

# Development of Integrity and Intolerance to Corruption in the System of Preparation for Military Service

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## Abstract

The urgency of the issue of the development of integrity and intolerance to corruption in the system of preparation for military service is becoming increasingly publicised, since the number of such negative social phenomena, manifested in the form of abuse of power or official position to obtain illegal material benefits, is constantly growing, which as a result provokes an imbalance in the main paramilitary structures of Ukraine, in particular the Armed Forces of Ukraine. The purpose of this study is to analyse the current systems of educating socially positive qualities that are necessary to prevent the spread of corruption, to highlight their disadvantages and solutions that will help to overcome them. This research aimed at studying the sphere of military security and integrity of officers who are the personnel of military bodies was conducted using such methods as logical analysis, comparative analysis, the formal-legal, synthesis, deduction, analysis of scientific literature. The result of this study is to identify and highlight the theoretical and practical foundations of the mechanism of educating socially important qualities and intolerance to corruption in the military during preparation for military service, their effectiveness in affirming in the minds of each officer the main principles and foundations for countering abuse of power and obtaining benefits of various kinds. The research is aimed at developing and educating intolerance to corruption and other socially dangerous phenomena in preparing for military service, since in the future this may lead to a decrease in the authority of a particular structure and in the level of trust in it from the population, the introduction of methods that will improve and make such preventive systems more effective.

**Keywords:** civil security, defence institution, democratic values, military administration, professional ethics, military service, corruption

## 1. Introduction

Today, one of the issues on the agenda in Ukraine is the development of military structures and staffing them with highly qualified employees (this applies not only to professional skills but also socially useful qualities, such as virtue, responsibility). Such organisations play an integral role in ensuring the safety of the population. For a long time, the activities of paramilitary bodies were not under strict control, so such a dangerous phenomenon as corruption began to arise in society (Cardona, 2020). To investigate and then combat it, it is necessary to analyse the origin of this phenomenon, since corruption appears not solely in the social relations that arise between a citizen and the authorities, but also due to the disadvantages and lack of a qualitative mechanism of education. It is advisable to reform this mechanism at the initial stage, that is, during preparation for military service, since this will increase

intolerance to abuse of power and its use to achieve subjective benefits in the minds of young officers (Degtyarev, 2020; Huang et al., 2021).

During the research, the Building Integrity Programme (2007), created by the Euro-Atlantic Partnership Council within the framework of the Partnership Action Plan for the Construction of defence Institutions, which helps partners to develop effective and efficient defence institutions under civil and democratic control, is reviewed and analysed. The following regulatory documents were also used, which allowed analysing the policy of Ukraine regarding the process and methods of educating the military during preparation for military service: Law of Ukraine No. 2232-XII “On general military duty and military service” (1992), Code of good conduct and professional ethics of military officials, civil servants and other persons authorised to perform state functions in the Ministry of defence of Ukraine and the Armed Forces of Ukraine (2017). The leadership and the government of Ukraine have identified the fight against corruption as one of the main priorities of the state. Now the updated anti-corruption legislation has strengthened the system of preventing corruption and contributes to the protection of persons who expose corruption phenomena.

The use of fast and high-quality management solutions to eliminate corruption during the defence of Ukraine from armed aggression is one of the main priorities identified by the Minister of Defence of Ukraine (Roman, 2019). The principles on which the anti-corruption activities of the Ministry of Defence of Ukraine and the Armed Forces of Ukraine (AFU) are based: the rule of law; the legislation of Ukraine and the provisions of international law on preventing and combating corruption (United Nations Convention against Corruption (2003)), Group of States against Corruption (GRECO) (1999)); the programmes of the North Atlantic Treaty Organisation (NATO) and Geneva Centre for Security Sector Governance (2021), Centre for Integrity in the Defence Sector (2021); the level of society's trust to the Armed Forces; deprivation of functions and powers that cause corruption risks and do not satisfy the qualitative use of state assets in the defence sector; negative attitude of personnel to corruption. However, the question remains open regarding the creation of a clear algorithm for the development of socially important positive qualities in the military during preparation for military service, since this area is not fully explored and is also intertwined with educational processes and teaching activities, so it is a priority in this study (Priymak, 2021).

The purpose of the article is to analyse the current systems of educating socially positive qualities that are necessary to prevent the spread of corruption, to highlight their disadvantages and solutions that will help to overcome them.

Thus, the following tasks can be set:

- to consider and evaluate the effectiveness of the mechanism for the development of positive qualities in relation to society and a negative attitude towards the manifestations of corruption;
- to identify ways and methods of reducing the current level of corruption of military personnel;
- to highlight the main concepts in the preventive sphere in preparation for military service;
- to investigate the advantages and disadvantages of using certain programmes in training in military structures.

## 2. Method

In this study, several methods were used to conduct research in the field of development and instilling in military personnel the main socially positive qualities and intolerance to manifestations of corruption and its derivatives, its legislative stimulation, to analyse this industry, and identify the main problems. Firstly, to conduct the research, it is necessary to identify the main purposes and areas of work using a functional and methodological approach. Upon using the method of logical analysis, namely logical references, and conclusions, it is possible to obtain the necessary results quickly and unhindered, in addition, the structure of the study will be shaped qualitatively and logically, which allows covering the theoretical meaning of corruption and its detrimental effect on public relations and the internal position of paramilitary bodies. During the study, a comparative analysis was used, namely, the main trends and methods for the education of integrity and intolerance to corruption in preparation for military service, consideration of a possible solution to this issue following the experience of other countries allowed considering and identifying ways and concepts that contribute to reducing the level of corruption of the Ukrainian military.

This area, which is the object of research, has a legal aspect, therefore, it is essential to use a formal legal method that will consider the provisions in legislation concerning military and public security. With the synthesis method, it is possible to combine the factors identified during the study that affect the activity of the mechanism of education of military personnel to identify a more accurate result in the study. It is necessary to focus on the method of deduction since it covers the studied subject from the general to the particular perspective, namely, from the broad sense of

"corruption" to the narrow "intolerance to the corruption among the military", in a logical chain way. The method of analysing scientific literature, including textbooks, scientific dissertations, articles, and theses, allows considering the opinions of the authors on the submitted subject and understanding how deeply the problem has been studied. The priority of this study is to increase the effectiveness of the system of prevention and detection of corruption, education of socially useful qualities in the military, monitoring compliance with the requirements of anti-corruption legislation, evaluation and identification of corruption risks, the development of modern personnel management aimed at ensuring the standards of the virtue of military personnel and civilian personnel

The research of the stated subject is conducted in three stages. At the first stage, the theoretical foundations on the studied subject are highlighted, the main approaches of researchers on the given issue are used, the studies of other authors are noted, a plan for analysis and research is formulated, in particular the main purposes and objectives. At the second stage, the experience of other countries in the field of countering corruption phenomena is compared, all mechanisms for instilling integrity in the military are analysed, promising ways and methods for accelerating such a policy are identified, involving international standards. At the third stage, which is the final one, a clear algorithm to reduce the level of corruption of the military during training and the education of a negative attitude to the victorious socially dangerous phenomenon is developed.

### 3. Results

The study of the issue of combating corruption consists in analysing its origins and development in society. Thus, the initial stage preceding the corruption is considered, it concerns to a greater extent, not public relations in general, but misconduct in the creation and application of the algorithm of education. Therefore, it is important to build a common principle in society for the education of a person who will have the traits of patriotism, virtue, and intolerance to corruption. It is important to implant this principle from childhood for the full-fledged prosperous development of society since the approval of such social foundations will positively affect every citizen and their professional integrity. Hereinafter, integrity, which consists in the honest and full performance of their duties, is considered. Thus, an employee, in the context of the military, can be called dutiful, provided that their activity is competent and is performed until the desired result is obtained. Basically, the level of integrity is determined through inspections and research (Chukhrai, 2020). One of the main elements of successful management and compliance with civil security is the development of integrity. Firstly, it requires reforms in the security sector, that is, the application of political and technical changes to increase the effectiveness of the security sector.

The leading place in ensuring integrity is occupied by the world-famous organisation NATO, its policy regarding the development of the above-mentioned institution in the form of the use of opportunities and practical means, as a result, increase in transparency and accountability of the country, and, most importantly, reduced risk of corruption in the fields of defence and security (Koropatnik et al., 2020). The importance and necessity of developing integrity in a short time are explained by the fact that corruption hinders the development, stability, and security of the country. As a result of the emergence of such a socially dangerous phenomenon, the level of public confidence in state bodies and institutions decreases, including the combat capability and authority of the armed forces. Moreover, corruption has a negative impact on the security sphere, and it imposes a burden on other spheres of public life. An example of such a detrimental effect is the laundering of state budget funds, thus, the financial provision of educational and healthcare institutions deteriorates, the involvement of innovative technologies in the daily life of citizens is hindered, additional benefits for the elderly and persons with disabilities are reduced, etc. However, one of the key elements that corruption deforms, currently on the territory of Ukraine, is the reduction of the combat capability of the army and the undermining of the country's defence capability (Code of good..., 2017).

Having explained the programme on the development of virtue, it can be argued that it is a means for a full-fledged reform of the security sector. Furthermore, the modification of the civil security sphere aims to support the general movement at the national level, in the context of good governance and anti-corruption. To achieve a successful result, it is necessary to create a reform programme as complete and holistic as possible, considering the factor of social adequacy, which is to estimate the feasibility of this plan. Thus, it is possible to create an algorithm for implementing solutions to improve the mechanism of the preventive policy during military service. The first stage is the analysis with a subsequent risk evaluation and the development of a clear and high-quality action plan. The next step is to study the regulatory framework in this area, to fully understand certain theoretical concepts and their correct application in the future (Kolesnikov, 2020). The consideration of the financial aspect, that is, the current state of the state budget is fundamental in developing and implementing a policy of virtue. The above is necessary since it allows making a rational decision on the allocation of part of the public funds to finance this project. In addition, financial

planning to ensure such a policy should coincide with the general concept of security in the short and long term (Code of good..., 2017).

An indispensable component of this process is, certainly, educational. Considering all the levels of civil security, training plays a leading role, since it is the ground for reform. Thus, the attention paid to training should be extremely high in percentage and prioritised, therefore, training of military and civilian personnel should be conducted considering the unit for the development of virtue. As an option, programmes and courses can be involved for the development of virtue in the mind of persons who provide and prepare to provide military service. Alternatively, there is the use of programmes and courses from other countries to develop virtue in the mind of persons who provide and prepare to provide military service, namely NATO Geneva Centre for Security Sector Governance (2021), Centre for Integrity in the Defence Sector (2021), The Royal Military Academy, and other military institutions (Law of Ukraine No. 2469-VIII..., 2018). Certainly, the final stage in the development of virtue is the use of a quality control system. Since the main guarantee of effectiveness at the initial stage and in the future is the activity of the oversight mechanism, the need for its creation is indisputable. The structure of internal and external oversight mechanisms will be composed of inspectors, oversight committees, auditors, and ombudsmen. It is worth noting the importance of the work of the government and parliament members.

Thus, in accordance with democratic principles, public organisations and mass media should take an indispensable part in the functioning of this structure, which will have the right to access information, to regulate the security sector, to develop a capable structure of guarantees and a mechanism of counterbalances that will undoubtedly combat corruption. The virtue development is quite broad since it concerns a large range of subjects. Considering the adoption of such a programme at the national level, it is worth noting that the government is engaged in it with the participation of other motivated actors, including parliament, ministers, committees, and fixes it in the Decree of the President of Ukraine No. 287/2015 "On the decision of the National Security and Defence Council of Ukraine "On the national security Strategy of Ukraine" (2015). The responsibility for the implementation of this programme is assigned to military and civilian personnel, but another condition is supervision by parliament, civil society, and other oversight bodies. Modern legislation provides the basis for this process. According to international regulation, training, instruction, and external supervision are supplied by international organisations. It is also worth considering the Building Integrity Programme (2007), which provides practical elements that help participating states strengthen virtue, transparency, and accountability and reduce the risk of corruption in the defence and security sector.

Furthermore, it highlights good practices, concepts, and approaches, provides states with special support to improve the effectiveness of defence and security institutions. Participation in such a programme is voluntary, so it is available to all NATO allies and partners. The tools of this programme include a self-evaluation questionnaire, expert reviews and consultations in the country, action plans, special programmes, educational and training activities, and publications (Abaturov & Nikulina, 2019; Onishchenko & Sunichin, 2021). The Building Integrity Programme (2007) was created by the Euro-Atlantic Partnership Council as part of the Partnership Action Plan for Building defence Institutions, which helps partners develop effective and efficient defence institutions under civilian and democratic control. At the Chicago Summit in 2012, the Heads of State and Government of NATO recognised the Building Integrity Programme (2007) as a NATO discipline and agreed on the development of the Building Integrity Programme (2007) Education and Training Plan. In December 2013, when the NATO foreign ministers identified the key purpose of supporting the defence capabilities of partners and potentially non-partner countries, the Building Integrity Programme (2007) was designated as a tool to promote democratic values and human rights, generally contributing to security, stability, AND development or improvement of compatibility.

#### 4. Discussion

Increasing the level of efficiency in the legal provision of prevention and combating of corruption is an urgent problem of modern time. Considering the activities of the Ministry of Defence of Ukraine, which adheres to the communications strategy in the field of prevention and combating corruption, approved by Order of the Cabinet of Ministers of Ukraine No. 576-p "On approval of the Communication Strategy in the field of prevention and combatting corruption" (2017), they are aimed at reforming information and communication activities in the implementation of measures related to the prevention of corruption, involving a whole list of techniques for using high-quality and modern software systems and structural and functional mechanisms to minimise corruption risks, create conditions for countering the occurrence of violations of anti-corruption legislation, ensure transparent and effective use of financial and material resources, develop the virtue of personnel, intolerance to corruption offenses in the conditions of protection of the sovereignty and territorial integrity of Ukraine (information of the Ministry...,

2020). However, activities to prevent corruption offences cannot be considered fully effective due to the influence of a whole list of legal, organisational, theoretical, and methodological factors and elements. This requires structural and systemic complex work, marketing, and the creation of a solid theoretical and methodological foundation for the prevention and counteraction of corruption offences in the military administration.

Countering corruption at a subconscious level is one of the priorities of the activities of the military authorities today. The identified corruption risks in the activities of the Ministry of Defense of Ukraine, factors of corruption risks and possible consequences of a corruption offense or an offense related to the phenomenon of corruption include a number of factors, namely an inappropriate definition of "the competence of structural divisions, officials, unjustified preservation of discretionary powers, duplication of functions of structural divisions, an increase in administrative and financial costs", which creates opportunities for broad interpretation and disclosure of the powers of officials in the subjective interests; "the possibility of illegal and prohibited by the rules of law use by a mid-level executive or another official of the powers granted to them or related to them for making (developing proposals for making) administrative decisions in the context of constant institutional restructuring and staff turnover of heads of structural divisions of the Ministry of Defense of Ukraine, subordinate bodies military administration ". This indicates the existence of special threats and risks in the current period of reforming the security and defence sector; "the risk of an official obtaining any unlawful benefit for oneself or another individual or legal entity by exceeding the legally established powers of a structural unit of the Ministry of Defence, bodies of military administration" (A description of ..., 2021).

Thus, upon estimating the state of reform today, it can be concluded that a certain methodological base has already been developed concerning the study of the level and counteraction to the prevention of corruption offenses in the military administration. However, it should be noted that the impact of corruption risks cannot yet be considered levelled and fully controlled. The basis of the study of the moral obligations of the military to society is laid by classical studies of Western theorists, considering the military ethics as the "heart of the army profession", therefore, the basic ethical characteristics are created that provide institutional certainty to the army. Regarding such a policy in Ukraine, it is necessary to consider the fact that currently there is armed conflict on this territory and the deployment of Euro-Atlantic integration processes, Ukrainian researchers are increasingly aware of the challenges facing higher military education in Ukraine and require appropriate changes in the content and methods of training (Hykalo, 2020). The professional ethics of military personnel, including the development of virtue, are beginning to be regarded as an authoritative factor in ensuring the activities of troops (Krymets & Kalenichenko, 2019). The study of the urgency of military professional activity is conducted mainly in the context of solving the problems of developing the managerial culture of future officers of the Armed Forces of Ukraine with attention to the importance of the responsibility of the military leader (Sevruk et al., 2021).

When analysing the main actions of Ukraine on reforming the security sector, it is worth noting that the technical part, concerning the regulation of charters, the declaration of requirements for the behaviour of the military, etc., do not provide all the opportunities for qualitative changes, since important elements remain mechanisms that allow developing a new mentality of the military, which in turn will not reject these provisions in an explicit or latent form. The main one among the list of such mechanisms is military education. The above refers to the possibility of gradual modification of basic values in the educational process by providing ethical education to future military personnel. Therewith, modern concepts and trends in various institutions of military education in Ukraine point at the neglect of moral education of future military professionals. A study of the working curricula of humanities disciplines of well-known educational institutions of higher military education, staffed by various components of the security sector and defence agencies of Ukraine, allows asserting that ethical education for the military is taught on average only for six hours of study time. These universities are Ivan Chernyakhovskyi National Defence University of Ukraine (Kiev), Hetman Petro Sahaidachnyi National Ground Forces Academy (Lviv), Military Academy (Odesa), B. Khmelnytskyi National Academy of State Border Guard Service of Ukraine (Khmelnytskyi), Kharkiv National University of Internal Affairs (Kharkiv), Military Institute of Tank Troops of the National Technical University "Kharkiv Polytechnic Institute" (Kharkiv), National Academy of the National Guard of Ukraine (Kharkiv).

However, there are exceptions, among them: the Faculty of State Border Security of the B. Khmelnytskyi National Academy of State Border Guard Service (Khmelnytskyi), which has 50 hours, and the Faculty of Humanities of the National Academy of the National Guard of Ukraine (Kharkiv), which introduced a separate discipline of "Military-Professional Morality" (54 hours of classroom time) into the curricula of training cadets of the speciality "Philology" in 2019. Thus, the structurality of such a valuable reform of the mentality of the military should provide not only educational and theoretical concepts and trends but also certain social practices in the military environment. These include various kinds of practices that have an extremely important democratic experience of the essential

connection of freedom and responsibility. Among these, there are various institutions, in particular cadet self-government, various trade unions/public organisations of the military. Undoubtedly, under the influence of compliance with democratic changes in the Ukrainian power structures, such developments have been created. However, they mostly exist formally. These formalised measures discredit the very essence and value of democratic qualities and reinforce outdated values and stereotypical models of military behaviour.

Considering the programmes, they follow the practice of introducing basic democratic values in the military sector, there should be transparent and honest procedures for certification and recertification of personnel, competitions for positions, etc., the mechanisms of which allow violating the Law of Ukraine No. 2232-XII "On general military duty and military service" (1992) and the principles of good conduct enshrined in the Code of good conduct and professional ethics of military officials, civil servants and other persons authorised to perform state functions in the Ministry of defence of Ukraine and the Armed Forces of Ukraine (2017). Thus, a certain "never-ending circle" is created: it consists in ensuring the development and introduction of a new mentality and needs to be supported by theory practices, in turn, these practices are developed and applied using the attitudes and values available in the mentality. Thus, an extremely important position is occupied by the experience that goes "beyond" the structure or mechanism, beyond what is usual, well-established, and considered inviolable standard (a manifestation of the negative influence of an outdated tradition). This experience is generally obtained by power structures from two groups of social practices. Firstly, the experience gained by the military through communication with the democratic programmes of related structures of NATO member countries during joint exercises, training, seminars, participation in international missions, secondly, civilians, who in turn work in law enforcement agencies and have the opportunity to act as subjects of the introduction of democratic values and democratic change in general (Shopina, 2020; Shopina et al., 2020). Satisfaction of the expected result from the development and implementation of a new mentality of the military requires a systematic approach and comprehensive unity of all capabilities, in the form of three levels, namely institutional, individual structures, and units of the security and defence sector, personal.

The priority objectives of the study are the following: theoretical proof of the importance of considering the regulatory documents of the law enforcement agencies of Ukraine and the system of fundamental values in accordance with the European basic values; systematic analysis and theoretical motivation of effective structures to ensure the democratic character of personnel processes and concepts of self-government in the law enforcement agencies of Ukraine; theoretical demonstration of the importance of the development of ethical competence of university graduates by including the educational component "Military professional ethics" in the educational and professional training programmes; creation and implementation of a set of ideas and scientific and methodological support of moral education for various categories of military personnel within military educational institutions; development of a list of proposals (thematic lectures, trainings, seminars, presentations) to provide ethical education in the military; theoretical proof of the importance of including special courses on military professional ethics in training programmes for advanced training courses; theoretical substantiation of the system of providing rational use of human resources in the law enforcement agencies of Ukraine on a professional basis, that is, when an officer performs the functions inherent in the profession of "administering organised violence", in turn, all other specialists act as a group to ensure the quality of violence administration, "appointing the military their inherent tasks of training troops, operational planning, and conducting operations"; research of skills of democratic trends in the context of their introduction into law enforcement agencies (various forms of self-government of the military) of NATO member countries (Bajora, 2020).

The conducted research allows asserting that in the context of the Ukrainian social community as an "outdated" society with unapproved democratic values and concepts of creating a military mentality requires structural and systematic work which will concern the process of developing a mechanism of values, which in turn meets the challenges of the time and the requirements of NATO. The structure of the basic values of the military should be fully formulated and approved in regulatory documents for the security and defence of Ukraine. This mechanism, considering the features of Ukraine, may be limited by the adoption (reproduction) of provisions-principles attributed to the armies of NATO member countries (NATO Code of..., 2013). The values of equality, justice, law, and order, etc. should create a solid value base for the new mentality of the military. Important elements that, in turn, can ensure the success of reforming the mentality of the military in Ukrainian contexts are the educational process in military education institutions in Ukraine and practices that provide democratic experience within the military environment.

Professionally qualified orientation of future officers of the military administration is quite an important structure, it concerns the most solid personal attitudes, characterised by specific historical conditions and factors of development of society, the purpose and areas of military activity, special conditions of service in the Armed Forces, manifested through the value attitude of officers to their profession, Homeland, Armed Forces of Ukraine, Military oath, team,

subordinates, the choice of ways to perform professional tasks. To obtain the best result of pedagogical influence on cadets of military institutions, evaluation of their abilities, attitude, and respect for the educational process, it is necessary to use the potential of differentiated training. Since, based on the individual inclinations and skills of cadets, teachers can offer students to develop the text of educational or scientific literature, reference sources (books, dictionaries, encyclopedias) and draw their own conclusion from what they read, as a result, achieve the purpose – the development of virtue.

## 5. Conclusion

Based on the results of the study, a number of methodological recommendations were formulated for the university in general and separately for scientific and pedagogical workers on the development of professional and value orientations in the personalities of cadets for high-quality military service. It is advisable to use systemic, managerial, personality-oriented, and contextual approaches; develop elective classes to improve the level of students' mastery of knowledge about the value, provisions, and rules of professional ethics and management activities; develop cadets' skills to choose the appropriate optimal ways to solve certain problematic situations and improve the ability to quickly solve managerial problems in accordance with the professional values of a military manager. The priorities of further research are the coverage and consideration of methodological recommendations for the development and improvement of professional and value orientations among future officers of the military administration.

It has been confirmed that the basis for the qualitative development of the military sector is the educational process of military personnel, which requires the involvement of programmes from other countries currently actively used in world-famous military organisations and prove the need for their implementation in the paramilitary bodies of Ukraine. The Building Integrity Programme, which is actively used by NATO member countries, is considered since it provides practical tools that will help participating countries strengthen virtue, transparency, and accountability and reduce the risk of corruption in the defence and security sector. Thus, the study establishes the need for and importance of developing and approving a policy of integrity, intolerance of corruption among future officers, the main element of such reform is its introduction at the initial stage of staffing military bodies, including the Armed Forces of Ukraine since this will restore the system internally and provide it with qualified people that have socially useful qualities to protect the population and the state.

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