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White-Collar Crimes in Uganda: Exploring the Impacts and Strategies for Reform

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Abstract

Individuals in positions of authority commit white-collar crimes, characterized by non-violent offenses such as embezzlement, fraud, and corruption, which have significant, multifaceted effects on both societies and economies. This paper critically examines the pervasive impact of white-collar crimes in Uganda, drawing on secondary data from various sectors. It draws attention to the wider social ramifications, such as the rise in social vices and the burden on Uganda's legal system, as well as the economic ones, such as job losses, business closures, and a deterrent to foreign investment. The paper's conclusions indicate that systemic corruption and shoddy governance frameworks exacerbate the long-term consequences of white-collar crimes. Consequently, the paper proposes some policy suggestions aimed at enhancing Uganda's legislative and regulatory structures. These include reclassifying white-collar crimes as felonies, ensuring judicial independence, establishing special tribunals for faster prosecutions, and implementing comprehensive whistleblower protection policies. Additionally, the paper advocates for the enactment of restitution laws, improved government transparency, and enhanced public awareness campaigns. By

adopting these measures, the study offers a robust approach to mitigating the socioeconomic harm caused by white-collar crimes while promoting a culture of accountability and legal compliance.

Keywords: *White-collar crimes, Corruption, Uganda, Socio-economic impact, Legal framework.*

1. Introduction

Renowned economist Edwin Hardin Sutherland first introduced the concept of "white collar crime" to the public in 1939, focusing on illegal activities committed by individuals in positions of power and privilege. Sutherland's work was groundbreaking, highlighting the significant financial and social impact of crimes committed by high-status individuals, which often go unnoticed or unpunished due to the perpetrators' influence (Rowe, 2021). His research led to the implementation of legislative measures in the United States, such as the Racketeer Influenced and Corrupt Organizations Act (RICO) and the Bank Secrecy Act, aimed at increasing transparency and combating financial crimes (Munaweera, 2022). This historical perspective sets the stage for understanding how white-collar crime continues to evolve in today's globalized economy.

Despite the legislative efforts noted earlier, the rapid advancement of technology and globalization in the late 20th and early 21st centuries facilitated the evolution of white-collar crimes, making them more complex and difficult to regulate. New forms of crime, including cyber laundering, cyber financial terrorism, and online data corruption, emerged, challenging existing legal frameworks and enforcement mechanisms (Nizovtsev et al., 2022). As white-collar crimes evolved, so did their impact on economies worldwide. In Uganda, these crimes have had devastating effects, exacerbating economic instability and undermining public trust in institutions (Karusigarira, 2021). In developing countries like Uganda, where the effects of white-collar crime are more acute, this growing complexity is especially pronounced.

Money laundering, one of the most insidious forms of white-collar crime, involves the illicit transfer of substantial amounts of money from state or organizational treasuries to foreign accounts, often by individuals with deep connections and significant influence (Kleiner, 2024). Greed drives this globalized crime trend, with those tasked with public or

corporate responsibilities perpetuating it. The economic consequences for countries like Uganda are severe, with white-collar crimes contributing to financial losses, reduced investment, and a general erosion of economic integrity (Barasa, 2021).

This paper aims to thoroughly examine the types of white-collar crimes prevalent in Uganda, explore legal frameworks, and assess their impact on the economy and the needed policy reform. The focus on Uganda will provide a case study of how white-collar crime can cripple a nation's economy, highlighting the urgent need for reform and stronger institutional mechanisms to combat these offenses.

The research methodology of this study is based on the analysis of primary and secondary data. We acquired the information from a variety of current sources, including newspapers, case studies, scholarly writings, government papers, and publicly available data from non-governmental organizations. Using qualitative research, the study examines documented incidents of white-collar crimes in order to spot trends and evaluate the effects these crimes have on Uganda's political and socioeconomic environment. This method enables a thorough investigation of well-documented cases and their wider consequences for the nation's development and governance.

2. The concept of white-collar crimes

White-collar crimes, often perceived as less threatening than violent crimes, are in fact among the most dangerous due to their systemic and far-reaching consequences (Deschner, 2021). Individuals within organizations typically commit white-collar offenses, leveraging their positions to engage in fraudulent activities that can destabilize economies and harm society at large, unlike more visible crimes (McCarthy, 2022). These crimes often lay the groundwork for other forms of criminality, including theft, robbery, and even terrorism, by weakening the economic and social fabric of a nation. This observation highlights the need to understand the broader context in which white-collar crimes operate and how their impact extends beyond immediate financial losses.

The debate around punishment for white-collar crimes centers on whether the penalty should focus on the restitution of stolen assets or the broader impact of the crime. While some argue for the compulsion of offenders to return embezzled funds and minimal further punishment, others argue that sentencing should consider the full impact of the crime, including its societal and economic consequences (St-Georges et al.,

2023). This divide in perspectives on punishment underscores the complexity of addressing white-collar crimes, not only in terms of legal frameworks but also in balancing justice with economic recovery.

Sutherland's definition of "white collar crime," which includes offenses committed by individuals of high social status during the course of their occupation, remains foundational (Sutherland, 1940). However, this paper expands on Sutherland's definition to include offenses committed by individuals of lower social status in their professional environments. By doing so, the discussion opens up a wider scope for analyzing the implications of white-collar crimes across different sectors and social classes. Regardless of the offender's status, white-collar crimes are particularly harmful because they often involve large sums of money and can lead to significant financial losses for victims, whether they are individuals, corporations, or governments. Professional white-collar crimes occur across various sectors: medical professions, engineering, legal professions, educational institutions, etc. This sectoral analysis helps in identifying the wide-reaching implications of such crimes, which transcend specific professional boundaries.

3. Uganda's socio-economic and political environment

Uganda faces considerable socio-economic challenges, including high poverty levels, income inequality, and reliance on foreign aid and remittances. These challenges create a paradox, as economic growth coexists with vulnerabilities that white-collar criminals can exploit. Politically, Uganda has a history of instability and authoritarian governance, which has affected its development and governance structures (Ngcayisa, 2021). The interplay between these socio-economic and political factors creates fertile ground for the emergence and persistence of white-collar crimes. In this environment, white-collar crimes become not just economic offences but also reflections of deeper systemic governance issues.

White-collar crimes in Uganda are prevalent and take various forms, including embezzlement of public funds, procurement fraud, tax evasion, and corruption among public officials (Rafay, 2021). In government agencies, officials frequently embezzle funds intended for public projects. For instance, high-profile scandals like the 2012 Office of the Prime Minister scandal, which involved the embezzlement of millions of dollars in donor funds, demonstrate the widespread nature of these crimes (Annan, 2022). Corruption is another significant issue, with Uganda

consistently ranking poorly on global corruption indices. These examples of large-scale embezzlement highlight how deep-seated corruption, especially within the public sector, exacerbates Uganda's socio-economic challenges.

Several cultural and social factors contribute to the prevalence of white-collar crimes in Uganda. The country's social fabric is characterized by strong familial and ethnic ties, which sometimes results in nepotism and favoritism in the allocation of jobs and resources (Karusigarira, 2021). These practices can foster environments where white-collar crimes are more likely to occur, as individuals may feel obligated to use their positions to benefit their kin. Additionally, there is often a societal tolerance for corruption, viewing it as a necessary means of survival or success, which can undermine efforts to combat white-collar crimes (Gottschalk, 2022). As a result, cultural attitudes toward corruption further compound the legal and institutional challenges in addressing these crimes.

As outlined by Ethics and Integrity (2023), Uganda's legal framework for addressing white-collar crimes includes anti-corruption laws, such as the Anti-Corruption Act of 2009, and institutions like the Inspectorate of Government (IG) and the Office of the Auditor General (OAG). However, these laws and institutions face significant challenges, including inadequate funding, lack of political will, and interference from powerful political figures, which hinder effective enforcement (Basheka, 2021). People often perceive the judiciary as compromised or lacking in independence, which makes it challenging to secure convictions against high-ranking officials involved in white-collar crimes. These enforcement obstacles reveal that a lack of political commitment can render even the most robust legal frameworks ineffective.

White-collar crimes have far-reaching effects on Uganda's society and economy. The misappropriation of public funds leads to a lack of essential services such as healthcare, education, and infrastructure development, directly impacting the quality of life for ordinary citizens (Mazele & Amoah, 2022). This demonstrates how white-collar crimes do not only enrich the perpetrators but impoverish society as a whole by draining resources meant for public welfare. Economically, these crimes deter foreign investment, as investors may fear corruption and mismanagement of resources. Moreover, the loss of public trust in government institutions undermines the legitimacy of the state and can lead to social unrest and disillusionment among the populace (Abdulrasheed, 2021). As the state's legitimacy erodes, the cycle of

economic and social deterioration continues, making reform efforts even more pressing. Notable cases, such as the misuse of funds during the Commonwealth Heads of Government Meeting (CHOGM) in 2007, highlight the economic and social repercussions of white-collar crimes in Uganda (British Broadcasting Service [BBC], 2011). Such cases exemplify the long-term damage that white-collar crimes can inflict on national development efforts, necessitating stronger responses at both the legal and social levels.

4. Theoretical framework

This study is based on Clarke and Cornish's rational choice theory from the 1980s and Messner and Rosenfeld's institutional anomie theory from 1994. The rational choice theory suggests that individuals engage in criminal behavior after weighing the potential benefits against the risks (Zhao et al., 2021). In the context of white-collar crime, the potential financial rewards, combined with the perceived low risk of detection and punishment, can encourage individuals to commit such crimes. The rational choice theory highlights the importance of strengthening legal frameworks and enforcement mechanisms to increase the perceived risks associated with white-collar crimes (Pusch & Holtfreter, 2021). In Uganda, the lack of effective deterrents, such as stringent penalties and robust enforcement, has contributed to the prevalence of white collar crimes. By implementing stricter penalties and ensuring consistent enforcement of anti-corruption laws, the government can alter the cost-benefit analysis for potential offenders, making white-collar crimes less attractive.

The Institutional Anomie Theory emphasizes the role of cultural and structural factors in fostering criminal behavior (Bjerregaard, 2014). This theory posits that societal emphasis on economic success, when combined with weak social institutions, can result in anomie, a state of normlessness where individuals justify engaging in unethical behavior to achieve success (Klingler, 2023). White-collar crimes thrive in Uganda due to the pressure to achieve economic success and the absence of strong social and ethical institutions. Institutional anomie theory suggests that addressing white-collar crimes requires not only legal reforms but also cultural and structural changes. Strengthening ethical standards within organizations, promoting a culture of accountability, and reinforcing the role of social institutions can help mitigate the factors that contribute to white-collar crimes (Langraw & Zaman, 2023). By

fostering a culture that values ethical behavior and social responsibility, Uganda can create a more resilient society that is less susceptible to the allure of white-collar crime.

5. Empirical evidence and case studies

White-collar crimes in Uganda have manifested in various forms, including embezzlement, fraud, and corruption, often involving high-profile individuals. One notable example is the case of Geoffrey Kazinda, a former principal accountant in the Office of the Prime Minister. The Observer of 2017 implicated Kazinda in the embezzlement of millions of dollars meant for recovery programs in Northern Uganda and Karamoja. His case, which gained significant media attention, exposed the vulnerabilities within Uganda's public financial management systems and led to a loss of international donor confidence. Kazakhstan's actions not only syphoned critical funds but also hindered economic development in regions already suffering from poverty and conflict.

In a case involving the diversion of roofing sheets intended for vulnerable people, Ugandan prosecutors charged the minister of finance in charge of planning with corruption-related offenses (Africa News, 2023). According to the publication, the scandal involves at least 22 high-ranking officials, including the vice president, the parliamentary speaker, the prime minister, and cabinet ministers. This demonstrates the extent of white collar crime in Uganda. The daily site goes on to highlight the severity of the crisis, citing the Corruption Perceptions Index (CPI) 2023, which ranks Uganda 141st out of 180 nations with a score of just 26. This low score highlights the urgent need for strong anti-corruption measures to rebuild public trust and maintain effective governance.

Senior officials accused the National Social Security Fund (NSSF) of misappropriating workers' savings for personal gain in another significant case. The NSSF scandal highlighted the exploitation of public institutions by individuals in power, jeopardizing the financial security of thousands of Ugandan workers (McHenry, 2021). The fallout from this scandal included public outcry, loss of investor confidence, and calls for greater transparency and oversight in the management of public funds.

These cases illustrate how white collar crimes have far-reaching consequences, affecting not only the immediate victims but also the broader society. The diversion of public resources undermines development projects, stifles economic growth, and perpetuates poverty and inequality. The corruption scandals involving Uganda's health sector

further demonstrate the devastating impact of white-collar crimes on public institutions (Karusigarira, 2021). The Global Fund to Fight AIDS, Tuberculosis, and Malaria, for instance, temporarily suspended its funding to Uganda after discovering that senior health officials were involved in the embezzlement of funds. The suspension had dire consequences for public health, causing delays in essential medical supplies and services and thereby affecting the most vulnerable populations in the country (Ashaba & Werner, 2021).

In 2020, officials in Kampala's Makindye Division faced charges of embezzling nearly 3 billion Ugandan shillings, or roughly \$800,000, meant for community development initiatives such as building roads and sanitary facilities. Investigations by the Office of the Inspector General of Government revealed the transfer of these funds into the officials' personal accounts (Dickson-Gomez et al., 2023). Poor management resulted in unfinished road projects, isolating many towns and hindering their access to markets and other necessities. This incident brought systemic corruption to light at the local level, highlighting the critical need for strong accountability frameworks and openness in public spending.

The Uganda Bankers Association also noted a spike in fraudulent loan applications from small company owners in 2021. In one instance, a group of Jinja-based businessmen presented fictitious financial accounts in order to obtain loans totaling 1.5 billion Ugandan shillings (Oketch, 2024). During a routine audit, differences between reported incomes and real bank statements revealed the fraudulent operations. In addition to causing the lending institutions to suffer significant losses, the impact of this scam damaged public confidence in the banking industry, which made it more challenging for legitimate enterprises to obtain credit.

According to a 2022 assessment by the Uganda Revenue Authority (URA), workers in the informal sector—street sellers and small business owners in particular—evaded taxes, totaling an estimated 700 billion Ugandan shillings (Nakitende, 2023). Researchers discovered that up to 60% of vendors were underreporting their daily income. The massive tax evasion has a negative effect on government revenue, which lowers the amount of money available for public services like healthcare and education. Additionally, by maintaining a culture of non-compliance, this strategy increases the difficulty of tax collection and burdens compliant taxpayers.

In 2021, a noteworthy case revealed that a network of medical practitioners in Kampala had been filing false insurance claims. They

overstated or failed to execute some medical treatments and then submitted bills for them (Glynn, 2022). Investigations showed that these false claims cost a significant sum of money. The misappropriation of funds intended for medical services compromised both the quality of care for legitimate patients and health insurance. The incident sparked calls for tighter regulation of healthcare billing procedures.

A scandal involving a former Yumbe District primary school principal drew public attention when it emerged that he had embezzled 8.2 million Ugandan shillings intended for infrastructure upgrades and school supplies. Concerns about outdated resources and falling infrastructure from educators and parents prompted an inquiry (Elema, 2024). The investigation found the headmaster guilty of embezzling money for his personal benefit, highlighting significant issues with institutional governance and the impact of such corruption on students' educational quality.

Reports from 2021 revealed that "Health for All," a local non-governmental organization, had overstated its operating costs, despite its goal of providing basic healthcare services in rural areas. Audits revealed that employees were embezzling funds intended for health outreach initiatives (Biryabarema, 2021). This mishandling damaged the public's confidence in NGOs, making it more difficult for respected organizations to obtain funds and support for their initiatives and jeopardizing the provision of essential healthcare services.

In 2019, the US Department of Justice discovered that a Kira Municipality procurement officer had accepted bribes from building firms to secure contracts for community projects. Investigations revealed that the procurement officer received bribes totaling more than 200 million Ugandan shillings, or around \$54,000, which led to inflated project prices and subpar construction. The research revealed that the poor execution of many completed projects led to their early collapse. In addition to being a waste of tax dollars, this practice seriously damaged the community's infrastructure, which impacted the standard of living and accessibility to services for locals.

The collective examples underscore the pervasiveness of white-collar crimes in Uganda, which not only affect the country's social fabric and economic integrity but also extend beyond individuals from affluent socio-economic classes. The diversion of public resources hinders economic growth, jeopardizes development initiatives, and perpetuates poverty and inequality.

6. White-collar crime and legal frameworks

Both international and local legal frameworks govern white-collar crimes. Internationally, various conventions and protocols establish standards for member states, while local legislation addresses specific national concerns, such as those in Uganda. This section explores the international conventions and Ugandan laws relevant to white-collar crimes, including the Computer Misuse Act 2011, the Anti-Corruption Act 2009, and the Anti-Money Laundering Act 2013.

International legal frameworks

United Nations Convention Against Corruption (UNCAC):

Adopted in 2003, the UNCAC is a landmark international treaty that aims to combat corruption globally. It provides a comprehensive approach to tackling corruption through measures that promote transparency, accountability, and effective legal frameworks (Inocencio, 2023). The UNCAC addresses various aspects of corruption, including preventive measures, criminalization, and international cooperation. It also includes provisions for the recovery of assets obtained through corruption and the establishment of anti-corruption bodies.

Palermo Convention: The United Nations Convention against Transnational Organized Crime, also known as the Palermo Convention, complements the UNCAC by focusing on organized crime that crosses international borders. It provides a legal framework for cooperation between states to address crimes such as human trafficking, drug trafficking, and corruption within organized crime networks (Strobel, 2021).

Convention on Cybercrime (2001): This treaty, officially known as the Budapest Convention, is the first international agreement that addresses cybercrime. It sets out guidelines for member states to harmonize their laws on offenses related to computers and data, including illegal access, data interference, and system interference (LeNguyen & Golman, 2021). The Convention also promotes international cooperation in the investigation and prosecution of cybercrimes, facilitating the exchange of information and evidence across borders.

OECD Convention on Combating Bribery of Foreign Public Officials: Adopted in 1997, this convention is a critical instrument in the fight against international corruption. It criminalizes the bribery of foreign government officials in international business transactions, aiming to reduce the incidence of corrupt practices that distort fair competition and undermine governance (Borlini & Peters, 2021). The Convention also encourages member states to adopt effective measures to prevent and address such bribery.

Council of Europe's Criminal Law Convention on Corruption: Adopted in 1999, this Convention represents a significant international effort to combat corruption. It criminalizes various forms of corruption, including active and passive bribery, and establishes standards for cooperation among member states (Dimitrijević, 2023). The convention also highlights the importance of prevention, detection, and enforcement in the fight against corruption.

Local legal frameworks in Uganda

Computer Misuse Act 2011: In response to the increasing prevalence of electronic crimes, the Ugandan Parliament enacted the Computer Misuse Act (CMA) to address the misuse of technology (Solomon et al., 2024). The CMA defines offences related to the abuse of computer systems and data, including unauthorized access, data theft, and cyber fraud. The act aims to protect individuals and organizations from the financial and reputational damages caused by such crimes.

Anti-Corruption Act 2009: The Anti-Corruption Act seeks to combat corruption in Uganda by criminalizing acts such as embezzlement, bribery, and extortion. It defines various forms of corruption and establishes mechanisms for investigating and prosecuting these offences (Asiimwe, 2021). The Act also includes provisions for the recovery of misappropriated assets and the promotion of transparency in public administration.

Anti-Money Laundering Act 2013: This Act addresses the issue of money laundering by providing a legal framework for the identification and prevention of illicit financial transactions (Norman, 2022). It defines money laundering and related activities, such as disguising the origin of illicit funds, and establishes procedures for reporting and investigating

suspicious transactions. The Act aims to enhance Uganda's financial system's integrity and compliance with international anti-money laundering standards.

7. Causes of white-collar crimes

The prevalence of white-collar crimes is influenced by several factors, which include:

Greed: Many white-collar crimes stem from individuals' desire for wealth beyond their legitimate earnings. Greed can drive employees to manipulate financial records, engage in fraudulent transactions, or embezzle funds to accumulate personal wealth. This form of financial greed often outweighs the ethical considerations and legal risks involved.

Competition among colleagues: The competitive environment in many workplaces can lead employees to commit white-collar crimes to match or surpass the success of their peers. Witnessing a colleague's financial gains can create pressure to engage in similar unethical behavior, leading to a cycle of corruption and financial embezzlement (Jha & Singh, 2023).

Family pressure: Economic pressures from family members can push employees to commit white-collar crimes. When family demands exceed an employee's legitimate income, the temptation to engage in fraudulent activities to meet them can become overwhelming (Lyngdoh, 2023).

Low salary scale: Inadequate compensation can lead employees to seek additional income through illegal means. As Karl Marx suggested, socio-economic inequalities and insufficient wages can drive individuals toward deviant behavior in order to balance their financial situations.

Weak legal framework: Inadequate legal provisions and enforcement mechanisms can create an environment conducive to white-collar crimes. Perpetrators may exploit loopholes in the legal system, knowing that prosecutions may be ineffective or result in minimal penalties.

8. The effect of white-collar crimes

White-collar crimes have had far-reaching and devastating effects on various aspects of life. These crimes not only undermine economic

stability but also lead to other forms of criminality and social issues. In some countries, such as Uganda, they have severely impacted the economy, caused public financial losses, and contributed to rising unemployment. This research aims to examine the specific effects of white-collar crimes on Uganda's economy and society.

Economic impact

White-collar crimes can have substantial economic consequences, including the closure of businesses and a decrease in investor confidence (Billings et al., 2021). These crimes can discourage investment, lead to job losses, and create broader social crises, such as family breakdowns and reduced marriage rates among youth. Governments have a responsibility to enhance the economic environment by creating job opportunities and supporting businesses to mitigate these adverse effects.

Social vices

The long-term social effects of white-collar crimes can manifest as social vices, such as increased youth involvement in illegal activities. Economic downturns and financial instability caused by these crimes may push individuals, especially youth, toward negative behaviors like substance abuse or theft as coping mechanisms. For instance, graduates who struggle to find employment may join criminal peer groups as a result of economic frustration (Bradley et al., 2022).

Legal consequences

The legal ramifications of white collar crimes often involve protracted and complex legal battles. These cases can strain the judicial system and divert resources away from other critical areas. The presumption of innocence afforded to defendants can complicate prosecution efforts, making it challenging to secure convictions (Roberts, 2021). Some argue that altering legal standards to presume guilty until proven innocent could improve prosecutorial success, although this approach raises significant ethical and legal concerns (Hussain, 2021).

Impact on employees

White-collar crimes can directly impact employees by affecting their salaries and job security. Organizations or governments implicated in financial misconduct may struggle to meet their payroll obligations or fail to provide salary reviews and promotions (Uyanah et al., 2021). This situation leaves employees vulnerable and may impact their overall well-being.

Individual reputation

One of the most immediate effects of white-collar crimes is the damage to the reputation of the individuals involved. Upon suspicion, arrest, and prosecution for white-collar crimes, individuals often experience a rapid deterioration of their previously esteemed public image (Gottschalk, 2021). Their personal and professional lives suffer as their character, integrity, and social status are scrutinized due to this decline in reputation. Public reaction can include a loss of respect and trust, and there is often a societal demand for accountability and restitution from these individuals.

Loss of public trust

White-collar crimes contribute to a significant erosion of public trust in institutions and individuals. Public officials or business leaders implicated in such crimes undermine the public's confidence in their ability to serve with integrity (Artello & Albanese, 2022). This loss of trust can deter citizens from supporting or believing in future leadership or institutional reforms, leading to a broader impact on governance and public service.

9. Conclusion

Due to their subtle, non-violent nature, individuals in positions of power often commit white-collar crimes that the general public does not widely recognize. These crimes, while not immediately apparent, can lead to significant economic and social disruptions. Prosecution of high-profile offenders is challenging due to political connections and the misuse of resources to evade justice. Strengthening legal mechanisms and institutions is essential for combating white-collar crimes effectively.

Citizens must advocate for robust legal reforms and hold powerful individuals accountable to ensure justice and protect societal interests.

10. Recommendations

We propose the following recommendations to address white-collar crime-related issues and enhance Uganda's legal and policy frameworks:

Strengthening legal framework: The government should enhance existing legal frameworks and create new ones where necessary to effectively combat white-collar crimes. Upgrading white-collar crime charges to felonies with severe penalties, such as death sentences, may deter offenders.

Independent judiciary: Ensuring judicial independence is crucial for fair and effective prosecution. We must empower and protect the judiciary from political interference to handle high-profile cases without fear.

Constitution of special tribunal: Establishing special tribunals for white-collar crimes can expedite the legal process and address the backlog of cases in regular courts. New legislation should define time limits for the prosecution of these crimes to ensure timely justice.

Whistleblower policy: Encouraging whistleblowing by providing legal protection and incentives for those who report financial misconduct can help uncover and address white-collar crimes. The government should enact policies to safeguard whistleblowers and encourage public participation.

Restitution: Enacting laws that mandate the return of stolen assets at their current financial value can ensure that white-collar criminals do not benefit from their illicit activities. This approach helps restore some of the losses incurred by the public.

Training and retraining: Investing in capacity-building for government employees and organizations can enhance their ability to detect and prevent white-collar crimes. Continuous training will improve their skills and knowledge in dealing with financial misconduct.

Disqualification from elective and appointive positions: We should enact laws that permanently prohibit individuals convicted of white-collar crimes from

seeking elective or appointive positions in order to prevent recidivism and safeguard public trust.

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