

Equipping reformers - inside and outside government - with the knowledge and tools to push for better governance.



ABOUT US

The Accountability Lab makes governance work for people everywhere by supporting active citizens, responsible leaders and accountable institutions. We are reimagining how to build accountability to support a world in which resources are used wisely, decisions benefit everyone fairly, and people lead secure lives. We work in South Asia, Africa and America.

INTEGRITY INNOVATION LAB

The Integrity Innovation Lab (IIL) is an interactive, solutions-oriented, and highly contextualized program for civil servants at all levels, to support the development of a culture of integrity within government. We create a tailored program of support, and then build active learning networks through which we can facilitate lesson-sharing and problem-solving approaches over time. The content is modular and can be adapted to varying time-frames. It's drawn from a variety of disciplines, including human-centred design, ethics, social accountability and private sector innovation.

Our partners for this work tend to be civil service training schools or academies, either at the central or sub-national levels, or within specific sectors (such as the police or health/education).

THE CHALLENGE

An honest, accountable civil service is the backbone of an effective governance system. Where this does not exist we see deep issues of corruption, patronage and mismanagement, which are core drivers of inequality, poverty and insecurity.

Governments around the world have training programs for civil servants but in our experience these are often ineffective and suffer from a variety of challenges. They tend to be compliance focused rather than citizen-centric; the content tends to be uni-directional - with long lectures from experts that bear little resemblance to realities; and finally, the process is often a series of topical trainings, rather than a structured effort to build a vibrant peer-network through which participants can encourage and support each other to demonstrate integrity over time.

THE PROCESS



1

Design

6 milestones which correspond to the participants' journey through civil service training.



2

Engagement

A core understanding of integrity, based on practical examples and exercises.



3

Mentorship

A high-touch model to create a peer-learning network and to support mentorship within the group.



4

Communication and Outreach

Materials, to raise awareness and celebrate the work of government publicly.



5

Integrity Summit

The process culminates at the end of the academic year in an "Integrity Summit" at which the participants pitch their ideas around integrity and accountability to government officials, respected civil servants and invited guests.

EXAMPLES

Pakistan

Accountability Lab signed an MoU with the Civil Services Academy to train the leading civil servants coming into government each year; and completely re-think the training curriculum around issues of integrity, accountability and anti-corruption. Currently, the team is taking the 275 participants through an IIL process-focusing on the challenges civil servants face across departments as varied as the police, railways and education.

Nepal


We are running a smaller, adapted version of the IIL annually with 10-15 young civil servants. The participants come together every 3 months for 2-3 days of experience-sharing, feedback and collective brainstorming around governance challenges and opportunities before returning to their districts to implement the ideas. Our team then actively mentors the group to support a shared shift in understanding of accountability and integrity.


LEARNING


The Accountability Lab team gathers feedback at every point in the IIL development and roll-out process to ensure an adaptive approach to implementation as we go along. Read more about our learning at www.accountabilitylab.org/impact.

CONTACT US

Email us: info@accountabilitylab.org

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