

**“i-Relay” Youth Integrity Project 2013-14- Youth Summit
Panel Discussion and Open Forum**

Moderator

Dr Kelvin WONG, JP, DBA, FHKIoD

Guest Speakers

Mr Bernard CHAN, GBS, JP

Prof. Stephen CHEUNG, BBS, JP

Mr Dick LEE, GBS

**Youth representatives - i-League members and ICAC Ambassadors
2013/14**

- **Ms Jacqueline CHUNG (Hong Kong Shue Yan University)**
- **Ms Winnie LAM (The Hong Kong University of Science and Technology)**
- **Mr Mark LIM (The University of Hong Kong)**

The Importance of Upholding Integrity and How to Put Ethics in Action

Dr Kelvin WONG invited Mr Dick LEE to share his personal experience on the ethical challenges he faced when first joining the Hong Kong Police Force.

Dr Kelvin WONG

Can you tell us your challenges when you first joined the Hong Kong Police Force?

Mr Dick LEE

I joined the Hong Kong Police Force in 1972 after graduating from the university. The Hong Kong Police Force had a bad reputation in the 1960s and 1970s. In my station area, there were street gambling, drug activities and very obvious crimes committed, but no one cared about them. For my first arrest, I was questioned by the suspect that why he was under arrest. I talked to my team and knew that they were getting benefits from these gangs.

I felt frustrated but had no channel to complain. The most corrupted ones were those working in the Anti-Corruption Branch. Fortunately, in 1974 ICAC was established. I was very fortunate that I had never accepted a bribe, and I did not receive any big brown envelope in my locker. I joined the police not because of money. My advice to young people is that money is not the most important thing, integrity is. Don't be the richest one in the cemetery.

Dr Kelvin WONG switched the discussion to the challenges and opportunities of today's young people.

Dr Kelvin WONG

As university students, you will be graduating and you are facing tough environment. Are you still a strong believer in upholding integrity when in situations that you can be corrupted? What is your faith in terms of upholding integrity in this environment as young people?

Ms Winnie LAM

As a student, we face a lot of dilemmas in our academic aspect. I think one of the challenges is peer influence. We are easily affected by our peers. For example, sometimes when we are doing projects, there may be some free-riders who only show up in the last minute, doing the presentation and taking up the most important part, and pretending to be the leader. That is not right. I see this challenge as an opportunity. We may take this chance to influence others and send the right message to our peers. We can uphold integrity and act it out.

Dr Kelvin WONG then invited Prof. Stephen CHEUNG to share his views.

Dr Kelvin WONG

How was integrity to you when you were young? Do you believe that it has value?

Prof. Stephen CHEUNG

I come from a grass-root family. I remembered when I was young, my mum applied for a driving licence. She was told that if she would pay HKD500, she did not even have to go to take the test. She refused to pay and had not got a license until she died. That marked in my mind about integrity and the corruption situation in the 1960s and 1970s.

Nowadays, the young generation are facing different kinds of challenges. Competition starts when they graduate. In the business world, it is full of temptation : temptations to be bribed, temptations to advance your career in a faster pace. My advice to the young generation is: professional ethics and integrity are far more important than career advancement.

Essential Qualities of Being an Ethical Leader

Dr Kelvin WONG facilitated the discussion on the essential qualities of being an ethical leader.

Dr Kelvin WONG

As a very experienced business leader as well as the chairman of many aspects such as cultures and humanities, may I ask you an advice regarding the essential qualities of being an ethical leader?

Mr Bernard CHAN

For those of us in Hong Kong, we might take integrity or anti-corruption for granted. For the past 40 years, ICAC has really changed this culture for Hong Kong. However, as an international city, Hong Kong needs to work with its counterparts like Mainland China and Southeast Asia, as the temptation is not just among Hong Kong people, but with anyone we do business with.

I have business in Thailand and Indonesia, Mainland and Southeast Asia. Doing business is not always black and white in such countries. There are times with being in grey areas. I believe what makes Hong Kong successful in where we are today is largely due to the fact of upholding integrity. We compete globally, one major reason is we have the rule of law. Hong Kong can only survive, going forward to compete in a global sense if integrity is among us.

Back to 2000, I was investigated by a security regulator because I was the director of a company which involved some fraud that I didn't realize. Up until then, I just take it for granted. I didn't think about that people could deliberately try to default

and cheat someone. What I was penalized was that I did not put it in control. It's all about governance. After the two years' investigation, I was clear. I was so scared that my reputation was lost. Only when you start to lose something, you start to really care about it. It's a reminder for me. Don't take for granted that everyone has integrity. Integrity is the only thing left for us and especially in this city.

Money Management and Fruitful Life

Dr Kelvin WONG facilitated the discussion on money management and fruitful life, and the “integrity-relay” in families, schools, at work and in our society.

Dr Kelvin WONG

What is your value system on money management and fruitful life?

Ms Jacqueline CHUNG

As a final year student, I always want to be financially independent because I am the eldest child in my family. I need to take care of my family. My rule is: to spend less than I earn. I try to put some savings in the bank and buy insurance in order to keep myself financially independent.

As a student, we can have a lot opportunities to participate in various activities, such as the ICAC Ambassador Programme and the Youth Integrity Project. In the past two years, I have actively participated in these kinds of activities as I believe a fruitful life doesn't mean you have got an “A” grade in your study. A fruitful life is to help people in need and develop your potentials in all circumstances. I help ICAC to promote integrity to youngsters via my social network and some marketing projects. I really appreciate that they have given me such fruitful experiences.

Mr Mark LIM

Talking about fruitful life, I think it is about setting a life goal and achieving it. It can be something that of your interest. You know your interest and you are willing to pursue it. As university students, we have many opportunities to participate in different kind of extra-curricular activities. Through all these experiences, we are able to find our own interest and know our true self and value. In the future, we will be able to strive for our own goals and life goals, which will lead us to a very fruitful life.

Open Forum

Participant

I am Charles from the Chinese University of Hong Kong, majoring in Global Studies. Many post-80s and 90s always complain about many things and have radical response to so-called unfairness. What is your opinion towards this kind of activities?

Prof. Stephen CHEUNG

The economic situation has changed during the past four decades in Hong Kong. Nowadays, the economic situation is much better than the old days. I am glad that the younger generation is much more vocal and innovative. I would like to urge the younger generation to be able to express themselves in an appropriate manner. There are many channels to express your opinion. I urge the younger generation to have peaceful discussion among people with different ideas.

Participant

My name is Paris from Australia and I study Law and International Relations. In my field of studies, we are encouraged to be competitive. To succeed, we have to strive to be the best. While I want to be the best, I don't want to compromise my integrity, to be authentic. And I don't even want to compromise the relationship with my peers and other students whom I am competing with to get my jobs. In your professions, how do you mediate the need to be competitive with the need to maintain your integrity and being an authentic person?

Mr Dick LEE

My advice to young people is that when you face competitions, you must uphold your integrity because you do not want to cheat to get a job. It is because if you get it, you will bear this bad name forever. Being honest is the most important thing. To increase your competitiveness, you have to improve yourself, prove your quality, learn more and learn how to deal with people.; try to understand more about the post or the job that you want to apply for. Don't use backdoor techniques or cheating techniques, but your skills and quality to get the job. If you get that job with your skills and knowledge, you will enjoy it. If you cheat to get that job, you will never enjoy it because you always worry that one day somebody will discover.

Participant

I am from Indonesia. I would like to ask about upholding integrity in Indonesia. How do you uphold integrity when people need to cheat to earn income and to survive? Sometimes it is not an option but a need.

Mr Bernard CHAN

You are not alone. We have walked through that journey and many countries are still on that journey.

Since I work in almost every country in the region, for example in China, there are corruptions everywhere. But I must say that in the last 20-30 years, the leaders in Beijing have taken this thing seriously. They still have a long way to go but they are now addressing this. What is going to happen in China, is going to have an impact in all the neighbouring countries in the region. When all your neighbours, all your competitors, decided to address the issue and try to fix it, that trend would need to start happening in your country too. I think more and more countries are recognizing the importance of integrity. That's the only way your country or any other countries will stay competitive in this globalized world.

Prof. Stephen CHEUNG

In my point of view, even our cultures are very different, if we look deep down in our Asian culture, stealing and cheating is not allowed. I think we should uphold the core values of our culture. Don't give a perception to people that this is the way of doing things in Asia.

Participant

I am Leo Wong from Hong Kong Shue Yan University. Do you think a strong connection between the government and the business sector is a problem to integrity?

Prof. Stephen CHEUNG

Hong Kong economy has been growing very well and in a very fast pace during the two or three decades. A very close relationship between the business sector and public sector may have some kinds of problems, but when there is a transparent system to show your relationship and what you are dealing is in a fair and open manner, I don't see this kind of cronyism can play a very bad part in the business sector. I do believe that Hong Kong has a very transparent system and that explains Hong Kong's economic success in the past decades.

Participant

I am Forest Lai from the Hong Kong Design Institute. In recent years, there were scandals about the corruption of the ex- Commissioner of the ICAC. In such a tough situation, are you still confident to promote integrity in Hong Kong society and pass it to the next generation and why?

Mr Bernard CHAN

Don't take it for granted. ICAC is not God. Of course it is unfortunate that it happened at the helm of the ICAC, but so far no one has proved that there is a corruption involved. I always look thing on the positive side. This is a great opportunity to remind us that don't assume anything and take it for granted.

I am sure all the colleagues in the ICAC are doing their very best to uphold those standards for us. It is everyone's job, every citizen's job to uphold integrity. Hong Kong is an amazing place with huge transparency.

Prof. Stephen CHEUNG

We have a check and balance system in Hong Kong. However, do bear in mind that there is no perfect system and every system has to be periodically reviewed and updated. I don't see Hong Kong corruption situation is going down. I can say from very deep of my heart. I still see Hong Kong has integrity, has a system in place. I don't think that a single incident can affect our integrity that we have upheld during the past years.

Mr Dick LEE

In my personal experience, a good system needs good people to support it. There's no perfect system in this world because it is created by people. We need good quality people to operate the system. Many people learn the importance of integrity, learn how to uphold integrity, this is first thing. Second thing is don't be complacent. ICAC has been doing an excellent job in the past forty years, and they will continue to do it. Education, prevention and detection should never ever be stopped. In whatever societies, there will be new comers. You need to remind the community the importance of integrity and you need to remind yourself from time to time the importance of integrity.

Words of Advice for Young People

Speakers shared words of advice for young people to uphold integrity in their studies, personal daily life and future work life

Mr Bernard CHAN

As ambassador and leader in school, please pass the message on. It is so important for this standard continues to be passed on to next generations. Without you, the future leader, this high integrity standard cannot be sustained. Therefore, I would like you to help us pass it on to your friends, classmates and family. It is all up to us.

Prof. Stephen CHEUNG

The future of HK lies on whether our younger generation can uphold one of the core values which is integrity. This is how we can maintain a corruption free society in Hong Kong and to promote Hong Kong's future competitiveness. Keep on the good practices as the future of Hong Kong relies on us.

Mr Dick LEE

I had been a policeman for 34 years. I had seen many people giving up their integrity because of money and benefits but I had not seen one who can buy back their integrity with money. Mark my words.

Young People's expectations and how to strengthen integrity so as to have a brighter future

Mr Mark LIM

I see a very good future, as all of us here have already taken the first step to bring a better future to our society. As ambassadors it is important for us to spread this message out and ask our friends to join it next year. What we can do more is to listen to others' views and be critical, not to blindly follow others opinion. To have your own views. I believe we, the younger generation can have a bright future.

Ms Jacqueline CHUNG

As I'm going to be a full time employee very soon, I need a job to fulfil my dream. I shall make use of my talents in a creative way to express my voice to other people and the community. I wish to serve the community in my spare time.

Ms Winnie LAM

Everyone should keep supporting ICAC, to report unfairness, corruption and bribery. Take this responsibility and appreciate people who uphold integrity and make them as your role model. We can hold our hands together and step in to a brighter future with integrity.

Wrap-Up

Dr Kelvin WONG

- We have to uphold integrity because integrity acts according to the value system, the beliefs that we strongly believe in.
- You will be exposed to lots of temptations, and circumstances and situations that you may be corrupted, so value system is important for you.
- Professional ethics are even more important than career advancement which is something in distant future. At present, you have to uphold integrity for sure.
- Unless you are financially independent, you will be conducive to bribery and corruption. What is your value system and belief, that is very important.
- You can compromise your integrity for money, but it is an irreversible process, i.e. you cannot buy back your integrity. The stigma will stay forever.
- Integrity has to be passed on from generations to generations. You will be the one taking up the torch of integrity. We can build up a society which is overwhelmed by mutual trust, respect and integrity. Without which, the society cannot sustain forever.