

## Table of Contents

Executive Summary	i
I. Overview of the Project	1
II. Overview of the Participating Agency	2
III. Assessment Methodology and Tools	13
IV. Corruption Resistance Review	
A. Integrity Development Assessment	
Leadership	18
Code of Conduct	24
Gifts and Benefits Policy	28
Human Resource Management	31
Performance Management	35
Procurement Management	40
Financial Management	44
Internal Reporting and Investigation	49
Corruption Risk Management	52
Managing Interface with External Environment	60
V. Corruption Vulnerability Assessment	68
A. Project Implementation	71
B. Procurement	82
C. Irrigation Service Fee (ISF) Billing and Collection	96
VI. Summary of Recommendations	114
Annexes	
A. IDA Participants	Annex A-1
B. Survey Results	Annex B-1
C. CVA Matrices / Process Flow Charts	Annex C-1
- Project Implementation	
- Procurement of Civil Works	
- PSF Billing and Collection	
- Flowchart for the Release of Notice of Cash Allocation & Notice of Transfer of Allocation	