

# The Role of Integrity in Maintaining Peace and Social Welfare in Tanzania

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## Abstract

This study examined the role of integrity in maintaining peace and social welfare. Integrity as a socio-psychological construct plays an important role in achieving the goals of an organisation as well as those of the nation at large. Integrity emphasizes a person's right actions in accordance with acceptable principles and values. The study used a qualitative research approach. A documentary review was used to examine the role of integrity in maintaining peace and social welfare. The findings show that integrity contributes to building a person's character. It helps people to work honestly, transparently and responsibly. It enhances the person's commitment in accordance with the principles of the relevant organisations. The findings also show that integrity contributes to building and maintaining peace at the individual, community and national levels. Furthermore, the findings show that there is a remarkable improvement of integrity in the public service. The study recommends training programmes on integrity that aim to emphasize peace and unity for the well-being of society. Training should be provided in both public and private institutions. The training programmes will help to build awareness, to nurture integrity, and to enhance ethical behaviour.

**Keywords:** Integrity, ethical behaviour, social welfare, peace, Tanzania

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## 1. Introduction

Integrity play a greater role in building peace and unity. It is associated with ethics and morality. It involves judgment and evaluation of oneself against universal values and principles, such as respect and empathy and an internal locus of control. It helps in the alignment of behaviour with the standards within the moral compass (one's values and principles). Thus, it is a key element in every organisation or nation that considers appropriate ethical behaviour. It is consistency between beliefs, decisions and actions and adherence to values and principles. It contributes to making deliberate thoughtful decisions, builds and maintains trust and encourages and maintains peace (Stewart, 2009; Visser, 2017). Hence, it is crucial in achieving organisation and national goals.

Integrity can be developed from different contexts including parental and other role models, religious context, cultural and schooling contexts, disciplined upbringing and individual life experiences. Moreover, it is driven by personal motives and ideals which are the inner drives that are driven by one's moral compass and it has both cognitive and affective functions. Cognitive functions involve self-knowledge and self-reflection. It comprises being comfortable with whom one is as a result of perceived strengths. The affective functions relate to a rational and positive sense of self that is self-regard (Barnard, Schurink & De Beer, 2008).

OECD (2007) identified essential elements of ethical culture. These include; first, freedom of belief which entails the realization of full capacity of our human spirit, thinking, and aspirations. Second, acting with integrity by keeping commitment, being honest, open, caring and responsible. Third, eliciting the best through acting in ways that encourage the finest characteristics in others that bring the best in ourselves. The fourth element is respect for human worth by treating all people with fairness and kindness. Fifth, ethical living which involves adherence to justice, love honest and forgiveness. Sixth, the reverence for life which involves cultivating the spiritual dimension in life through interdependent connectedness to humanity, nature and an individual inner values (OECD, 2007).

According to a survey conducted in 2022 there is a remarkable improvement of integrity in Tanzania public service. The survey show that adherence to integrity in public service was 75.9% compared to 66.1% in 2014. It was also found that 59.7% of internal stakeholders were aware of the basic code of ethics and the conduct and guidelines for public service. Moreover, 62.8% of non-public servants had knowledge of the code of ethics and conduct. However, only 37.2 % had knowledge of the public service regulations (URT, 2022). The use of e-government service delivery for example tax payment and health sector services enhanced effectiveness leading to improvement of integrity. The improvement of integrity in public service was attributed by different Government interventions by both the Government and the public (URT, 2022).

The national vision 2025 stipulated that Tanzania has enjoyed national unity, peace and stability for a long time. These attributes are cultivated, nurtured and sustained as important pillars for the realization of the vision (URT, 1999). Moreover, The Tanzania Code of Ethics and Conduct emphasizes that public servants acting with

integrity maintain public interest, safeguard public property and refrain from corruption (URT, 2005). The Public Service Act, Cap. 298 also guides the provision of service for public service in Tanzania It targeted to maintain equity and impartiality. This study aimed to examine the role of integrity in maintaining peace, unity and social welfare. The study answers the question; how does integrity contribute to maintain peace, unity and social welfare?

### **1.1. Conceptualization of Key Concepts**

#### ***Integrity***

Integrity in this study is explained in the context of behaviour. It is the ability to judge and evaluate oneself against universal values and principles, such as respect and empathy and an internal locus of control. It is the quality of moral consistency, honesty and truthfulness with oneself and others. It helps in the alignment of behaviour with the standards within the moral compass (one's values and principles). It is also generally explained in terms of ethics and 'values'. It involves honesty and excellence within man where there are personal qualities such as honest character, responsibility, maturity, respect, trustworthiness and courtesy (APA, 2022, Syamsir, et al., 2019; Becker & Talsma, 2016). Integrity is a virtue where one's life is viewed as a complete and coherent whole. It involves actions that conform to moral and ethical norms and in accordance with the rule of law without affecting the public interest (Syamsir, et al., 2019). Thus, it is a concept that emphasizes a person's right actions in accordance with certain principles or acceptable values.

#### ***Peace***

According to Albert Einstein, peace includes the existence of justice, law and order in society and not just the absence of war (Vesilind, 2005). Peace can last when human rights are respected, and where individuals and nations are free. At the individual level, peace can begin by having peace within an individual (Fishel, 2008).

#### ***Social welfare***

Social welfare is defined as developing and maintaining good relations with others in the local community and the international community (Keyes, 1998). Social welfare consists of the following five indicators:-First, social integration – the condition of being part of society. Second, social contribution – an assessment of personal value and contribution to society. Third, social reality (social actualization) – an assessment of the ability to bring about change in society. Fourth, social coherence collaboration – evaluation of performance, interest and social excellence. Fifth, it is being accepted in society (Social acceptance) – Recognizing other people and being accepted into society (Ramirez, 2021, Keyes, 1998).

### **1.2 Theoretical Framework**

The study is guided by Self Determination Theory. The theory focuses on the three basic psychological needs of people namely, autonomy, competence and relatedness. It posits that human beings prefer to engage in interesting activities, utilize capacities, pursue connectedness in social groups and integrate intra-psychic and interpersonal experiences (Ryan & Deci, 2000).

Ethical behaviour and integrity tend to occur with high quality when the conditions for behaviour to be self-determined can satisfy the basic psychological needs of autonomy, competence, and relatedness. People who take responsibility for their actions and act based on their values and goals are self-determined (Ryan & Deci, 2000). Thus, people's basic needs for competence, autonomy and relatedness help people to act in the moral frame. That is, they internalize and integrate socially sanctioned values and norms. Therefore, ethical behaviour is completely integrated and internalized through extrinsic motivation (Ryan & Deci, 2000).

### **2. Methodology**

The study used a qualitative research approach to examine the role of integrity in maintaining unity, peace and social welfare. A documentary review method was used to collect data. It involved reading and interpretation of both written and electronic materials including books, published articles and policy documents. Content analysis was done by organising the information based on the study objectives. Thematic analysis was used to review the content, coding and categorizing the information into themes. A gap analysis was done to identify areas which need to be focused on in future research.

### **3. Findings and Discussion**

The study sought to find out how integrity contributed to maintain peace, unity and social welfare.

#### **3.1 The roles integrity in maintaining unity, peace and social welfare.**

The study examined the role of integrity in the following aspects; development and building of a person's character, maintaining peace and unity, and in guiding ethics for public service.

##### ***Development and building of a person's character***

Integrity plays an important role in developing and building a person's character at work or community. Integrity

enables a person to perform his duties properly, responsibly and taking into account all relevant interests. It includes the commitment of the person in accordance with the principles of the relevant institutions. Integrity requires a person to be honest and open-minded, courageous, wise and responsible in performing his duties (Karssing, 2007).

An understanding of the value of integrity enables people to work honestly, transparently and responsibly. In addition, persons with integrity can make a significant contribution to achieving the goals of an organization or institution and the nation at large (Hurbeths, 2018). Hence, it helps to judge and evaluate oneself against universal values and principles. Self-reflection is therefore a natural consequence of having integrity because it is a function of integrity to ensure the alignment of one's behaviour with standards and morals (Simons, 2002).

#### **Maintaining Peace and Unity**

Scholars argue that an honest person is at peace with the actions he does in the workplace and his community. Peace within an individual 'internal peace' is of utmost importance. This peace is considered a true peace that brings harmony to society, nation and the world at large (Dryden-Peterson & Mulimbi, 2017).

Peace and Unity are the driving forces that ensure the prosperity of an organisation and the nation. National unity and peace can be stronger by inculcating ethical behaviour (Faiz & Avcı, 2020; Ramirez, 2021). Thus, peace and unity play a major role in bringing about social welfare. Integrity plays a major role in the well-being of society as everyone is required to obey the principles of integrity in carrying out their duties. Integrity helps in maintaining the following aspects:- First, having a good attitude and being firm. Second, to be honest at work. Third, to do justice in decision-making. Hence, integrity requires members to obey both the form and spirit of technical and ethical standards that contribute to maintaining the well-being of society (Berry, 2019; Syamsir & Wahyuni, 2020). It therefore, contributes to maintain peace, unity and social welfare of the nation

#### **Guiding Ethics for Public Service**

In public service context, integrity involves adherence to the three core values which are honesty, acting professionally, and responsibly. It also focuses on delivery of one's promises and exercising the duties consistently as public servants (URT, 2006). The code of conduct for public services guides ethics to civil servants in Tanzania (URT, 2005). Furthermore, there is a remarkable improvement of integrity in the public service (URT, 2022). This implies that there are improvements in adherence to ethical principles in service delivery leading to effectiveness and efficiency. Other scholars argue that violations of the code of conduct affect the effectiveness of the work and prevent the attainment of the intended goals. For example, the following actions violate the code of ethics; Bribery (giving/receiving), favouritism, conflict of interest (gifts, job opportunities, etc.), fraud and theft of public resources, abuse/misuse of public resources, breaking the law/abuse of power, misuse of information/documents, improper acts (threats, discrimination, harassment) and misconduct during personal/private time (URT, 2005; Becker & Talsma, 2016, Chandrarin, & Supanto, 2022).

### **3.2 The contributions of Unity and Peace to Social Welfare**

The concepts of peace and unity have been important factors that contribute to achieving social welfare. This study views national unity and peace as socio-psychological concepts that represent several psychological principles, such as subjectivity, intentionality and free will (Vollhardt & Bilali, 2008).

National unity and peace make it possible to solve different social problems for the prosperity of the society. The social welfare of any nation is associated with the national unity and peace of the people who make up that nation. Unity and peace in society have created an opportunity to solve many economic, political, and social problems. The sense of national unity and peace are important factors that promote and maintain harmony (Faiz, & Avcı, 2020).

Mwalimu Julius Kambarage Nyerere, the first President of the United Republic of Tanzania has built a peaceful culture which is based on the values that are accepted in life. These values include solidarity, tolerance, human rights and equality between citizens – men and women (Sanga, 2020). A culture of peace aims to bring about a change in attitudes and behaviour within everyone in order to have a culture that creates peace rather than war and violence. That culture helps to strengthen well-being in our communities and individual lives (Dryden- Peterson & Mulimbi, 2017).

Peace is also emphasised as it leads to a peaceful society and it begins within individuals' hearts. Laszlo (2008; p. 120) put this forward:-

*"If there is peace in the world, there must be peace in the nations. If there is peace in the nations, there must be peace in the cities. If there is peace in the cities, there must be peace among the neighbours. If there is peace between the neighbours, there must be peace at home. If there is peace at home, there must be peace in the heart."*

Laszlo (2008) argues that Commitment to peace can be used to strengthen oneself and one's community. Commitment facilitates the maintenance of peace at an individual, family, organization, community, the nation and society levels. In addition, peace-building requires policies and procedures that benefit the entire community. This calls for the full participation of diverse individuals and stakeholders in its development and maintenance.

Thus, peace and unity help achieve sustainable livelihoods by achieving individual and community goals. A society that does not preserve peace and unity loses its independence (Dryden-Peterson & Mulimbi, 2017). Therefore, everyone's needs as well as their contributions can be incorporated for a fair and peaceful society. Hence, it is important to establish and maintain peace within oneself and to bring about peace in society.

#### 4. Conclusion and Recommendations

Integrity plays a major role in maintaining unity, peace and social welfare through, development and building of a person's character at work or in the community, bringing peace and unity, and guiding ethics for public service. Unity and peace contribute to social welfare by promoting and maintaining harmony which ensures the prosperity of the society. The social welfare of any nation is associated with the national unity and peace of the people who make up that nation.

The study recommends continuous training on integrity in public and private institutions and in various social institutions. The training programmes will help to build awareness and to nurture integrity. The programmes should target to remind participants of the ethical behaviour and core values of their society. Equally important, peace and unity should continue to be cherished for the sustainable social welfare of the people.

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