

Foreword

The entry into force of the law *Prevention and Suppression of Bribery in the Private Sector* on 1st March 2010 has three significant meanings, including:

1) The Macao SAR fulfils its international obligation brought by the application of the *United Nations Convention Against Corruption* by expanding the anti-corruption jurisdiction to the private sector, elevating Macao's legal system to the international standard.

2) The competitors in the free market (entrepreneurs) are encouraged to have a fair competition in compliance to "the principles of justice and honesty" with an aim to establish a clean business environment.

3) It drives the development of employment culture towards a more transparent and healthy direction so that employers and employees will treat each other with honest and good faith, promoting a more civilized and responsible labour relation. Employers should clearly define every employee's duties and obligations so that everyone has rule to abide by. At the same time, employees should also be clear about their own rights, interests and responsibilities, so that they would carry out their duties under the principle of *pacta sunt servanda* (meaning "agreements must be kept").

Since this law is related to all employers and employees in Macao, to promote the law is one of the CCAC's priorities. The purpose of publishing this booklet is to enable citizens and employers to have an in-depth understanding of the new law through illustrations and simple expressions.

The CCAC hopes to collaborate with different industries and establish a partnership of corruption prevention so as to co-operate in the enhancement of integrity awareness and law-observance as well as assist them in formulating the code of conduct, with the aim to build a clean society.

The Commission Against Corruption,
Macao SAR