

Public Service and Human Resource Management

| Principle 7 | Measures for promoting integrity, preventing corruption and ensuring discipline in the public service are in place | | |
|---|--|--------|--|
| Principle approach | The monitoring approach for this principle is based on a combination of SIGMA's findings and own research through civil servants and CSOs surveys. Similarly, to SIGMA, WeBER also focuses on central administration in this principle. | | |
| INDICATOR 1 | Effectiveness of measures for the promotion of integrity and prevention of corruption in the civil service | | |
| Indicator focus and general methodological remarks | <p>This indicator combines SIGMA expert assessments on the anti-corruption measures for the public service with perception-based elements, relying on the perceptions of civil servants and the civil society.</p> <p>In terms of analysis of the legislation and its enforcement, it uses the values of three sub-indicators of SIGMA's Indicator 3.7.2: Integrity of public servants, more specifically:</p> <ul style="list-style-type: none"> - Completeness of the legal framework for public sector integrity - Existence of a comprehensive public sector integrity policy and action plan - Implementation of public sector integrity policy <p>Scores from the most recent SIGMA monitoring reports are used for point allocation.</p> <p>To obtain information about the perceptions of civil servants and civil society, surveys are conducted in each country, using an online platform to collect responses.</p> | | |
| INDICATOR ELEMENTS | | | |
| Element # | Element formulation | Weight | Element data source |
| E.1 | Integrity and anti-corruption measures for the civil service are formally established in the central administration | 2 | <ul style="list-style-type: none"> • SIGMA assessments |
| | <p>Element methodology</p> <p>This element combines SIGMA's scores for two sub-indicators under the indicator 3.7.2 – Integrity of public servants:</p> <ul style="list-style-type: none"> - Sub-indicator 1: Completeness of the legal framework for public sector integrity - Sub-indicator 2: Existence of a comprehensive public sector integrity policy and action plan <p>A total of 9 points can be scored under these two SIGMA sub-indicators.</p> | | <p>Point allocation</p> <p>0 if SIGMA score 0-3 1 if SIGMA score 4-6 2 if SIGMA score 7-9</p> <p>Maximum points: 4</p> |
| Element # | Element formulation | Weight | Element data source |

| | | | |
|------------------|---|---------------|---|
| E.2 | Integrity and anti-corruption measures for the civil service are implemented in central administration | 2 | <ul style="list-style-type: none"> SIGMA assessments |
| | Element methodology | | Point allocation |
| | This element uses SIGMA's scores for sub-indicator 3 under the indicator 3.7.2 – Integrity of public servants: <ul style="list-style-type: none"> Sub-indicator 3: Implementation of public sector integrity policy <p>A total of 3 points can be scored under this sub-indicator.</p> | | 0 if SIGMA score 0 1 if SIGMA score 1-2 2 if SIGMA score 3 Maximum points: 4 |
| Element # | Element formulation | Weight | Element data source |
| E.3 | Civil servants consider the integrity and anti-corruption measures as effective | 1 | <ul style="list-style-type: none"> Survey of civil servants |
| | Element methodology | | Point allocation |
| | This element measures perception of effectiveness of the integrity and anti-corruption measures in the public service. Effectiveness is understood in terms of the achievement of purpose and objectives. <p>In the survey of civil servants, respondents are asked:</p> <p><i>Please indicate to what extent you agree or disagree with the following statements, reflecting on your own experience in institution of state administration where you work ("Your" institution): Integrity and anti-corruption measures in place in my institution are effective in achieving their purpose. (These measures may include codes of ethics, disciplinary measures related to ethics and integrity of civil servants, integrity plans, provisions for dismissal related to integrity, etc.)</i></p> <p>Scale: 1 – Strongly disagree; 2 – Disagree; 3 – Neither disagree nor agree; 4 – Agree; 5 – Strongly agree, with the possibility to opt for "Don't know/No opinion/ Don't want to answer"</p> <p>Researchers calculate the percentage of respondents who answer with "strongly agree" and "agree".</p> | | 0 point = below 29.9% 1 point = 30.00 – 59.9% 2 points = 60%-100% Maximum points: 2 |
| Element # | Element formulation | Weight | Element data source |
| E.4 | CSOs consider the integrity and anti-corruption measures as effective | 1 | <ul style="list-style-type: none"> Survey of CSOs |
| | Element methodology | | Point allocation |
| | This element measures perception of effectiveness of the integrity and anti-corruption measures in the public service. Effectiveness is understood in terms of the achievement of purpose and objectives. <p>In the survey of CSOs, respondents are asked:</p> <p><i>Please reflect on your level of agreement with the following statement: Integrity and anti-corruption measures in place in the</i></p> | | 0 point = below 29.9% 1 point = 30.00 – 59.9% 2 points = 60%-100% Maximum points: 2 |

| | <p><i>state administration are effective in achieving their purpose. (These measures may include codes of ethics, disciplinary measures related to ethics and integrity of civil servants, integrity plans, provisions for dismissal related to integrity, etc.)</i></p> <p>Scale: 1 – Strongly disagree; 2 – Disagree; 3 – Neutral; 4 – Agree; 5 – Strongly agree, with the possibility to opt for “Don’t know”</p> <p>Researchers calculate the percentage of respondents who answer with “strongly agree” and “agree”.</p> | | |
|-----------|---|--------|--|
| Element # | Element formulation | Weight | Element data source |
| E.5 | Civil servants consider that the integrity and anti-corruption measures are impartial | 1 | <ul style="list-style-type: none"> Survey of civil servants |
| | Element methodology | | Point allocation |
| | <p>In the survey of civil servants, respondents are asked:</p> <p><i>Please indicate to what extent you agree or disagree with the following statements, reflecting on your own experience in institution of state administration where you work (“Your” institution): Integrity and anti-corruption measures in place in my institution are impartial (meaning, applied to all civil servants in the same way).</i></p> <p>Scale: 1 – Strongly disagree; 2 – Disagree; 3 – Neither disagree nor agree; 4 – Agree; 5 – Strongly agree, with the possibility to opt for “Don’t know/No opinion/ Don’t want to answer”</p> <p>Researchers calculate the percentage of respondents who answer with “strongly agree” and “agree”.</p> | | <p>0 point = below 29.9%</p> <p>1 point = 30.00 – 59.9%</p> <p>2 points = 60%-100%</p> <p>Maximum points: 2</p> |
| Element # | Element formulation | Weight | Element data source |
| E.6 | CSOs consider that the integrity and anti-corruption measures in state administration are impartial | 1 | Survey of CSOs |
| | Element methodology | | Point allocation |
| | <p>In the survey of CSOs, respondents are asked:</p> <p><i>Please reflect on your level of agreement with the following statement: Integrity and anti-corruption measures in place in the state administration are impartial (meaning, applied to everyone in the same way)</i></p> <p>Scale: 1 – Strongly disagree; 2 – Disagree; 3 – Neutral; 4 – Agree; 5 – Strongly agree, with the possibility to opt for “Don’t know”</p> <p>Researchers calculate the percentage of respondents who answer with “strongly agree” and “agree”.</p> | | <p>0 point = below 29.9%</p> <p>1 point = 30.00 – 59.9%</p> <p>2 points = 60%-100%</p> <p>Maximum points: 2</p> |
| Element # | Element formulation | Weight | Element data source |
| E.7 | Civil servants feel they would be protected as whistle blowers | 1 | Survey of civil servants |

| Element methodology | Point allocation | | | | | |
|--|--|----------|----------|----------|----------|----------|
| <p>This element analyses the extent to which the whistle blower protection system creates a feeling of being protected among the public servants.</p> <p>In the public servants' survey, respondents are asked:</p> <p><i>Please indicate to what extent you agree or disagree with the following statements, reflecting on your own experience in institution of state administration where you work ("Your" institution): If I were to become a whistle-blower, I would feel protected.</i></p> <p>Scale: 1 – Strongly disagree; 2 – Disagree; 3 – Neither disagree nor agree; 4 – Agree; 5 – Strongly agree, with the possibility to opt for "Don't know/No opinion/ Don't want to answer"</p> <p>Researchers calculate the percentage of respondents who answer with "strongly agree" and "agree".</p> | <p>0 point = below 29.9%</p> <p>1 point = 30.00 – 59.9%</p> <p>2 points = 60%-100%</p> <p>Maximum points: 2</p> | | | | | |
| TOTAL POINTS | 0-3 | 4-6 | 7-9 | 10-12 | 13-15 | 16 -18 |
| FINAL INDICATOR VALUE | 0 | 1 | 2 | 3 | 4 | 5 |