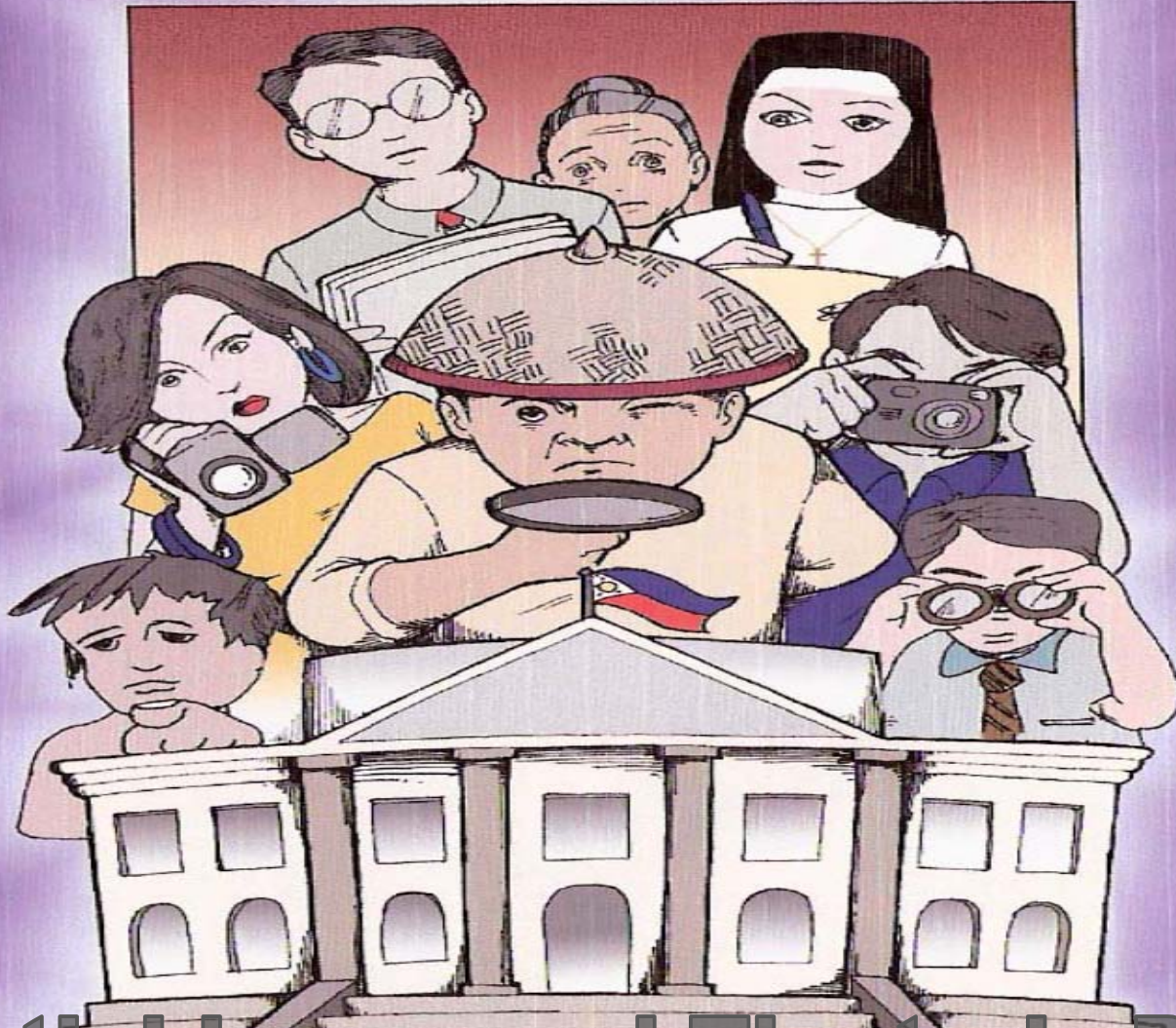


# Aha!



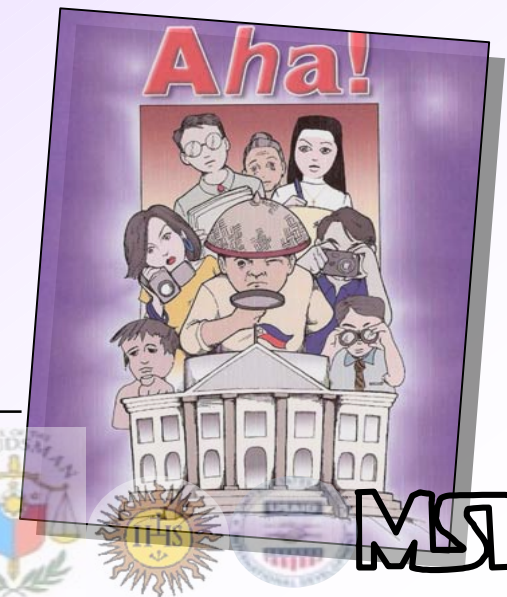
**A Whistleblower and Tipster's Project**

# *Ehem! Aha!* Technical Working Group

Memorandum of Collaboration forged in 2003 between the Office of the Ombudsman and the Philippine Province of the Society of Jesus.

The collaboration aims to design and implement anticorruption initiatives anchored on a complementation of cultural reform (*Ehem!*) and legal enforcement (*Aha!*) programs.

Whistleblower and Tipster's Project supported with grants from the USAID-Rule of Law and Effectiveness Program (ROLE) through the Management Systems International (MSI).

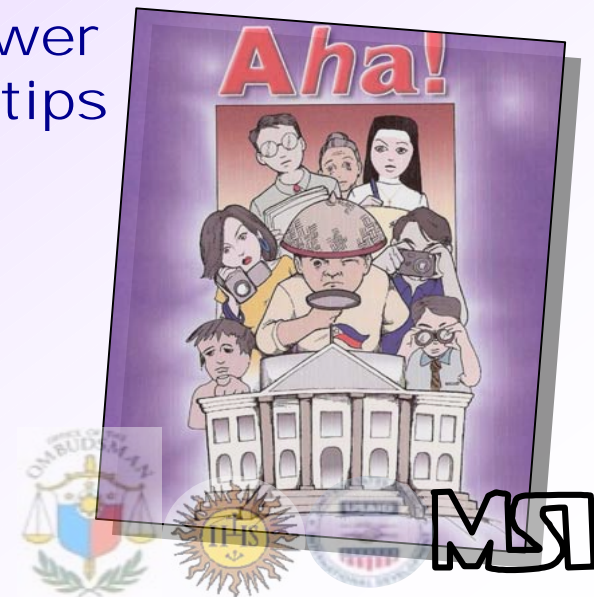


USAID Contract No. DFD-I-00-03-00144-00, T.O. 800 and MSI Project Grant No. 4901-001-EHEM-51-00. Equity counterpart funds and services were also provided by the Office of the Ombudsman and the Philippine Province of the Society of Jesus.

# Whistleblower and Tipster's Project

## Objectives of the Project

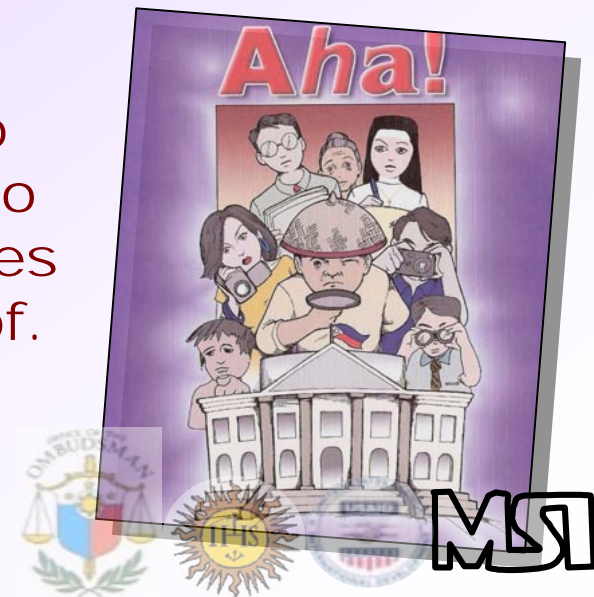
- Understand the environmental conditions that either facilitate or afflict the whistleblowers and potential whistleblowers in the country.
- Render an idiographic analysis of whistleblowing culture based on the experiences of whistleblowers.
- Develop a useful and handy whistleblower primer that contains general features, tips and procedures in whistleblowing.



# Whistleblower and Tipster's Project

## Objectives of the Primer

- Give some guidelines and tips on whistleblowing and tipping, and equip whistleblowers with pertinent spiritual and secular tools and procedures.
- Broaden the environment for whistleblowing and anticorruption work through knowledge-building and strategy-development.
- While the primer cannot guarantee to make whistleblowing easy, it hopes to open avenues and create opportunities that whistleblowers can take stock of.



# Whistleblower and Tipster's Project

## Focused Group Discussions (FGDs)

A total of 20 whistleblower workshops and FGDs were conducted nationwide in October-December 2005.

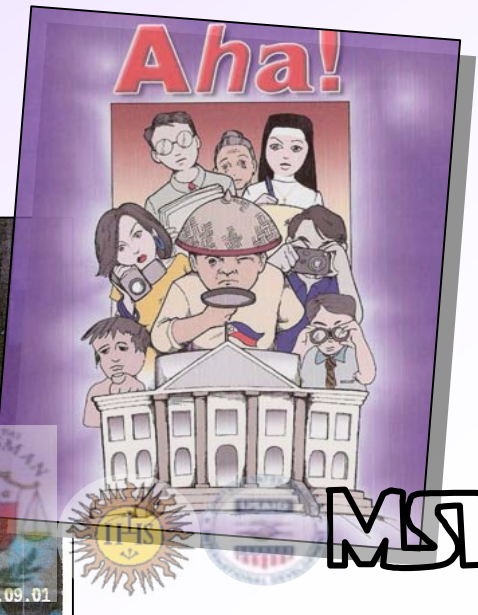
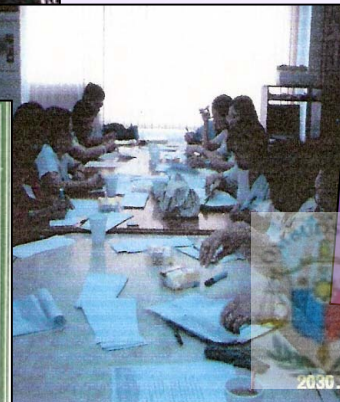
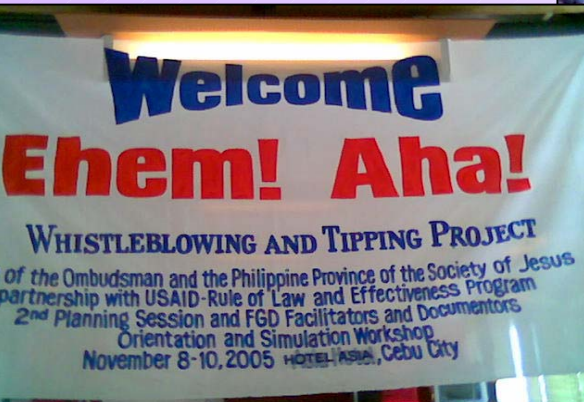
4 FGDs in Metro Manila/National Capital Region

4 FGDs in Northern and Southern Luzon

6 FGDs in Eastern, Central and Western Visayas

6 FGDs in Northern Western and Southern Mindanao

20 FGDs TOTAL



# Whistleblower and Tipster's Project

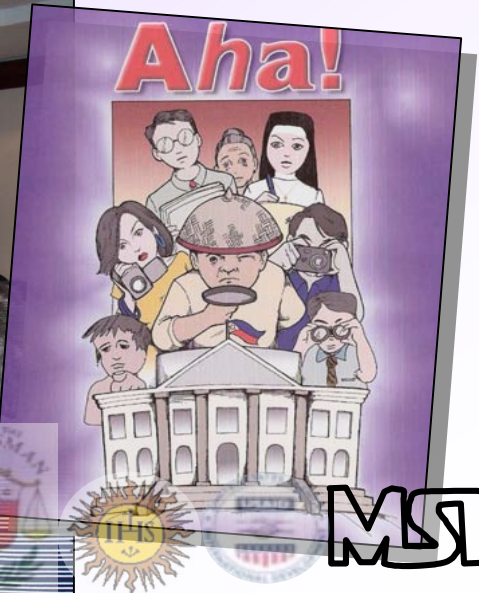
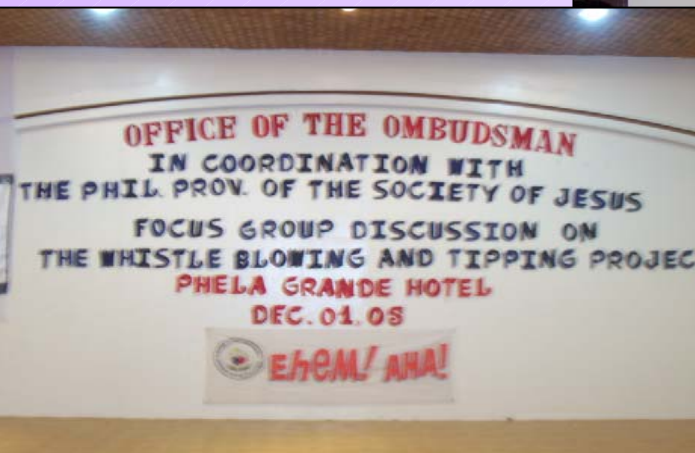
## Focused Group Discussions (FGDs)

A total of 263 respondents and participants were covered.

### Whistleblowers:

- Professionals
- Government Officials
- Government Employees
- Youth/Students
- Academe
- Civil Society Groups
- Church Workers
- Business Groups
- Resident Ombudsman
- Eminent Persons

Distribution	Male	%	Female	%	TOTAL	%
NCR/Metro Manila	31	56%	24	44%	55	21%
Luzon	32	63%	19	37%	51	19%
Visayas	49	54%	41	46%	90	34%
Mindanao	37	55%	30	45%	67	26%
<b>TOTAL</b>	<b>149</b>	<b>57%</b>	<b>114</b>	<b>43%</b>	<b>263</b>	<b>100%</b>



# Whistleblower and Tipster's Project

## Selected Demographic Profile

More male (57%) than female (43%) respondents

Generally young in their 30s, 40s and 50s

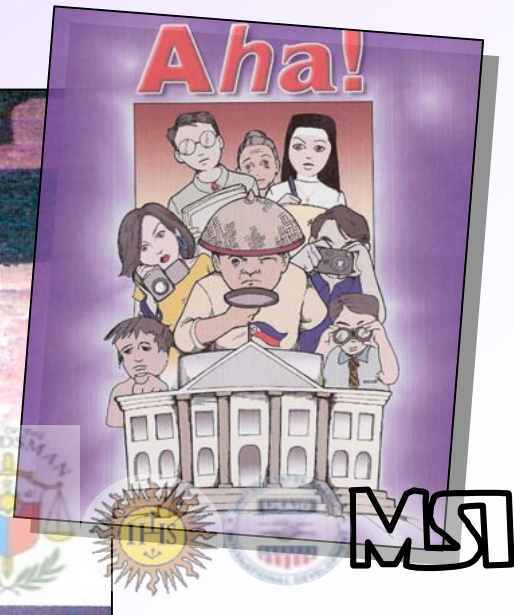
Predominantly Roman Catholic (71%)

About half come from the public sector

Generally schooled with formal degrees (70%)

Dispersed income distribution

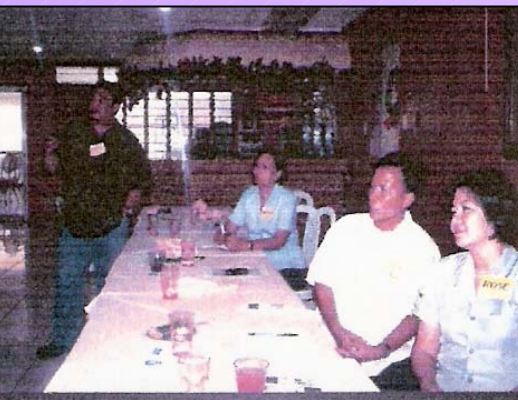
Close to a hundred (36%) have direct experience in whistleblowing;  
the rest (62%) are involved in whistleblowing advocacy



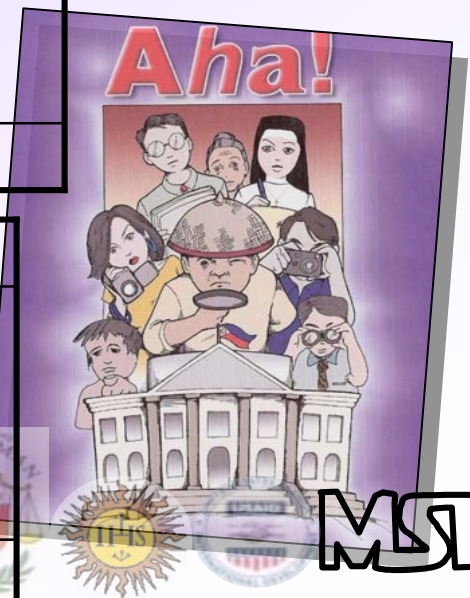
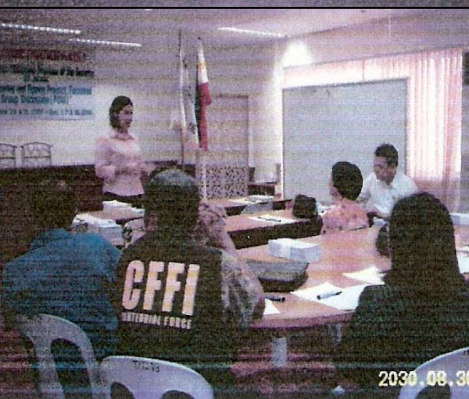
# Whistleblower and Tipster's Project

## Notions of Whistleblowing

Recurring Themes	f
<p>Exposing corrupt acts and irregular practices; reporting or revealing:</p> <ul style="list-style-type: none"> <li>● pagsisiwalat/pagsumbong ng katiwalian”, “pahibalo,”/ to warn; “pag-alarma”/ “pagboking sa nakitang kahiwian”/ “taga-tsismis” (formal/informal)/disclosing syndicated crimes/ “pagbulgar” on what we perceived to be an anomaly/ ”piya-it”; “ipagkanulo”/ ”magsuplong”/squeal/tip/ a spark/ whistleblowing is feedbacking</li> </ul>	154
<i>multiple responses</i>	



Recurring Themes	f
<p>A source of evidence: one who exposes one who gives information; one who gives a disclosure; ‘Mr. and Ms. Expose’; a squealer, exposer, reporter; an informant.</p>	95
<i>multiple responses</i>	

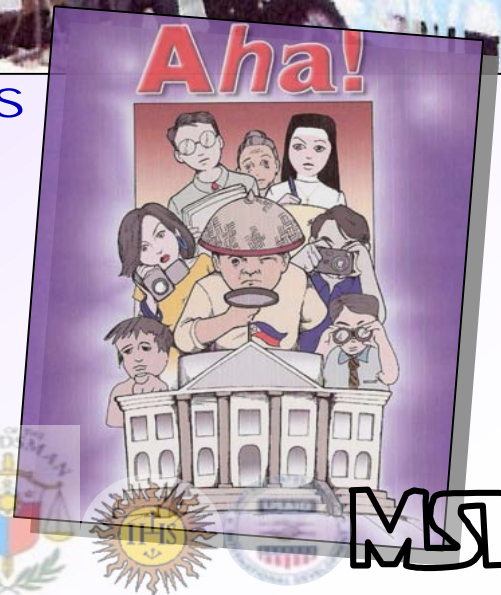
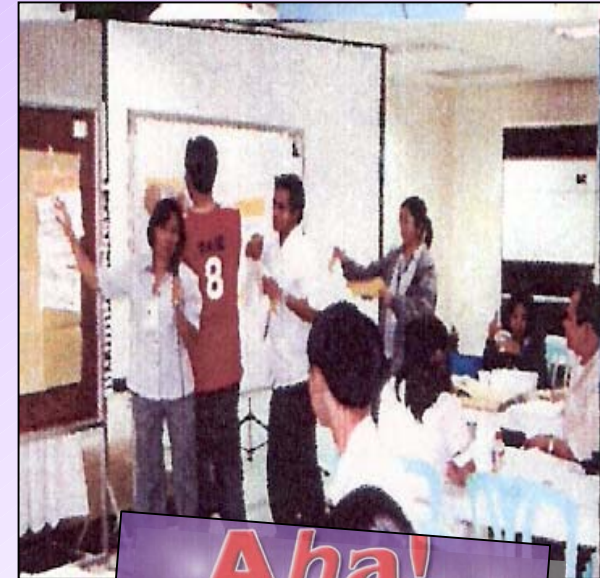


# Whistleblower and Tipster's Project



## Emerging Whistleblower Roles

- ◆ Tipsters – bearer of tip or information
- ◆ Squealers – Old Norse *skvala*; insider informant
- ◆ Witnesses – plain and state witness
- ◆ Complainants – aggrieved party; known and anonymous complaints
- ◆ Reporters – Latin *reportare*; to report and make public
- ◆ Watchdogs – “watch like a dog;” watchers on the ground collective whistleblowing



# Whistleblower and Tipster's Project

## Pessimistic Mood



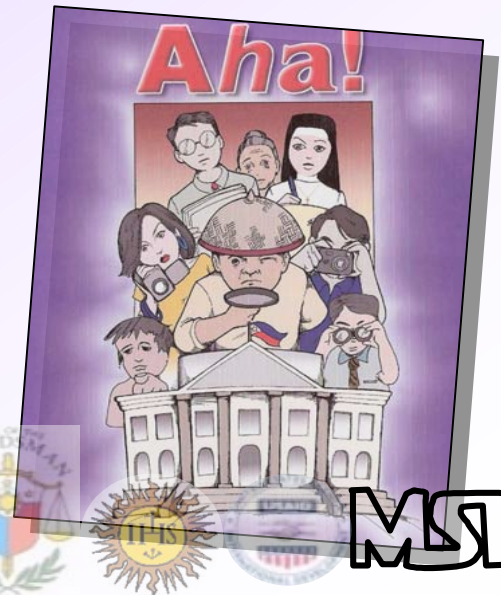
Recurring Themes	f
Generally difficult, if not ineffective: useless, failure “walang epek”/ “mahina”/”hinay”/seldom practiced/ “walang nangyayari”/no impact/ sometimes justice is not attained/ “walang pansin”/”napapahamak lang ang mga whistleblowers”	160
<i>multiple responses</i>	

Lack of security (f=164)

Lack of security and protection (f=317)

Serious risks (f=130)

- Loss of job
- Retaliation and harassment
- Ostracism and alienation
- Financial, legal and logistical constrains
- Severance of relationships
- “Babalikan ka, gagantihan ka!”



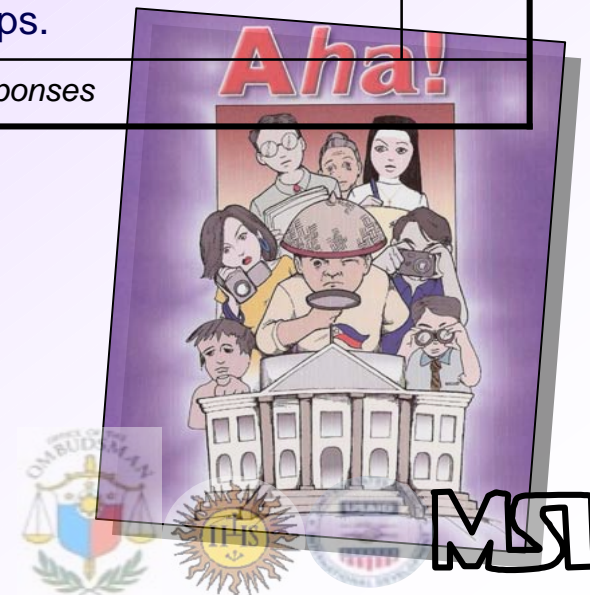
# Whistleblower and Tipster's Project

## Rays of Hope



Recurring Themes (strengths)	f
<ul style="list-style-type: none"> <li>● Whistleblowing is a citizen's duty to combat corruption; creates a positive precedent/motivation for public participation; arouses public involvement and participation.</li> <li>● Affirms people's conviction to do right; encourages others to the same.</li> <li>● Whistleblowers are agents of change.</li> <li>● Proactive role; prods agencies, media into action.</li> <li>● Eye-opener; awakens some groups.</li> </ul>	<b>58</b>
<i>multiple responses</i>	

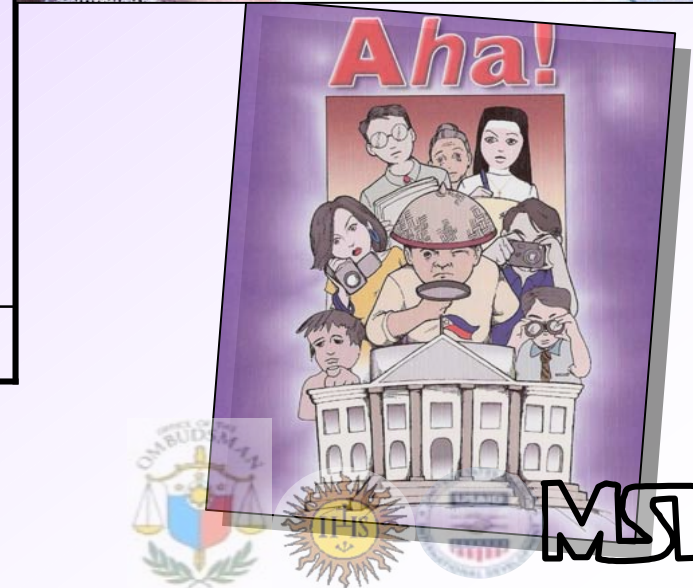
Recurring Themes (opportunities)	f
<ul style="list-style-type: none"> <li>● Improves government systems and procedures</li> <li>● promotes transparency/good governance/growth and progress/political and social reforms</li> <li>● Makes people more vigilant and careful</li> <li>● Good governance</li> </ul>	<b>68</b>
<i>multiple responses</i>	



# Whistleblower and Tipster's Project

## Favorable and unfavorable conditions in whistleblowing

Recurring Themes	f
<ul style="list-style-type: none"> <li>Favorable: <b>adequacy of support</b> (government protection; public sympathy; legal aid; financial and logistical provision); <b>structure</b> (whistleblowers' centers; complaints' desks; witness protection program); <b>protection</b> from reprisal and harassments</li> </ul>	92
<ul style="list-style-type: none"> <li>Unfavorable: <b>inadequacy or lack of support</b> from government and other sectors; <b>social ostracism</b>; <b>insecurity</b> (life, limb, work and loved ones); <b>alienation</b>: office or organization isolate whistleblowers/insider informants; <b>reprimanded</b> or prohibited by "higher-ups" (bosses); "makasab-an ni boss.</li> </ul>	67
<i>multiple responses</i>	



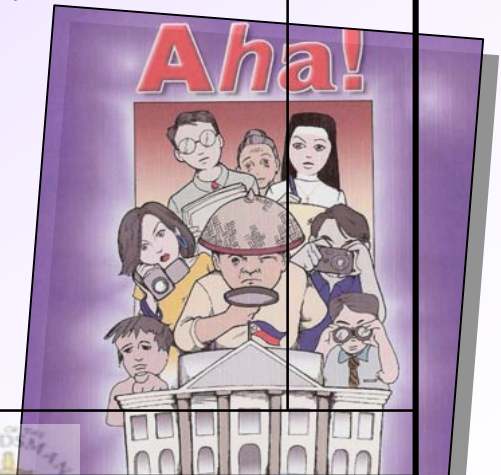
# Whistleblower and Tipster's Project

## Force-field drivers in whistleblowing



**Who should be the whistleblowers? persons of integrity, who are morally upright, have the ascendancy and credibility (f = 117); no cases of graft and corruption (f = 63); honest, trustworthy, upright, principled and of good standing in the community or agency (f = 86); courageous and determined people (f = 200); those who do not have vested interest and personal agenda of self-aggrandizement (f = 103)**

<b>Facilitators and Enablers</b>	
<b>Recurring Themes</b>	<b>f</b>
<b>Character traits and strong values:</b> <ul style="list-style-type: none"> <li>• Courage; bravery; strong commitment</li> <li>• Honesty; matinud-anon</li> <li>• Naninindigan; mobarog; buo ang loob</li> <li>• genuine concern; sincere intentions</li> <li>• Personal integrity/walang bagahe</li> </ul>	<b>203</b>
<b>Support and participation from various sectors:</b> <ul style="list-style-type: none"> <li>• Support and understanding of family members</li> <li>• Support of colleagues at work</li> <li>• Logistical support</li> <li>• Complete documents; paper trails; strong evidence</li> <li>• Strong legal aid</li> <li>• Financial support</li> <li>• Legislative and judicial reforms (protected disclosure; swift justice)</li> </ul>	<b>443</b>
<i>multiple responses</i>	



# Whistleblower and Tipster's Project

## Force-field drivers in whistleblowing

<b>Suppressors and Disablers</b>	
<b>Recurring Themes</b>	<b>f</b>
Insufficient evidence; no access to documents	<b>60</b>
Lack of support and assistance: <ul style="list-style-type: none"><li>• Discouragement by friends and families</li><li>• No access to legal aid</li><li>• Financial and logistical constraints</li><li>• Negative reception by media</li><li>• Not really committed; lacks enough courage</li><li>• Threat to personal security and safety</li><li>• Threat to work and career future</li></ul>	<b>418</b>

*multiple responses*



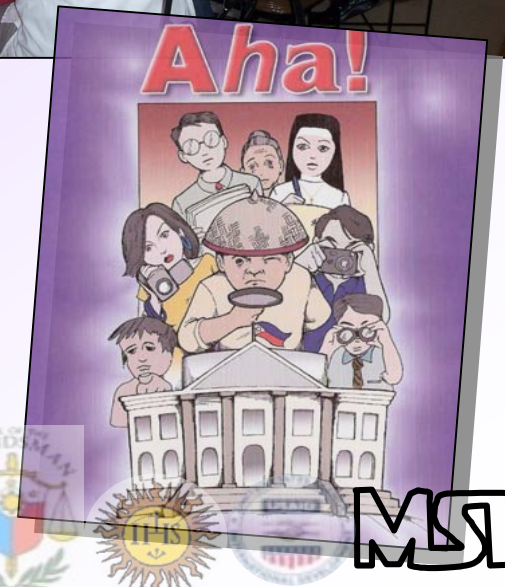
# Whistleblower and Tipster's Project

The most important first step in whistleblowing

Recurring Themes	f
Gathering and verification of data; evidence <ul style="list-style-type: none"> <li>Record events, dates, names of people</li> <li>Secure original documents; get pictures</li> <li>Knowing the case or complain fully well</li> <li>Background investigation; ocular inspections</li> </ul>	196
Personal preparations: <ul style="list-style-type: none"> <li>Self-assessment and reflection</li> <li>Check one's motive and conscience</li> <li>Check on preparedness: "how prepared are you to face up to the attendant risks and challenges?"</li> <li>Consult trusted friends and family members</li> <li>Consult your spiritual director/priests</li> </ul>	74
<i>multiple responses</i>	



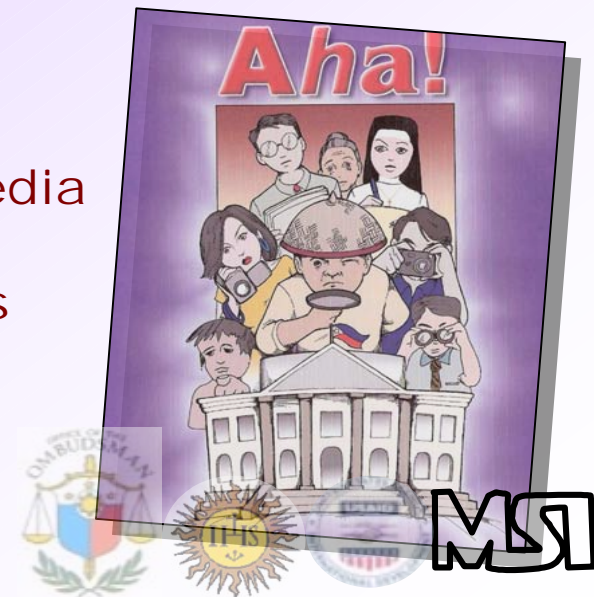
Best strategies in whistleblowing	
Recurring Themes	f
Ensure sufficiency of evidence	192
Secure external support	338
<i>multiple responses</i>	



# Whistleblower and Tipster's Project

## Other important steps in whistleblowing

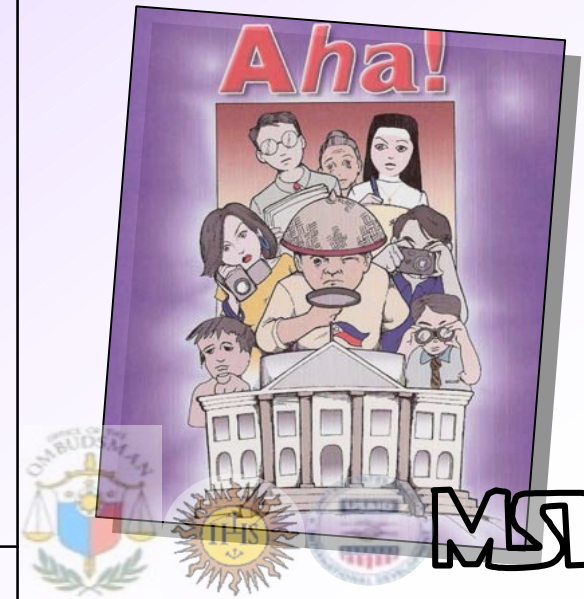
- o Consult lawyers and seek independent professional advice (accountants, auditors, etc)
- o Put up some money for financial and logistical requirements
- o Reproduce documents/evidences and give copies to the most trusted friends or family members
- o Establish links with other whistleblowers or watchdogs; look for other witnesses
- o Connect with credible and responsible media
- o Connect with law enforcement authorities



# Whistleblower and Tipster's Project

The necessary preparations before whistleblowing

Recurring Themes	f
<p><b>Personal preparations:</b></p> <ul style="list-style-type: none"> <li>• personal assessment: what is the motivation and intention?</li> <li>• personal readiness: there are risks and consequences</li> <li>• be courageous; do not be afraid</li> <li>• consider the advantages and disadvantages</li> <li>• secure personal insurance plan/eternal life plan</li> <li>• discern and pray for guidance/prepare your conscience/spiritual preparation</li> </ul>	386
<p><b>Documentary and logistical preparations:</b></p> <ul style="list-style-type: none"> <li>• original or certified true documents</li> <li>• pictures or maps</li> <li>• news clippings</li> <li>• dossiers or curriculum vitae of people</li> <li>• journals (write down names, dates, details of malpractice)</li> <li>• security plan/contingency plan</li> <li>• safe house or alternate house for members of family</li> <li>• transport reroutes/change habits or routines to counter surveillance</li> <li>• report to police or lawyers or priests or friends any threat/ file a “blotter” if necessary</li> <li>• prepare financial contingency for legal cases;</li> <li>• approach free legal aid</li> </ul>	70



multiple responses

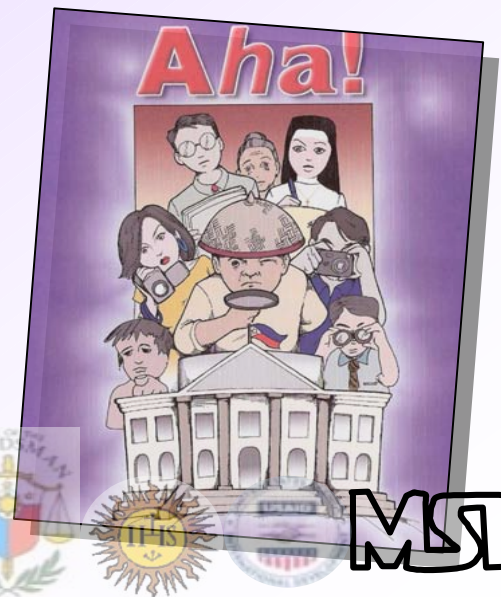
# Whistleblower and Tipster's Project

## Who can be whistleblowers

- o Concerned Citizens/Taxpayers
- o Internal Auditors/  
Internal Affairs Personnel
- o Civil Society Organizations
- o Watchdogs/Monitoring Groups
- o Parishioners, students, youth
- o Government officials and employees
- o Professionals/Professional Organizations
- o Eminent Persons

### Specially mandated or accredited antigraft groups

- Junior Graftwatch Units (JGUs)
- Corruption Prevention Units
- Resident Ombudsman (ROs)
- Associations of Resident Ombudsman (AROGAs)
- Anticorruption NGOs/CSOs



# Whistleblower and Tipster's Project

## FINAL WORD

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Whistleblowers play a very special role in the fight against corruption.

They are the brave souls, they take the extra mile of vigilance. They offer sacrifice to disclose and expose malfeasance – even at the expense of their personal safety, security and solace.

Whistleblowers are heroes of their own rights!

