowledgeable but want to lead.

Do campaign with the other colleagues and say not to work hard and guide them on how to enjoy all the benefits of an organisation or agency. This is because, if the whole environment, they will not get exposed.

In one of the offices, I saw that the staff comes late to the office and still they consume the free breakfast provided by the office. Once, in a month the breakfast bill was so high that the organisation altogether banned free breakfast to all the employees. Some people always complain about the quality of free lunch and
drinks provided by the office, although they never consume even that quality and quantity with their own money.

Some are never satisfied with the working environment provided in the office—such as the air conditioner’s performance, the comfort of table and chair, toilet facilities, etc.
A person wrote a book exposing all the lacuna’s in the government system that he dealt while in different positions. This he has done after retirement. While on duty never exposed anyone, was a silent spectator and was a part of the system. He even used the insane ladder to climb and occupy the top positions. People who give priority to personal ambitions and vent out things when they don’t have any more personal interest as an act of revenge are the most selfish people. There is nothing much to appreciate, it is like the undigested food vomited - first of all knowingly why did he consume the stale food till then. A very detailed death certificate has less meaning, instead, the doctor could have done a proper diagnosis of the patient while alive. As learning the book is useful for future generations and as a historical record, that is fine.

The people with integrity, are they afraid? Yes, many people play the game of integrity in the safe zone. Very few people with integrity, work in the risk areas.

People with integrity suffer the most. Say a person so punctual about time and commitment in life, comes across people with opposite character. The person with integrity is often annoyed. A person with integrity should strive for the integrity of others by different means, but should not suffer. It is the understanding of the world and the systems that should make a person with integrity to be calm and composed in all the circumstances. Writing books
WAYS OF INTEGRITY IN THE WORLD

is one of the means to let out the emotions of people with integrity.
Irresponsible

There were several attendees in an office I was working. They were the local residents. It is their government job so they were very happy as they do very little work in the office. One such employee was having a spiritual ashram near the office. No one questions his job and duties. Instead, his brother as a proxy comes and does his job work.

I was a consultant in a major project for the government. I was the senior person in the organisation. After its project period, the assets have to be returned to the main department. Our office and the main department were located on the same campus. For some reason, the transition of the physical assets could not happen at the end of the project period. I joined the main organisation after one month gap. There were two more colleagues and we all worked from the same old office premises. I observed that some items were disappearing over a period, I thought someone might have taken them to the main building. One day, there came a letter from the Anti-corruption bureau, saying that they have received a unanimous letter where it was mentioned that theft of physical movable assets from the premises is happening. The windows in this office were not well protected. Although there were good security and high walls, someone got habituated and committing the theft. It is the irresponsibility on the part of the government that the things were lost. This is the apathy of the things in many
The ego of the senior officers makes many resources useless. Once I was in a Government department, there were many copies of manuals, which could be used for training. The content was also very good. But the foreword was by the earlier officer, the current officer does not want to share the material created by the preceding officer. So got them reprinted with his foreword. What a waste of resources for the satisfaction of individual officers ego.
In the Telugu language, there is a saying ‘Kanche Chenu Mesthe,’ it means ‘fence itself eating the crop.’ That implies that the protector of an entity is its enemy.

Mr Ramulu had about 25 goats, which he takes them into a reserve forest area regularly. He protects them, helps them graze the tasty and nutritious leaves. Climbs the trees and cuts the branches and stems so that his animals could eat the leaves which are beyond their reach. He protects them especially from the Rock Pythons as they are plenty in this forest area. The rock pythons are some of the largest snakes, they can easily devour an adult goat or sheep. Several of his animals he lost to the Rock-pythons in the past.

He has given the names to his goats, knows the differences between each goats behaviour. If young ones are born while in the forest, takes them in hands and carries home safely along with the mother goat. He becomes the leader for the herd of the goats and tries to remain on an elevated place so that they could follow his instructions and directs them to walk in the direction desired by him.

One day, I followed him into the jungle along with his goats. Could see his great relationship with his goats. In the end, I asked a few questions. You are protecting the goats from the enemies such as Rock-pythons and being lost in the jungle. They trust you
and consider you as their leader and protector. But one fine day you are selling them to a butcher for money. Finally, the protector is the main enemy and not the Rock-python. He said, yes he feels very sad on the day he sells them, remembers them a lot and does not eat food too. The soles of the goats must be cursing him as the most trusted leader and protector betrayed them. Similarly, some politicians with fake promises dupe the people who voted them to power.

There is a tribal community living in the Nallamalai forest range called Chenchus. This forest range covers parts of Telangana and Andhra Pradesh states in India. They collect wild honey from the very steep rock cliffs. These honey bees are very dangerous. Men go in teams with ropes and baskets woven with vines. There is a saying that a person usually goes with trusted people like ones wife’s brother. The person holding the rope should be very much trusted, if my mistake leaves the rope, it is sure death. They believe that the person holding the rope will try his best holding the rope, as his sister should not become a widow. Brothers are less trusted, as there could be some gain to one brother due to the death of another brother.
Why a driver’s seat in any vehicle is the first seat? This is because, a driver is intentionally placed in a highly vulnerable position, in case of an accident. So that the driver is cautious of his life, and the safety of all the passengers behind the driver is ensured.

Why the pilot of a passenger plane is not given the option to eject out with a parachute as given in any other fighter jets. This is because the responsibility of a pilot is higher as more number of people’s lives at stake.

It is designed like that, it does not mean that those people’s lives are cheap as compared to all other people’s lives, travelling with them.

Similarly, in an organisation, the head or the main owners or founders of the organisation has a greater responsibility. When there is a profit, they make money. But when the organisation is not making money or having too many commitments.. the source of revenue is low.. having a debt and the existing staff a burden.. the colours of the leadership are visible.

The main lead people are not turning up at the office to face the vendors or clients with whom they have commitments.. paying only those who are a good source of revenue or the amount payable is less.. or paying those who are threatening with dire consequences.

The staff started blackmailing the organisation for realising
their payments. Some staff are irresponsible and insensitive using the resources luxuriously without concern for saving. Some are using all the permissions and leaves at their will. Some staff are sending unanimous emails and sharing their anguish and belittling the managers of the organisation. The lower staff has the least respect for seniors, having known the situation. Some of the senior founders are tired and gave up.

Instead of trying to get projects, having no work some of the staff are finding a reason to have a party. Even at the party, the mood is a mix of sorrow and happiness.

It is farewell time, people are leaving the organisation. Many are searching for jobs during the office hours and negotiating over phones regarding the next position.

The finance department is having a clear idea of the financial resources. They know about the D-day ahead of everyone. But the majority are in the darkness. Finding ways and means to put back the train on the rails is a huge task. The cooperation and willingness of all the team members are required.

Needed inspiring leader who is ready to sink first in case of an inevitable danger. Should be the vigilant scout looking for opportunities. Talk with everyone rather hibernating somewhere.

Heads of the organisations go to jails or get punished. But every employee benefitted through a job – a stable and decent salary – are safe. None of the employees will go to jail in the case when things go wrong or bad decisions were taken for personal gains or for the existence and sustainability of the organisation.

None of the employees ever be ready to take equal responsibility when things go bad including the life partner, children and parents.
There was a person known to me, he was writing entrance exams to help the candidates writing Bachelor of Education entrance exams. He would apply along with the candidate in such a way that in the exam hall their seats are very close, and somehow manages to tell the answers to the other candidate. In return, he would get some money or some other favour.

If the people who are ambitious to become teachers cheat, where is the integrity that they can communicate to the students in their career. The main role of a teacher is to create awareness, sensitise and bring integrity in a student.

Nowadays plagiarism has become very common, the spin writing software (words are replaced by similar meaning words) is used by some to get away from being caught. There is a way of using technology to cheat.

In the industry of medical drugs manufacturing, there are two types of patents. Product patent and Process patent. Many people by following a different process produce the drugs of similar composition and make business. This is another form of cheating in business.

There are many ghostwriters for the PhD thesis. Many candidates are getting PhD degrees through different means. In one of the universities, a candidate was known to me, he was explaining why his thesis was delayed. There was an influential
family, related to the professor, so the candidate from that family was favoured to complete the PhD early. All the data and the analysed reports were asked to be given to the other candidate and requested him to take up a different topic for the PhD midway. My friend couldn’t protest for not confronting with the Guide, otherwise, he might not have complete his PhD.

One more friend had been a ghostwriter for M.Phil thesis in Telugu literature to many people for several years. As a ghostwriter, he also wrote many books for a person and in return, he was paid some fees. These days, there are many professional ghostwriters available online and it has become a profession.
I was in a district headquarters, was visiting one local private hospital regularly. There I came to learn from a Registered Medical Practitioner (RMP) that they are paid for every patient that they would recommend to this hospital from the villages. Unnecessary Cesarian operations, removal of the uterus, medical tests are some of the common high commission factors.

The medical representatives sit in line with waiting patients. They are the teachers to a doctor, telling about the usefulness of the medicine and for what ailments the doctor should prescribe the medicine. Most importantly educates a doctor on the amount of commission paid for every unit of medicine sold. It is necessary for the doctors, as their educational institutions never taught how to convert learning to earning. This aspect is most interesting to a corrupt doctor. Annually they also offer them foreign visits. Out of self-interest, a doctor always writes more medicines than needed. I often request my doctor to be economical in prescribing the medicines – types of medicine, quantities and price of medicine. I also visit the generic medical store to buy basic medicines at a cheaper rate.

In many houses, the surplus medicines get accumulated in large numbers because a patient gets cured, but the surplus medicines prescribed by the doctor are still lying around. In the Mumbai city, many medical shop owners will not let you buy a few medicines.
say five tablets as prescribed by the doctor, instead, they sell a strip of 10 tablets which is illogical. The medical shop owner is another culprit in the system who gets an exorbitant commission.

The God of health ‘Apollo’ is least comfortable in this environment, where good health of people is a loss to many stakeholders in the system. The God of death ‘Yama’ seems to be happy, with these kinds of networks who bring in more business at the end.

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WAYS OF INTEGRITY IN THE WORLD
Eligibility

Because of the reservations as a policy, there are many minority educational institutions. Under the management quota seats, the people could sell the seats to the less deserving candidates, there is no integrity of the institutions nor there is a government policy. Some of the less eligible students get admission through money. The management is willing to lose their integrity for an amount rather merit. Educational institutions as per the policy should not make profits.

The government of Andhra Pradesh introduced scholarships for the students from Scheduled Caste, Scheduled Tribe, Backward Caste, Minority community and Economically poor students. There are many engineering colleges established and there were enough seats which were vacant. For the colleges to continue the education business. So they started going to the neighbouring states, had brokers and brought students and established the identity of the families as residents and got them admitted. This was an open scam.

The people getting into the services and jobs through backdoor entry does not stand for ethical competition. In the future, they might sell pieces of the nation for a price.

Once, I came to know a case where one person was in the waiting list to get a seat in a course. The options of getting admitted into a course were bleak, as the course was in high demand. The person
in the waiting list paid some money to the Clark in the office, so that the communication letter is delayed. As the first candidate in the waiting list received the letter very late and had very less time, could not come and appear for the interview. So, the person in the waiting list, as second priority got the seat. This seat was particularly for joining the Bachelor of education course.
Gods

People go to religious places to pray to God for peace and getting their desires fulfilled. The power of the same God prayed at two different places, is considered to have different results. God is one and only one, the supreme. God is everywhere. I don’t want to discuss much on Gods and Goddesses as the beliefs are variable and different.

People are finding places in the middle of the roads, garbage dump yard sites, polluted water tanks etc., as auspicious places for the Gods to exist for praying. Sometimes it is the interest of sects or a few selfish people, in the disguise of the religion and faith they try to occupy the public places. How could Gods be so comfortable in the most polluted environments? The connectedness with nature is the highest form of relationship with God in any religion.

There seem to be people who are close to a God than others and they could even recommend someone to God for alms, blessings and success. This is done for a donation of some kind. Does it mean that the people who could recommend must be having the highest integrity? These people wear a special dress and appear with makeup, which makes them look different from the crowd. Maybe that appearance is most pleasing to the respective God. If they know God so much and are so close, why don’t they get all the best blessings for themselves? Everyone has an equal opportunity to be close to God or Goddess by virtue of loving everything around
if everything is the creation of God. It means that there are people cheating others by claiming that they are close to God.
Policicians

The democracy in many nations has become a kind of business for the politicians. It is a kind of investment for gaining power through votes and having illegal economic returns. Development by most politicians is a package of popular short-sighted schemes to please the people and remain in power. The manifesto is a kind of menu card which is not based on the available ingredients in the kitchen and nor there is enough budget to buy all the ingredients to cook a healthy meal. Finally, whatever is cooked and served by the politicians, can keep only a very few people healthy and happy. By eating such food, diseases of ailing people are aggravated, new diseases surface and many others become sick too. It is like few people are able to board the development bus and many are falling before they reach their destiny. The sum total of those in the development bus, in not just those getting into the bus alone. The inequalities are high and the range of poor and rich is increasing as the years pass.

Political parties and their representatives forming the cartels for profit. Almost all the politicians are one and the same with little differences. Winning the contract at all cost and making very high profits is the motive of cartels. Similarly, a coalition arrangement is between political parties intended to promote a mutual interest. Having a leadership position is also a means to satisfy the ego and self. Shameless lies, disguised expressions
and implementing unsustainable programmes are the ways of their existence. Exceptionally it is very rare that one comes across a politician who has the highest integrity. Politicians are not representing the humanistic values. Because of the judiciary system loopholes, many politicians are not in jails.

Many politicians believe that there are no permanent enemies in politics. Divide people on emotions and sentiments is their tactic. Criticizing, cursing and using vulgar language is forgotten easily when they change parties. Many times, people are not inspired to choose the right candidate. There is no way to eliminate the rotten eggs from the basket of electoral candidates and one has to choose one. It is a pathetic situation, whereas in nature there are basic rules for becoming the leader of a group.

The cartel of politicians gets a chance to lead for about four or five years. Sometimes they scratch their heads, bow, touch the feet of others, make false praises – doing all that submit their honour to stay in the unethical parties.

People are cursed if they elect a leader from the non-ruling party. The mobilisation of the funds and implementation of schemes are biased. How could one punish the people and not give equal chance for development just because they have chosen a person from the opposing party, as their leader. Are we living with the least intellect and humanity? The caste, creed, minority, religion and sects are the other cards used against each other, in their game of politics.

There is no way to complain about anyone. Whom to complain? All are related and no one has integrity. There are more people to support illegal things. Corruption is easily found where the law is often broken. The system itself is corrupt, it wants more people to break the law so that the environment is more positive for sustaining corruption as a norm.
Relationships

For a bird attaining wings to fly and soar high and higher, is the process of enlightenment. The continuity of ones the enlightened state is almost impossible. Like the bird, it cannot continue to fly high all the time and need to come down also.

Spiritual people walk away from relationships easily. Buddha walked away leaving behind his wife, just born child, parents and the people in their kingdom. As a father of the just born baby, to his wife, to his parents, Buddha might be a person who did not accomplish his responsibilities in the respective roles in relationships.

Mr Jiddu Krishna Murthy is a renowned spiritual guru. He was identified and prepared to become a world teacher. Ms Annie Besant played the most important role in identifying him as a child and mentored him at the Theosophical Society. Charles Webster Leadbeater and many other spiritual intellectuals taught him many things. He was a rational person, who loves independence and does not want to be limited with the dogmas of one sect/institution. For an enlightened person, there is no need to have a guru. They themselves are gurus. So one fine day, Jiddu Krishna Murthy walked away with his followers from his mentors at the Theosophical Society, Adayar, Chennai, India to start his own school in the same city. When people break or be less responsible in the relationships and gratitudes their integrity is also questioned.
Getting a license to sell petrol is a boon for the politicians and some people in the business. A petrol pump where usually petrol and diesel is sold. It is like a goose which lays golden eggs. The petroleum is the evidence of life existed for millions of years on the earth, now being exploited for human need and greed.

The person who provides service at the pump always has some tricks in earning money. The machine is operated in such a way that, always less petrol is delivered to the customer. When someone asks petrol for say Rs. 200, the person holding the pump nozzle will stop the flow at say at Rs. 199.34 and will take Rs. 200 from the customer. When there is no paise existing, giving a change is impossible. Therefore extra money is earned for every transaction is the money earned by him.

Manipulation of the whole system by the petrol pump station owner. I knew a driver who worked for the inspection team of a petrol company. Wherever he went he was given free petrol upon the insistence of the officers. Every officer involved in the inspection knows how these petrol pump owners manipulate and sell petrol. So demands free petrol or diesel from the owner. A well-understood network?!

A few years back many petrol pumps inserted computer chips in the petrol pump machines so that the reading is always shown more and there is a percentage of saving of petrol proportionately
for every quantity of delivery. Some petrol pumps have been found adulterating petrol with diesel, naphtha and other cheap combustible liquids.

The ration shop dealers selling the government subsidised kerosene, grains, sugar, edible oil and other items are one of the most corrupt people. I know a person in our Basti, he sells kerosene to people in black, sells it at a higher price to the people without a ration card, which is used by Autowalas as fuel in their vehicles. These autorickshaws are the highly polluting vehicles roaming in the cities and are easily recognisable.

The highly subsidised rice does not reach the poor, some of it goes into the black market. Some millers by purchasing the subsidised rice, re-polish and sell it in the open market at a higher price as premium rice. They have become millionaires too. It is a nexus of so many people. The corrupt systems are some of the most well-organised systems in the world. Which are well networked and there is so much immunity from the acting systems such as police, law and government officials, who also part of the nexus.

In the past, people were mixing very small stones in the rice and other grains for gaining weight. Picking stones is a major work for many women, the gain from adulterating is less valuable. But the work of women involved in picking the stones is very labour intensive and a costly affair.

Once a person was caught mixing soil with the fuel in a personal flight of a person, whose family owns the major petroleum production and refineries company. An adulteration of this nature would have caused an accident and the person would have died.
WAYS OF INTEGRITY IN THE WORLD
Work

Work should be enjoyable, productive and lead to more work. Some people say that they have done the work, but no results are achieved, this situation irritates many. Some people seem to be very hectic and doing lots of work, but the results are not meaningful, for the efforts invested. Some people think that they deserve the honorarium for attending the job. All the species on earth work with their maximum efficiencies when needed. The majority of species do not exploit their own species as much as the humans do.

The day one has done productive work, one would be happy to share the achievements with someone they love. People with less integrity have very fewer things to share. Even if they share they want to profit from that sharing.

We have to do something in life, so just do what you love. But real love manifests in doing the work, not for oneself. If one has to live on earth, the resources and environment are helping one to live. Similarly, one has to work for all.

The social force that binds one to the courses of action, demanded by that force is the duty. The duty of a person is invaluable, it is altogether having a different value system. One’s duty is beyond monetary concerns. Duties are declared under the job, but most often they are not mandatory and only act as suggested guidelines. Sometimes duties are not restricted by time and space.
WAYS OF INTEGRITY IN THE WORLD

Job and rights are always together. Sometimes, the rights of a job clash with duties. Many people in Government services are doing simple jobs. The responsibility of Government employees most often ends up with the right to a job and the privileges of that job. Sometimes the costliest services delivered are the government services, because of inefficiency, lethargy, lack of willingness and lack of accountability. Many government services have become a burden for the nations. Good governance is lacking. For the failures, it is rare to find a Government employee taking responsibility on their own and resigning from a job. There is no punishment for the government for failing the systems.

The government systems globally are becoming more and more inefficient, that is one more reason for the increased expenditure budgets every year. Creating government jobs is not so important unless we reduce inefficiencies. Otherwise, one interprets that there are so many government jobs created, because of so much inefficiency existing in the government.

There was a metropolitan development authority created for the development of a city by the government. There came a time it became the white elephant so people were taxed and the government lands were sold to pay the salaries of the people. The creation of such inefficient systems is not justifiable.
One of the electrical equipment dealers was known to me, he sells the reverse osmosis filters of a particular company. He also attends the service calls for the product sold. That is, if there is any repair or failure they visit the house of the client and repair or replace the parts and earn some money. The margin of commission on the sale of the product was meagre, but he was very happy as there was a frequent failure of parts and by attending the service he earned a good amount of money. Recently some of the frequently failing parts were improved and now he is getting very few calls to attend the services. Therefore his service business was not so profitable.

Now the company representative and this dealer were fighting. The dealer says ‘how can we survive if we don’t get any service calls? So make some parts in such a way that they fail very often and we could run our business.’ In this world, for running the show of business economics people can go to any length of losing integrity.

In another case, a famous seed company was treating the seeds in acid so that some percentage of seeds do not germinate. This is one of the most criminal acts of a seed company. The government permits that each company selling seeds could have a percentage of seeds which do not germinate for various reasons. But this company tested that almost 99 percent of its seeds were germinating. So to make the farmer buy an additional quantity
of seeds, they treat the permissible percentage of seeds in acid and mix with the healthy seeds and sell. No government takes action against the seed companies fraud – for the losses caused to a farmer for no other reason but by the greedy humans.

As a government rule, a percentage of stones, soil, dust and excreta of rats is permitted in the finished rice. If a dealer had relatively clean rice, to gain some additional profit, they were mixing with the above permissible material. This is another criminal act, where many women used to clean the rice for several days, where their valuable time and energy is lost.
Disown

Once there was a typical case, where someone opted for a high position in the country, for which he needs to resign an existing position – office of profit – elsewhere. As per the news, he asked someone to do his signature and submit the resignation to that particular institute as there was very less time to go and submit the resignation letter to the institute. He finally could occupy the top position in the country. The opposition party questioned him about the forged resignation letter. He said, ‘How can somebody lodge a complaint that you forged your own signature?’, it means only if I say that it is not my signature, then you can question me.

There was a case of a famous governor of a state in India. He had a son from a relationship with a lady, but he was denying all the years to accept him as his son. As his son grew he approached the court, even the DNA of the two matched. The governor was not still agreeing. Finally, under the pressure of public and media, one day accepted that the person is his son. People representing the highest positions should not lose integrity as they are followed by millions of People.

In the above two case studies, one person is owning a signature which does not belong to him and another person is disowning his son in spite of confirmation by DNA tests.
There was a colleague, he finds ways and means to hijack other’s social capital, introduced to him. From the social media groups, a person might hijack the members and create a subgroup and becomes a leader. The politicians often do this on a large scale for votes.

There is another colleague, he will try to get a job through the recommendation made by you, after joining says negative things about you with the person that you have recommended to. Over a period brings the communication gap and hatred between you and the person recommended to.

There are some other colleagues who will say so many negative things about you and the people with whom you are working, and see that you will leave the place. After some time you will discover that the person has joined the same organisation and working with the same people comfortably.

Recently in democracy, political leaders are doing the same thing. Before elections, they criticise the opponent leader and shamelessly join the same leader after elections for money, favour and other positions.
One of my friends lived with very less income like a middle-class person. Many people made donations to him for the social work that he was doing. One day he got inherited a property from his father. Now he has a very good asset on his own.

He called me one day and asked for suggestions on how the building could be used for social work. I said this building cannot be used for social work purposes. Most importantly I said when people visit they will have a different conversation about the place. Knowing that this is your property now they think you are super rich. In the history of a person, the historical background also plays an important role, because human beings interpret the same story in different ways based on the background of the person. The integrity of a person comes under scrutiny. Some people might even accuse him that this building was bought through the donations that he received all these years.

Say a politician born with a silver spoon once went to a tribal hamlet and spent a day with them – tried to understand their problems and overnight slept on the rudimentary cot in one of the houses – appears like a tourist having fun in the jungle. Whereas another politician during the childhood days had seen many hardships and was in poverty did the same thing as above, appears to have understood the hardships of the people and considered a more committed person. What to do this is the world. Everyone
cannot have a great story to be part of history. Time and space could make a person from hero to zero.

Similarly, once I know a person his father was in the Excise department of the government – he monitors the liquor businesses – it is considered as one of the most corrupt departments. Through his hard work, earned considerable income. But, everyone believed that his wealth is inherited from his fathers’ illegal income. It is a cursed life. Throughout the life, he was repenting for this situation and there is no way to escape.

Once, while going to Herat from Kabul over the Hindukush mountainous region, in the night the plane suddenly dropped several meters. Everyone in the plane was afraid, and the rough journey continued. I was watching the wings moving violently all the way. A young man my colleague was next to me, it was his second journey on the plane. He was pleading, I don’t want to die and I have not done anything much in life. Why he is undergoing through this situation? I explained, in this package of travelling together with other people on this plane – there could be good, bad and worst people. If the God wants to punish the sinner, and by chance, you are along with the same sinners, so for the sake of one or two good people, the God may not ignore the punishment – the plane might crash. It is an accident for the good and punishment for the sinner. So one has to bear the consequences as a package. Similarly, during other disasters a massive tsunami or flood, God might flush-out the good and the bad. The event may not be related to an individual, but the suffering will be there for all.

A leader surrounded by idiots and sycophants might appear to be a great leader, but they could be the reason for the same leader falling down to abyss or going to a jail one day. A great leader is the one who is surrounded by leaders. This is the sangath in the political parlance and the sangath matters.
We needed candidates who are committed to the deliverables. Sometimes the technical teams will be under pressure due to less time and the new demands emerging from the client. Whereas, the software companies work in shifts to meet the deadlines. In regular offices – the five days work in a week with office timings, applying all types of leaves at will is a challenge, if the person is not committed. The attitude of listening, learning at a fast phase, trying to understand the context, sharing their experience and being proactive are the characteristics expected from the employees. Some employees ask their team leader ‘tell me exactly what to do, for everything,’ It is like questioning the experience and credibility of the team leader again and again. A team leader is a coordinator who tries to bring the best from the team members and he or she is not everything. Most importantly being humble is important for everyone. Should not think always that I am being paid less for the work I am doing. The person should be inspired by the values of the organisation and the work that the person is doing for society. The organisations and agencies provide an opportunity to serve the communities ultimately.

In a team one should not force individual opinions on others. The collaboration, participation, cooperation, patience and sharing is required in a team. Team spirit is taking the respective responsibility as a team member and not to blame the other members of the
team. Once it happened that one of my teammates, while making the final presentation was questioning me about the points in the presentation made. One of the participants asked her why she was asking now, as a team member she could have discussed within the team before the final presentation and resolved the issues. She was part of a four member team and did not participate as a team member and was an example of a person without team spirit.

People with self-interest do such things, that is living at the cost of others. The boss who is not capable, often uses the ‘proxy broods’ say team members or copies the ideas from others to accomplish the tasks without acknowledgement of the source. And for the successful delivery of project components, they claim the success.

Some people are interested to be in every project, this is for improving their experience profile. They enjoy the space, travelling, food, overtime and other facilities offered in the project. They might involve in politics and make separate groups and play one group against another. Might call a person after office hours to engage in politics and create bias. The team gets demoralised due to such people in an organisation. Such people however best they are qualified should be identified and removed or else they become a burden to the organisation. A rotten fruit spoils a bunch of fruits unless it is identified in time and thrown out.
A politician immediately after winning the elections is surrounded by the people of self-interest. A winning corrupt politician prepares a list of earning sources and engages a few people to realise that money. Once, I got a call from a local politician, who just won the elections. My friend told me that they are interested to learn about the environmental challenges in their constituency. I was happy to know that at least there are some good politicians who wanted to work for the cause of environment. So, I went to their home. On the way, could see many flexi-prints/large size prints on plastic sheets, with more than life-size images projecting them as leaders. These flexi-prints create a hype about the person, otherwise, they are mere ordinary beings – wearing the same baniyan, lungi or chaddis when they sleep – they dress to create a hype of so-called great leaders. During the discussions, I could understand that they are interested in blackmailing the polluting industries and get some money by threatening to close them.

Once I was in a remote corner of Assam. The owner of a Tea estate got the phone call as we were discussing. He saw the number displayed on the phone, and was silent for some time and did not lift the phone. There was a kind of stiffness in his body and fear in his eyes. I asked him what is the matter? He started explaining how the political system is exploiting the business
communities. He is having some tea estates in Darjeeling too. The local separatist leader was known to him since years, he was calling him brother and become very close to him. Only in the recent past, he has become a supreme leader in his party. The government in the state has changed, the new chief minister was very strict on the separatist movement. She approached the central government to take action against the separatist leader and he is absconding presently. Now there are two political parties which are demanding money from him in the name of party funds. The frequent local hartals and bandhs by the separatists has caused labour shortages and the production of tea has come down. Apart from that, all the call records of the estate owner were being tapped by the government. The absconding leader has doubts about his lenience with the government and he is also threatening him. He is in a fix now.

He was commenting about the separatist leader once he was calling him brother and now threatening him. A sorry state of the situation, where a business person has to feed a corrupt political system and also lose the business for not able to continue to cooperate with them.

I saw a leader he was wearing a white colour shirt well ironed with the crease. The shirt was made stiff with starch. On the forehead, there was some vibuthi (auspicious ash). All these things make a person appear like a person with the highest integrity and commitment. We also see such a mimicking in some businesses, say a sales boy in a jewellery shop, they make us believe that they are not charging anything and selling the gold without any profit. They also say that money does not come easily. Majority of their prospective clients are the most corrupt. Life partners wearing the jewellery purchased from the corrupt money, look like wearing skulls and bones of the dead people.
Many times the officials dummy companies which are registered in the name of their partner, earn more income than themselves. Actually, they are converting the black money generated by them into white money by internally transferring into the names of their partner, but the profits are not from actually doing the business.

While doing the studies on biochar application, I came across a few people who facilitate the poly-houses for agriculture. The poly-house construction itself is a costly affair. I questioned, the person doing the business of poly-houses installation. Is it really that the people are making so much money through the play-houses in agriculture? The answer was ‘NO.’ Again the majority of these poly-houses are highly subsidized by the governments. I came to know that politicians, jewellery shop owners and some other businessmen are installing them on a large scale in the agriculture fields that they bought very cheap from the ‘dying’ farmers. The main reason is to covert the black money into white, as agriculture income is not taxed in India. They claim unbelievable profits from doing agriculture. Claim that they cultivate exotic or very high-value crops in the poly-houses with record yields. First of all, their agriculture produce will never address the food security of the masses. The agriculture scientists might be surprised, as in their lifetime, they have never heard or seen such profits from agriculture. Nor they have ever produced with all the facilities in their universities, but they keep they mouth shut, make us believe that a corrupt person is more knowledgeable and experienced in agriculture than themselves or the most experienced farmer.

An agriculture scientist may not be convinced about the hyped profits, but the income tax department people are very much convinced with the statistics and projections made by the chartered accountants for their clients. Sometimes the Chartered
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Accountants and Lawyers give such great advice’s and educate their corrupt clients on how to not get caught for having black-money. Good, sometimes media also believes and writes in bold letters, without many enquiries that a farmer could earn so much record income from agriculture.
Corruption

Once I was looking at the design made for laying the cycle track and as per the international standards suggested the concrete thickness. The engineer in the department was suggesting me to go for more thicker concrete, this is because the bribe is based on the fixed percentage. Higher the total value, higher the total amount he would get.

Review and cost escalation is another method for restarting the delayed projects. Therefore people in the system over a period or a number of years get percentages, by delaying a project.

The quality of works is worst in many places. Roads get damaged more often, and there is a great nexus between roads and corruption in the system. The quality of the roads and manholes in many places proves that there are not many engineers who are qualified. No, there are highly qualified engineers, using their intellect to damage the roads so that they could get a percentage of bribe for every new road laid or repaired. In real life getting promoted and earning more for doing wrong things. In reality, their houses are the strongest and are well built as per the standards, with the corrupt money.

Why without demand from people, roads are laid again and again? The roads have become the bunds, as many times the new road is laid on the old road and the height of the roads increased. As a result, the residential areas between the grid of roads (bunds)
have become cesspools and mini tanks, especially during the rainy season. This is mainly because mostly the gully leader, the legislator, the engineers, officials, accountants, administrators and relevant people in the hierarchy gets a percentage share or lump sum. In the history of civilisation’s that existed, roads were never laid so often, as the corruption was not so exorbitant and magnanimous.

As an example, it took about ten years to complete a crucial flyover bridge. The beautification of a tank bund was never completed even after a decade and it is still pending.

Like one cannot lift a dining chair in the house of a forest official. That is because it is easy and access illegally the best wood from the forest. That one could see that all the furniture and doors in a forest personnel house are the best and highly durable. This I observed this during my visit to a forest range officers house.

There was a senior officer in the government service. He had some private businesses. A chartered accountant was submitting the income tax returns for his businesses. One day he asked for the consultancy fees for the service rendered by him. The officer instead of paying him said ‘use me.’ If it was a tissue paper one can use it in many ways. This person was surprised by the response and he is no more doing the audit for that officer. Many politicians also follow a similar strategy of ‘use me’ and create followers.

I often witnessed that, there is a huge demand for the people in the positions with a chance for high corruption, they get married easily to the person of their choice. In the Indian civil services exam, the Indian Administrative Service is usually preferred by the candidates who get a high rank. In contrast, I saw a person for the benefit of easy corrupt money had chosen another position where there is greater potential. Some of the interview board members, they act as brokers and negotiate the marriage proposals with the
candidates appearing for the interviews

One of the secretaries to a senior most officer was fond of Silk sarees, she was getting Silk sarees as gifts from the visitors to the officer. She wears them every day to the office.

The gas agencies make money, during a new connection, they forcibly sell the stove and accessories at an exorbitant price to the clients. Otherwise, they deny the gas connection.

The vehicle registration officials and the broker’s network play with the life of people, for some extra money they issue driving licences to the less experienced people. They also issue fitness certificates to the very old and unfit vehicles.

These are some of the important aspects where corruption has become a tradition.

Even as a child, I was observing the respective department signatures with the children of the respective families. Say a railway person would give the metal wheels used for pulling signals for their children to play. A Road Transport Corporation persons children would have covers of their books with the plastic covers of the bus seats.

Corruption manifests in different forms. Although I have not given enough examples. Some people might call it differently but corruption essentially comprises of a) Taking or giving money for an unjust favour b) Taking money for being an authority to approve c) Having bad thoughts about someone or something d) Not doing the duties correctly e) Exploitation of resources unsustainably f) Causing direct or indirect negative impacts through an action g) Not paying the right price while taking a service or goods like purchasing vegetables from a farmer at a low price h) selling goods or services at a higher price like hoarding i) Escalating or devaluation of shares through the hype created j) Making offerings to Gods or Goddesses for compensating with the unethical acts or
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sins and k) Ease of doing business through corruption.
Wrong

One day while returning from the Airport to my house got into an app-based taxi. On the way, a vehicle came in the wrong direction. Our vehicle squeezed to halt. The driver shouted at him and said that the other driver does not have a brain. We moved further, I realised that my vehicle was going on a longer route. I asked the driver in which route he is taking me home. He mentioned the route. I said does he know my destination place as per my booking. He said ‘Yes.’ Now asked him to take me by the straight and short route in a stern voice. He got into his senses. Now he knows that I knew his intentions of making extra money by taking a longer route. He was shouting at the first driver that he does not have a brain, but himself with the right brain taking a longer route and tried to cheat me.

Driving is one of the committed profession - the drivers should drive people from point A to point B with responsibility.

An ignorant person can be excused and shown the right direction. A less educated person can be taught and awareness created. Whereas a person who is aware and doing wrong intentionally is more dangerous. There are a whole bunch of such people in the society who cheat someone every day.

Some taxi drivers are not willing to travel to a place, give odd reasons for not taking a passenger. In the app-based taxi services, they say do you have cash or online payment option. They ask the
location of the destination even before the passenger gets into the
taxi. These two things they are not supposed to ask, once they
input the OTP number, the destination is shown automatically.
They don’t want the money to go into the account of the company
and wanted the passenger to pay upfront, this is related to their
agreement with the company and nothing to do with the passenger.
Not having change is an excuse to take more money from the
passengers when paid in cash. Many times people are annoyed
with hired services and also have a kind of fear before hiring them.
Suppression

Bargaining from a poor seller and paying tips to a person in an affluent restaurant. This is an expression of supremacy over the poor and submissiveness before the affluent people. It is a common scene where people bargain with a vegetable seller in a street, all the while pinching, snipping and pressing the vegetables, testing the quality of almost each and every piece. Meanwhile, they also try to gain the approval of other buyers by looking at them, while criticising the fellow being exorbitant.

Similarly, wholesale middle persons exploit the farmers by paying them the least or even less price than the cost of production. There is a chain of exploitation in which at the end only the poor and powerless people get exploited the most.

Whereas, the same person’s behaviour in a supermarket is different, very much disciplined. This is a game where the strong will show might over the weak, and there are various means to show this.

While working in parts of the districts. In a typical government office, the boss sits on a chair with a white colour turkey towel laid behind. Even to show where the boss is going to sit the towel is used. It is similar to reserving a seat by throwing a kerchief on a seat before getting into a crowded bus. Even if someone comes near, the next person says ‘unnaru’ in Telugu Language, it means someone is there. The ghost person occupies the seat in the name
of reservation.

During a meeting, the boss is served tea in a cup and a saucer. The people sitting close and in the first row are served tea in a cup. All other people in the room are served tea in a plastic cup. The hierarchy of position of a person in space defines the value of the person. When the superiors visit the office, they occupy the seat of their subordinate, as they cannot take any other seat, which will lessen their power.
Mr Brahma Chary is a simple person, always has the Kumkum tilak (a red coloured fine powder) plus Vibuthi (ashes) on his forehead and in front of the neck. With colour threads on the wrist appears spiritual. I liked having conversations with him about God. His profession is carpentry. He was around 50 years old. We gave him the work of making cupboards for the kitchen. My wife liked his work of fixing the doors earlier. So trusted him with this big work too. He came along with his friend on a very old scooter, It was like him, very slow and dependable.

He accepted the work of renovating the kitchen with cabinets, after the deal some advance was given. He came the very next day and sliced the plywood sheets. Then my trouble started, my situation was like a patient in a hospital, where the doctor started the operation and left the patient on the operation table without completing the work. Over the phone he said that he would come tomorrow, everyday same lie and he visited me after one month time period. There was a limit to his lies, when he met me, I said my anaesthesia power is also gone completely and your lies and not completing the job has caused lots of mental agony to me. He smiled and said, Sir, in our profession we cannot survive without lies. And he started telling the story of what he was doing all these days and the story was interesting to listen. He also added that the majority of the skilled workers tell lies such as
carpenters, plumbers, steel welders, masons and others. There are many reasons for lies and they are always under stress for various reasons. After that, he did little work took some more money in advance and disappeared and it took four months to complete the work. Otherwise, all the work would have been completed in two weeks time.

The unorganised sectors and the skilled workers need to be more professional and also the clients should reciprocate in the same manner by paying them in time and being committed to their word.
The principle to achieve results in a given situation is simple. Follow the principle of ‘Nail the Wall.’ To cause a result start hitting a nail in the wall. If it happens it is fine, you are successful. Sometimes the wall is hard or nail is weak, one is unable to hit it into the wall. The nail might bend or one might get hurt in the process and bleed or the wall is damaged. In this situation one should try to straighten the nail and try for once again to cause the result. If it is done fine or else one would change the place on the wall and hit the nail or change the nail to a different size and strength. If still one is not successful than use a different technology to achieve the result. Finally if nothing is working one should give up the decision of trying to hit the nail into the wall. Hitting a nail into the wall is an action for causing a result. In every situation one comes across this kind of a challenge and that is ‘Change.’ One should bring change for good by all means. Still if one is not able to cause any change in spite of all efforts, one’s decision on the actions should change. That is one of the reasons why some people try to change their jobs. Some of them having no motivation for any change, just enjoy the monetary and physical benefits and continue to remain as ‘waste’ in an organisation.
Interest

Most of the people are corrupt by thoughts, and some are corrupt by deeds. It is most difficult to catch a person with a corrupt mind.

Even a product exorbitantly priced, compared to the manufacturing costs is also a form of corruption. The same product when purchased in small quantities is less priced and when purchased in bulk is more costly. Recently I was comparing some items such as Tooth Paste and Tea leaves. The companies are cheating the people, especially who purchase large quantities, which usually happens in supermarkets.

Once, I estimated the cost of repairing defunct 18 number of biogas plants in one village. The cost was less than the cost of commissioning one new biogas plant. Submitted the quotation with a list of components to be replaced and the service charges to the NEDCAP officer and requested them to get them repaired. The skilled labour refused to repair, as it was less remunerative for them than constructing a new biogas plant. The NEDCAP officer offered me to sanction new biogas plants instead of repairing the existing plants, the offer I rejected. There is a reason why things don’t work in the chain of facilitation process – the people in a system want to meet their minimum ‘interest’ – that is a form of corruption. In the facilitation of things which come under subsidies and grants, the technologies are more costly because the percentage of corrupt money value is higher for high-value
products. Whereas, when people adopt things on demand and they are relatively cheap.
There was a person in one of our offices. This person was well educated and was well capable in the position held. Was using all the facilities, like international travels, overtime charges, leaves and other facilities, but was not performing up to the mark. Lethargic in writing the reports and submit them in time. Often instructs others to do the job. Always tries to escape from work and responsibilities. Everyone was annoyed by this person. Because this person’s curriculum vitae is saleable and was used in bidding the projects and getting them. But not able to extract work from the person. In every organisation, there are such people existing, who are less dependable for deliverable’s in a project.

In one of the offices, my boss once asked, I want to see what each person is doing on their computers. He was particular about a person and had doubts that he was doing online shares trading all the time in office. He used to sit in a corner, in the room in such a way that no one could see him when they approached. By the time the person is closer, he had enough time to close the screens and open a document which is related to his work. In such a case, instead of making a person lose integrity one should insist on the person outputs as per the timelines.

In many offices, many people listen to music while working. Their mind can go anywhere and come back. The quality of the work delivered is mostly compromised.
Mostly the top leaders in an organisation will have a greater responsibility to deliver the outputs.

I appreciate a driver in an organisation, where for this person the responsibility to take a person from point ‘A’ to point ‘B’ can never be compromised. But for a person doing another kind of jobs, where intangible qualitative work is involved the performance could be compromised.
The stent is inserted in the vessels near the heart for a free flow of blood. The patients with the requirement of stent/s are increasing every year. In an experiment done on the patients, 50 per cent were inserted with the stents and the other 50 per cent were not inserted. All the patients were told that they were implanted. Under the placebo effect, the patients without stents were also normal after a few days. This shows that most of the time the doctors were lying with the patients and doing stunts with stents and risking the life of patients.

The cesarean operations have become very common as against the natural delivery of babies. Again removal of uterus from the women aged between 35 to 45 years is a big scam.

Instead of prescribing preventive medicine, pro-biotics, micro-nutrients, minerals and basic vitamins and recommending basic minimum physical exercises and stress-free life; the doctors are happy to treat a patient, which is more remunerative.

When I came to know that my sugar level was high, my first diabetic doctor threatened me that I could lose kidneys, eyes and suffer a lot In life. He created fear for life, but for my father, he said that don’t worry and he gave me lots of confidence. I am conscious of my friend ‘Sugar’ in my blood, deal it with respect and give space and live together happily. If I pamper too much or give less value, it will cause unhappiness in my life and I am
conscious of its attitude and behaviour. The sugar levels taught me how to be balanced in life. Life is beautiful never consider any situation good or bad live with it - as a friend - don’t ever consider it as an enemy. An enemy within hurts and brings unhappiness.
Once I was sitting in a Government department. The then chief was a very strict officer. But he was very soft at heart, sometimes being in a demanding position, the same people have a second face. I was leading a project and he was the in-charge. One day I went to him with the files. He was surrounded by many other engineers. There came an engineer and gave him two big Tirupathi Laddus – a sweet ball, it is called Prasadam. Hindus will not reject a Prasadam when offered as it is from a sacred place. He asked an attender to distribute it among the ten other engineers in the room. Everyone was happy to take the Prasadam with great reverence, they were munching it from their hands. In between, the Chief made a comment – ‘these days almost I am getting Tirupathi Prasadam from someone every day.’ I was sitting across his table and was immersed in the file to be approved by him. Without lifting my head I said that this is because ‘by praying there and requesting you here their wishes will be fulfilled.’ It means by praying the lord at the temple and requesting you for a transfer or promotion or another thing, which they want will be accomplished. Everyone in the hall was surprised by listening to the simple fact and they laughed at once. There is a lot to understand in this conversation. He looked at me and gave a smile.

There was a Principal Secretary to the Government, I knew him and met him on several occasions. There were many commission-
ers working under him. Whenever I visited, his office during the meetings, all his subordinate staff and officers gave great respect to him. Standing at the entrance to welcome him, escorting to the meeting hall, sitting only when he sits, no questions were asked, mostly the talk was one-sided and rarely he gives scope to listen to the subordinate officers, the discipline and posture of every officer was very submissive - the person bends maximum and never stands straight before him, laughs even for a simple joke which is not worthy of laughing, do clap for even a slightly better statement, offer tea before anyone is given, his attender makes more fuss about the boss with animated gestures making him even less approachable and fearsome - there is no human being in him only the hype and position.

One day he retired. After three days he was invited for a meeting in an institute as one of the speakers. All his earlier subordinates also attended. I could see the drastic difference now. He was given minimum ‘respect’ and almost the majority of the above submissive gestures were not seen. He wanted to leave a bit early from the meeting on that day. I along with another colleague who knew him was standing in the corridor. He came out alone and was walking towards his car. None of his officers escorted him. Otherwise at least three to four officers would have escorted him, and called the vehicle ahead, close to the venue. He walked himself to the vehicle parked at a distance, no one is there to open the door and see him off. Limelight and hype through positions are temporary, especially as experienced by many government staff, one should discount all these gestures.

A real person in a government department is the one with the highest integrity and humbleness. For them, there is no position as ‘Punishment Position’ or ‘Honorable Position’ or ‘Money making position.’ They would never encourage fake respect and
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sycophancy. They try to be a human being all the time, so there is nothing lost even when they are walking alone in their life even after their retirement. The suffering of the ‘ego’ for the people who’s ego is high, is the cause of stress, stress takes away happiness in one’s life.

Usually, officers get promoted very fast and get transferred to different positions. But the attender in a department stays longer as the promotions are few and transfer is rare. In one of the departments with the engineers, once I saw an attender rushing towards the toilet along with a contractor. Someone explained to me they are the source of information regarding the officer’s movements and the mood of the officer. Many people consult these attender’s before approaching for getting their work done. So there is a relationship and respect between the contractor and the attender in an office. The attender’s show the least ego outside, it is their profession to be too humble, inside they may have the highest ego too. Therefore, they wear a typical white dress (appear no less than a local politician), wear sometimes gold jewellery and may have some religious symbols. They get to eat, almonds and cashew nuts and other things which sometimes they often serve their boss. A boss rarely confronts with an attender they know that the attender could do harm to them if they think, by not giving some information.

For all the field office positions, a common answer to the visitors by the attender or personal assistant is that ‘Sir has gone to the field, don’t know when he will come.’ Probably the officer is having his own private time at that moment or having booze in his quarter alone with his friends as his family is staying in a bigger town and children are getting educated in some of the top schools. During the office hours, the officer drinks as per the limits to be conscious, as he needs to attend the phone calls on his mobile
Once one of the secretaries of a senior officer should put up a file for our travel to attend a conference abroad. He was not putting up the file and the officer should not do the secretary work, as there is a clear job description. We were stuck, I went several times and met the secretary, with the government servant humbleness made request for the file. He was adamant for no reason. Sometimes in the state secretariat files move only when the interest of that person is taken care. In this regard, I was very fed up and wanted to know what are his intentions. One of my friends told me the code language to discuss such matters in the secretariat, one of the code is – invite the person for a cup of tea outside. I went in the morning and the status was the same, so this time I invited for a cup of tea behind the building. The tea and snacks selling points in the state secretariat are very famous always with many kinds of people and appears that the majority of the people are here due to the use of the code language and probably more work and deals are also done here. I was waiting there for two hours, I called him several times over the phone, he said he is coming. I was a new person and he was doubtful that I might have complained to the anti-corruption bureau and was waiting there to be caught by them. Good, he got to his senses and the very next day the file was ready for submission.

Even an officer cannot insist the respective subordinates do their duty, because the majority of the officers are also in the chain of a corrupt system, based on the position the corruption levels are different and everyone knows that. They sometimes say, ‘Do you think the Minister is not eating money?’

There are nice religious places in the secretariat compound, where some people pray before they approach the respective chain of officers for getting their work done with the least suffering and
delays.

Some of the staff of governments, large corporations and public sectors have the highest ego. They are not in a hurry for the development of something without their personal interest. Their behaviour with visitors to various services is the worst. Expect too much respect and humbleness from the clients. Confuse and make people stay longer. Never value the time of others. Come late to the office and leave early. Discuss their family things during the office timings. Show favour to the people who are related them or for some personal benefit.

Once in one of the most corrupt offices before several officers, I was explaining that a particular donor does not like Corruption in any form in the project. Suddenly all of the officers became alert as though the deer get alerted with the sense of a tiger approaching them. The term ‘corrupt’ they don’t want to hear, but actually, it is like the lifeline for the functioning of the system every day. Otherwise there would have been least development, otherwise what interest people with accountability will have?
Professional

About 30 years back there were Telephones with landlines, connectivity was provided only by the Government of India. There was a huge demand for getting a phone connection. Only a few connections were given and there was a long waiting list. Some politicians were using their discretionary powers to favour ‘their’ people for the connections.

Many people used the recommendations and bribery for getting a connection. Upon request, one of my friends wanted to transfer his phone on to my name. We applied, but there was no response from the department. Subsequently, I visited the office several times and there was no response. My friend knew the reason, one day he took me along with him, met the responsible junior engineer told about the transfer. My friend kept some money in a white paper cover and gave it to him underneath the table. When both the hands touched while transferring the cover, a great transfer of energy happened and there I saw a glow and smile on the face of the engineer. He was so happy that he might not be looking so happy while getting his monthly salary, which is far higher. It was very funny for me watching all this for the first time in life, but that was the reality. Some people think salary is their privilege for just attending the office, for working they need corrupt money. They say corruption is a form of lubricant which drives the system smoothly or some people call it ‘Ease of doing
business,’ to look professional.

The corrupt people are less guilty of their attitude. Their main prayer every day is not to be caught by doing all that. I see some of the corrupt officers wear shabby clothes, mostly remain with unshaved face, they wanted to look very poor. What is life if one cannot be oneself?

In a jewellery shop, the owner can easily guess whether the person is corrupt or not. Because corrupt people bargain less and never use cheques, credit or debit cards for purchasing things.

Once a lawyer received his fees from a corrupt person in very loose, small denomination and old notes. I was sitting there. I could even smell the sweat of people from those notes. They must be the earnings from the poor people, exploited by a rich person, sharing with a lawyer to protect oneself from a committed bigger crime.

The corrupt people spend most of the money in the high-end restaurants, eat mostly the non-vegetarian food, some people would booze a lot – they fall sick most often and die early.
Influence

There is a butterfly with the wings, with the pattern of colours in the pattern of owls eyes. By creating false fear in its predators, it survives.

I always see the stickers prominently displayed on the vehicles - Police, Journalist, Army, Advocate or Government Vehicle, On Government Duty, MLA Sticker, MP sticker and various other departments. This kind of display is not for law-abiding citizens, but to twist the law in their favour - by telling the police (traffic or civil) to not to stop them and give them a priority.

Similarly, the VIP numbered vehicles say 999 or 555 indicate that the vehicle is owned by an influential or rich person. Even a scratch on those vehicles for any reason, including due to their own fault, also will put the other person in trouble and hardships.

The rich and influential people usually die mostly while driving their vehicles at a very high speed. Majority of them believe that they can get out of trouble even if they cause the death of someone by moving at such a high speed. But unfortunately, they should have been aware that their life, which is also equally at risk by driving so fast.
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Selection

Is there a method to identify the right candidates who could work towards achieving the organisation goals. Certainly yes, there are different ways and means.

I have devised some methods to select the candidates. Once three candidates came for the interview to work with me on facilitating stoves. I took them to the GEO Research Center, it was about 10 a.m. in the morning. To test the attitude. I asked who knows cooking. One candidate said that he can cook. So, I gave the task of cooking food to him. The way he prepared food and with all humbleness served the food. I liked him. In the end, he asked me that I did not interview him. I said he has passed my interview. The dedication and commitment of a person could also be seen in small acts. I selected him for the job.

In another instance, I had to choose candidates for field coordination. Asked the candidates, to sit on the ground in different positions comfortably. The first question was, how they would invite and convince a farmer to come and attend a meeting. For which, asked them to do role play, considering one of the candidates as a reluctant farmer. Made the observations and shortlisted the candidates. Told them about the hardships in the field. Before making their decision to join, asked them to consult their parents. To my satisfaction, the selected two candidates have played an important role in doing capacity building for about
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50,000 people in 15 months’ time period.

Once there appeared eight candidates for an interview. The job was in the field area, which requires lots of travel with the minimum facilities. Only one girl was there among the eight candidates. Because of the late hours of travel and the other difficulties in the field, it was more suitable for a male candidate. Meanwhile, halfway through the interview during the lunch break, four candidates disappeared considering the challenges of the job. Ms Nagamani said that she is ready to do the job in all types of hardships. I selected her. She proved her worthiness and was the right candidate. Sometimes by telling the challenges, one could assess the interest of the candidates, who could meet the job requirements and perform well. Many people want to be in a comfort zone, they think job means earning money easily for less work.

Recommendation from someone supporting the candidature for a job is not bad if the right person is recommended. I have taken one person based on recommendation, he was okay in his job. Whenever he took leave for three days to visit his native village, never returned to the job after the leave period. He also kept his phone switched off or did not respond to the phone calls even when it is ringing. Nor informed that he required more days of leave. In my organisation, I never deducted the salaries of the people even if they are absent beyond the leave period. This is because I trusted the person as responsible and would work as per the need. It is like a farmer works harder in his farm as per the season and need in the field. This is because the farmer owns the field, similarly, every person should own the organisation. All works are not routine and the work cannot be spread evenly.
It is easy to identify some of the most corrupt government officials. They are motivated to perform their duties well beyond the office hours for the extra money. One could easily see the lights shining till late night hours, in such corrupt departments. The comparative electricity bills incurred by that department could be an indicator of the level of corruption.

Once someone in India with his experience, said that he does not believe an accountant in a company, who is very punctual to the office, wears mostly white colour cloths, never takes a leave, never gives responsibilities to another person in absence, works beyond office hours and also some of them are too religious or spiritual and wear the representative symbols.

The most corrupt politicians even try to create their charisma through their dress and ‘looking good’ factors. In spite of disguise, a politician’s looks are cunning; their jokes are mostly at the cost of insulting someone.

To do any work they think twice. What is my gain? If this personal gain factor is less, then the whole world would have been different.

Some government employees justify themselves and say we are being paid less so we are corrupt.

Once I saw an engineer, he was scolded by a class-one contractor in a meeting, later came to know that the respective department
minister also had his share of bribe. So the contractor is more courageous to curse an officer on duty. The contractors give money only when this corrupt engineer favours in the works with – false designs, exorbitant quotation and compromises on the quality of the work done. So that the contractor saves extra money and only then he could pay the bribe happily.

The percentage is the convenient term with which the business runs. Every person in the system learns only a few things in mathematics – plus, minus, multiplication, division and percentage. A politician demands lump sum percentage.

Some of the media journalists also close their senses and does not show or write about certain things, if they get their share. Media people are very low paid in their jobs, and still, they never fight for their rights. Sometimes the respective governments promise them with free plots in posh areas and also houses. This is to make them soft and tame to be obedient.

The nexus between the engineers, politicians, contractors and other corrupt stakeholders is the smoothest. They are very rarely exposed and caught.
Suffering

Agriculture is done using pesticides and chemical fertilisers. The plants are tortured to yield. There is a suffering of the plants right from the stage of their germination to death. With so much suffering the final products are with the memory of pain.

The poultry birds lay eggs, there is so much suffering of the birds in the cages at the poultry farms. Many domestic animals are given drugs, antibiotics and growth hormones for getting more yield from them. The animals are not given space to walk and move, because every calorie given to an animal should not be wasted.

The meat from many domestic animals is an output that each animal has undergone suffering in its life span. This is the most unethical way of creating food and eating.

Even among the primitive hunters there are many rules – they never kill a pregnant animal, don’t hunt when an animal is drinking water or resting, don’t kill very young animals, don’t kill for recreation, never hoard animals for killing them later, and kill only when needed. They have lots of respect even for the animal that is killed, as it is a source for their existence.

People are drinking polluted water and breathing polluted air. See so many bad things and hear too much noise every day. With this kind of polluted environment inside and outside a person, no one could be happy and healthy. Ultimately the human soul is also suffering by all means.
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I know a person he donated huge funds for the construction of a temple in a village. He did this exclusively when people were against many of his bad deeds. So that people don’t revolt against him and also don’t question his deeds. The intentions of some people may not be explicit, but they are understood by all and unsaid.

Some countries donate grants and loans to specific countries, one of the underlying things is that they want the solidarity of that particular country in case of conflict of their own interest. The other interests could be such as that this particular country has many natural resources which could be exploited through contracts and agreements at a later period. Or have access to the cheap labour from that country for its own economic progress. One day the donor country might declare an unjust war on some other country and wants the solidarity of allies.

One person procured many historic antiques and artefacts from international auctions, belonging to his country bought from the illegal money that he earned. It does not mean that he could be exempted from the biggest financial crime committed and absconding.

A person who is going to have a drinks party with friends till late in the night will behave very good with the life partner. Before committing something bad, people try to show the world how
good they are. It is the price that they are paying to mask their sins and get the support of the people for their unjust things.

A politician with least integrity tries to win the elections not by his character and deeds but by offering the voters money, wine, food, freebies, and showing alliance with caste, colour, religious sects, fake promises and policies.
Motivation

There are some people who believe that they must work for the results and do justice for the honorarium that they are receiving. Such kind of people doesn’t require supervision and monitoring. They rarely take leave and strive for the results. They risk their lives while performing their duties. In this world, they are becoming a rare species.

To fight bad and pervade goodness, the good people must work harder than the bad people. The good people living with all the comforts are not motivated as much as the bad people. So the world is turning bad, with very less committed good people emerging. The commitment of a bad person, say a terrorist is not seen among the majority of the so-called good people. A terrorist is inspired and motivated to do bad things even at the cost of losing own life. Learns the art of performing a task, say making an explosive device and triggering it at the right moment. The intensity of the work is there when the task is at hand and does not take leaves nor says anything about holidays. Is alert all the time and on the job. Whereas for good people, there is not much urgency in doing anything. The intensity of work by good people should increase to eliminate bad from the world.
Dishonest

Some people wanted to do all the personal things during office hours. Consider it as their birthright such as: studying the share market and investing in the shares; writing poetry and books; making phone calls to friends; social networking on the websites; bank transactions; online purchases; watching sports; Eating breakfast in the office; going to toilet for considerable time; watching serials, news or movies; doing exercises and going for long walks; and doing gossip and talking bad about boss and other colleague’s day long; etc.

There is another category of people, by not doing anything, including none of the above, they feel very happy at the end of the day.

Some people misrepresent or create hype in their curriculum vitae (CV). Someone said that he was refining his CV. He sent me a copy of his CV to suggest improvements. He has written his designation, and below which written all the projects the company is doing or completed. It appeared that he is involved in every project and doing everything. It is deceiving people with a false CV and this is not refining a CV.

Some of the organisations also deceive, by modifying the CVs of the staff or specialists during bidding. Probably the job seekers have learnt from such companies how their CVs are inflated by their company, and become clever and are doing the same to apply
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for the next job.

There are some people, who donate their CV to a friend who is having similar qualifications but not having much experience. The friend changes the basic details, such as name, age, address, they submit the CV with the friend’s experiences. Sometimes they also get the job with such ‘creative’ experiences. Both friends are happy. People who try to cheat others by false claims of experience don’t keep their CV in the public domain nor share their CV with anyone else. Because they know that they could be caught.

Sometimes jobs are given due to recommendation or favour. In the sanctioning of a project, one person has done favour, so it became an obligation for the company to hire a person recommended by them. This person comes to the office, was given a nice place to sit. Regularly takes breakfast, lunch, tea, and snacks on time. He was given a computer, so he is happy using it for social media relationships. Leaves early to attend spoken English classes. He smiles a lot and is a happy person. He knows there is not much work for him to do. Still, his confidence is high because the boss is known to him and was recommended.
DISHONEST
Remuneration

How much income does a person deserve from a job? This is a highly variable question. People sometimes demand more because the organisation is able to pay. Sometimes the honorarium taken has nothing to do with the performance in a day or in a month. Often, people demand an amount of money because they need that much money, which may not be proportionate to the work or effort. If a number of people are available for a particular job, people are paid less. In the hierarchy, people doing physical work earn less, as compared to the people using the software using brain and soft-skills.

For the work done in a day, people taking honorarium on a daily basis are more sensitive to the payment, than those taking the payment at the month end or lump sum.

Government staff gets dearness allowance from time to time when the prices of commodities increase. The dearness allowance will not have retreated if the prices plummeted. In my lectures to sensitise the officials on the plight of the farmers, I used to say that ‘the employees should be paid based on the percentage of the average rainfall received in a particular month.’ Only then the officials would understand and be sensitive to the uncertain life of farmers. Then everyone would pray for good rains and would take initiatives such as planting trees and reduce carbon emissions. To this proposition no one was ready. An agriculture officer gets more
salary in a drought year when there is a drought and farmers are suffering. Probably such officers would pray for more droughts so that their salaries increase every year. In the world, there is uncertainty for some and certainty for the others. The people in the organised sector say, ‘it was the precise reason, to avoid such uncertainties in life, that they have studied hard and chosen a job which is secure and with an assured income.’

I was working in a Government agency on a project. Seen that 20 percent of the people were working very hard, to accomplish the 80 percent of the work. And 80 percent of people were accomplishing 20 percent of work. That is the 80:20 principle.
Values

Each person should create value for oneself in a day by being resourceful. A valueless person is an iota of the total mass of earth. The person who could create value for oneself is valuable to society too.

In an organisation, each person is an important asset. There is no job called less worth or more worth unless there is self-interest.

The earnings of a person always seem to be less as the needs grow. I met the carpenter known to me after a long time, I asked about his two sons education. He said that he made them discontinue their education and presently working with him in his shop. Now the earnings seem to be okay as he got cheap labour and he is happy. But once the children get married and when they start living separately their earning is not sufficient to lead a decent life. In poor families sometimes children are considered as an asset and a source of income for the families. That could be one of the reasons for having on average more children per family among the poor.

A person dissatisfied with the earning, should not disgruntle and show less performance in the work agreed to do. Only a fool would sit on the branch of the tree and cut it and falls down. Along with the organisation, the employee’s job will also be at risk. After all, an organisation and its values are because of the people associated with it. Making a day useful in one’s life is also valuable to the
organisation.

I remember a small story of creating value to one’s job. It is said that there were two people in a temple, one was the priest and the other attender. The priest everyday recites the prayers to God, so always felt elevated and believed his job is superior. The devotees also were giving lots of respect, as he is the communicator between the devotees and the God. The attender in the temple, cleaned the temple premises every day twice, including the items used in the prayer. Both of them spent their lifetime in their respective services. The attender died first and within a few days difference, the priest also died. The priest was surprised to see that the attender had gone to heaven and was given a more prominent position and role by God. The priest also went to heaven but was offered a smaller position. The priest asked God, although he prayed him every day, how come he deserves a smaller position as compared to the attendee who was only cleaning the things. The God clarified, by saying that while cleaning the attender was dedicated and concentrated. Looked into every detail and cleaned everything very well. It shows his devotion and commitment. The cleanliness of the place and the items used in the prayer were always clean. Cleanliness is Godliness. But when the priest recited the prayers, sometimes his mind was wandering around and mixed with other thoughts too. The priest was not so much focused and dedicated as much as the attender. Therefore, God is more pleased with the attender of the temple rather the priest.

Why a few persons are considered more valuable and gain respect? A spoon is ideal on a table upright, it has value only when it is used by a person. The person using it may be an opportunist, but the spoon is creating value by being useful. The values depend on the perspective of others. While judging the value of a spoon, it is the reciprocative value that it has created with the user is its
true value. If it is not valuable either way, its existence itself is a question.

It is like there are wolves so there are trees in the forest. The deer are existing in a forest because there are tigers.

There is a difference of being used – the user thinks that he or she is gaining more by using something without losing much in the form of energy or resources. Whereas a person who by oneself wants to be useful to someone can never be used.

For the people who worked with me, I was giving each one a dairy on the first day of their job, with a request to write the results and achievements that they have caused at the end of each day. Discouraged them writing just the process at length. For me process was less important as compared to achieving the results. Otherwise, people tend to show the process as the results achieved.

Everyone is valuable. One can create values only through good works, which causes results. Every day is worth and valuable. One should become valuable in one’s life. That is the reason, I wanted them to introspect and write down the dairy as self-evaluation. Rarely, I see their dairies to check their integrity in the job. The diary is a record of their own integrity in the job to contemplate on what is doing every day.
One of my team members said that he wanted to leave the job and would like to try for a position in the government. Considering his priority, I said that, this is your organisation, go and attend the interview. If you get the job, I said well and good. If not selected, consider this as your own organisation, come back and join. He left and tried for the new job, but could not qualify. After returning his attitude has changed. He was not focussed on the work. He thought that he was indispensable and I cannot do anything without him. It was like when a guest says bye, but not leaving, the host feels embarrassed and still standing at the door to send off. I was in that situation. After a few months, another team member was leaving the organisation for higher education. The same person without any reason also wanted to leave at the same time. For making me vulnerable and feel insecure, and expecting me to plead with him to stay. This time I said, yes please you can go and asked him when he is leaving. And I did not offer him a chance to come back if he failed to find a better job of his choice. I felt the freedom by letting him go. He did not get any job and was just loitering around after that for several months. Within a few days, I could find a more committed team to work. When one is seeking freedom, give complete freedom and have freedom. Never tag with something to return back. An earmarked thing can never gain complete freedom in life.
Cheat

Cheat days are when a person follows a strict diet say six days in a week and one day eats anything as per the desire of the heart. Cheat Meals is eating healthy food in a day and also once not eating things prescribed in the diet.

Therefore cheat days and cheat meals are a type of discipline and indiscipline regime. It also means indiscipline gives more happiness to some person although they know that it is not good to follow such a diet schedule.

Some children after completing all the exams, to relieve the stress shout aloud as an expression of joy. At the convocation after getting the degree certificate all the students jump in joy and throw the certificates in the air. The degree is the most valuable certificate in one’s life, how could one throw either a certificate or books in the air and be happy. Probably reading books and getting a degree or promoting to the next level in education was one of the most painful things in their life.

I was teaching the Post Graduate students in a college, gave the students all kinds of options for writing the exams. I said they could refer books, browse internet or search files on their laptop or even call a friend to answer. The students were happy with these options. In real life as a professional, a person uses all the above options to solve a problem or a challenge in their work. Giving equal opportunity to all the students is not cheating. If only one
or two students use such an option that amounts to cheating in the exams.

In real life, a person who shares knowledge is a good person. That is how there is a continuity of human progression. Say the birds might have inspired someone to design the flying machines. The design of a leaf might have inspired another person to design a number of buildings.

In the education system too, we have this problem. The question papers prepared every year for a class are different. Sometimes easy and sometimes hard questions are asked. In one year if the majority of students failed in a subject because of the hard question paper, what is the fault of the students and why they should suffer. The standard of education in each country is not the same. Perhaps a failed student in one country is an intellectual in another country.

What a student learnt by the end of the year is real learning. Based on what a student does not know, a student should be sent to the next class, for learning only the things which are useful in a person’s life. We don’t buy what we don’t eat.
Force

One day, I got a call from my father saying someone is flattening our piece of land using a bulldozer. It was raining heavily since the day before night. This place was in the outskirts of the city. I thought a good public leader was involved in clearing the waterlogged areas for the convenience of local people in the area. So they brought a bulldozer to do the job. As an emergency measure, they have the right to do, to prevent the submergence of houses and roads. On the way, I also saw water flowing everywhere. Along with my parents, I went there. Very close to our land saw an intermittent stream overflowing across the road and also flooded several houses in the neighbourhood. My guess was very strong and told my father that some good samaritan is helping people and clearing the water from our land. He told me immediately ‘don’t guess.’ It was raining heavily at that time. There were four people waiting underneath a building under construction. I got back to my senses as I closely saw what they were doing. I asked them who are you to trespass this land, this land we purchased about 32 years back, I said. They asked us to come to their office to discuss. This is a brokers office, who deal with empty plots for a commission. One person with a clean white shirt - a symbol of deceiving people like a clean politician, was the husband of a lady Sarpanch - a publicly elected representative of the village. He is also involved in the business of buying and selling lands.
They kept a file with all the layouts of the area. They are showing us a survey number which they want to claim as their own. Our survey number was different, but they were insisting that the place they were levelling is in their survey number. They are asking us to approach the government revenue department to get our land identified. At that time the government was on a mission to survey all the lands in the state and all the surveyors were busy for the next three to six months period. Probably they are in a hurry to use this opportunity for encroaching into the empty lands, as no support comes from the government at this stage. The heavy rains were another opportunity as the people watching their illegal activity would be few.

After a few days, we could bring the government surveyor and in their presence got verified that the particular land belongs to us. Still, after a few days, they tried to level the land again. Finally, we approached the police station for filing the First Information Report. Then they could not justify before the police and did not try to occupy our land again.

When the public representatives themselves stoop down to encroach the peoples land on a day of the flood disaster when they are supposed to rescue the people. Who will save the Governments when the people with the least integrity represent the people. Where is the justice and right to live on this land with peace and security?
FORCE
Some people are very honest and strict on small issues and on issues with small stakes. But if the gains are high they would become corrupt shamelessly. True, many are honest and impeccable because the opportunities and temptations are not great enough to make them yield. I also saw how some persons with great virtues surrender to mean monetary gains.

I saw an officer making a strong sound with his figures on the leather-dairy, which was given as a gift on the occasion of New Year, by one of the vendors to the organisation. The officer returned the gift by telling don’t give, take it. Probably this gift was very cheap to his stature. There is a ‘value of interest,’ that means people are interested to be corrupt only if the value is tempting and high.

There is a tradition of giving gifts especially on the occasion like Deepawali Festival or Festival of lights, celebrated especially by the business community in parts of India. A day before the festival, once I was in an important Government Office and saw that there was a line of people with very big sweet boxes. One of my friends was telling, do you think these officers, most of them being diabetic, eat the sweets offered to them. Along with the package of sweet packets, another sweet gift is offered that is the money. It is like an elephant has two kinds of teeth, the teeth shown or displayed are the tusks – they are the sweet boxes, whereas the
teeth used for chewing are inside the mouth and not exposed, and these teeth are used to chew the ‘money’ given as a gift – bribe.

In the year 1995, I happened to discuss with Mr V. R. Reddy, a good man. He was not so much popular because of his humbleness. He was the founder of Deccan Development Society, one day we were discussing the topic of corruption and how bad it is. He said okay ‘you are less corrupt.’ I started thinking for the next two days, how come he could say that I am also corrupt. Before that, I was thinking all the time that I am one of the honest people.

Being in a polluted environment as one also gets impacted by pollution. Similarly being in a corrupt world one might also get corrupted unknowingly. Therefore I realised the fact that there are degrees of corruption. If everyone has to go to jail for every small act of corruption or wrong, the jails are not enough.

Most of the people in jails live in integrity during their punishment period, as they are isolated from the polluted environment.

Persons who are the Judges in the courts are not a hundred percent honest. Like a police person catching a thief, themselves need not be honest and clean to do the job of catching a thief.

Some countries fund some organisations, to destabilise a government in another country for strategic reasons, later the organisation becomes a terrorist organisation and grows into a monster. Finally targets the same country which it funded.

The world is only looking at the extremes and trying to prevent by punishing a few as an example. The guiltiness of a person is coming down as they are thinking that many are also doing similar things. In a highly corrupt state, corruption becomes a norm and no one feels guilty as they see that corruption is everywhere and at all levels.

The means of unethical acts are never taught as part of school education, but how come children growing into adults over a
period in their life learn so many unethical things and lose their integrity.

Regarding getting corrupt, say if someone has offered a cup of tea, one would have it, but would never ask if this tea was prepared with the honest income. By drinking such a tea, would someone also share the sin of a corrupt person?!

This is also pertinent to the religions with customs and traditions of making offerings to the Gods by people. If a corrupt person has made an offering in the form of money or other things, does ‘God’ also would be corrupted. By offering such money how could one seek favours? God would punish them if this aspect is realised, then there won’t be anyone praying God. Over a period integrity gets restored and there would not be so many people following any kind of religion. Fear of something is the driving factor for religious faith and very few follow out of reverence. In the world of very less integrity growing among masses the density of religious places increases every day.

There is also life possible without shortcuts and life without corruption. All that is needed is integrity.
Live with integrity

There is no limit to the level of integrity. The highest standards of integrity cannot be judged in a person’s life. A person might lose integrity knowingly or unknowingly in their lifetime. Earth-leaders are expected to have a high level of integrity and bring change for harmonious earth.

The problem around is the reason for the earth leader to strive for a better world. And does not get affected and deterred by the greedy and selfish people around. The qualities of an earth leader are:

- Is having consciousness of being with the earth.
- The conscious of the purpose of living on earth is the spirit, which drives to gain knowledge and act.
- The leadership is for the well being and harmony on the earth, but might act and contribute on parts of the earth
- Is committed and accountable for the respective roles in accomplishing the tasks.
- Is truthful to oneself first, whether someone is noticing or not
- Is courageous and ready to take the risk if needed
- Is consciousness of oneness and does not discriminate
- Through awareness, information, sensitivity, learning and knowledge understands the world
- Loves and appreciates everything
- Stands by the word
LIVE WITH INTEGRITY

- Makes decisions and does not procrastinate
- Respects all types of values
- Strives for change by all means.
About Council for Green Revolution

This book is published by Council for Green Revolution (CGR). CGR is a Non-profit Environmental Organization, based at Hyderabad, India. It was founded on The Earth Day (April 22, 2010), to work on pressing environmental issues. The rapid loss of greenery and degradation of ecosystems in the semi-arid South India region, gave the impetus for a massive green movement. This has been the basis for the genesis of CGR, to strive as a committed green think tank and a catalyst for change. CGR works towards the conservation of nature and the promotion of sustainable development goals. The organizations areas of work include - biodiversity, natural resources, desertification, pollution, climate change and environmental security. Through its initiatives CGR is committed for the emergence of earth leadership for a sustainable and harmonious earth. Author has been associated with the Council for Green Revolution as an advisory member since its beginning. He is also one of the founders of Greens Alliance for Conservation of Eastern Ghats (GrACE) and the Earth Center for earth leadership, the offshoots of CGR.
The geometric or mandala pictures used in this book as the symbolic representation for integrity. I would like to thank the respective creators and website sources, for making these pictures freely available online. The sources of these pictures are from the following websites:

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About the Author

Dr Sai Bhaskar Reddy Nakka is a multifaceted person with varied interests. He has conceived the concepts of Geo Spirit, Earth Leadership and Earth Centers. Also, regularly conducts the Geo Spirit meets for earth leadership in the pristine environments. This book aspires one to be the earth leader with integrity. The live examples help one to dissect and distinguish the integrity aspects. He has more than 100 innovations and designs to his credit, declared them as open knowledge. Has written 19 books on various aspects. Travelled extensively in parts of India and fifteen other countries. He has contributed in the areas of climate change, disasters, environment, energy, agriculture and water.

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