



■ WeBER Indicator Summary

AREA: PUBLIC SERVICE AND HUMAN RESOURCE
MANAGEMENT

MONTENEGRO

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PAR Area	PUBLIC SERVICE AND HUMAN RESOURCE MANAGEMENT	Country	MONTENEGRO
SIGMA Principle	7. Measures for promoting integrity, preventing corruption and ensuring discipline in the public service are in place		

WeBER Indicator	3PSHRM_P7_I1: Effectiveness of measures for the promotion of integrity and prevention of corruption in the civil service
Indicator approach	
<p><i>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.</i></p> <p><i>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:</i></p> <ul style="list-style-type: none"> - <i>Completeness of the legal framework for public sector integrity</i> - <i>Existence of a comprehensive public-sector integrity policy and action plan</i> - <i>Implementation of public sector integrity policy</i> <p><i>Scores from the most recent SIGMA monitoring reports are used for point allocation.</i></p> <p><i>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.</i></p>	
Summary of the findings	
<p><i>Formal integrity and anti-corruption measures are in place in the civil service, but their implementation remains deficient. According to SIGMA 2017 Monitoring Report, Montenegro scored 5 out of 5 for "Completeness of the legal framework for public sector integrity" and 0 out of 4 for "Existence of a comprehensive public sector integrity policy and action plan" claiming that "while the legal and institutional framework to ensure integrity in the civil service has been completed (...) a multi-annual anti-corruption policy does not exist".</i></p> <p><i>Majority of surveyed civil servants in Montenegro (51.3%) consider the integrity and anti-corruption measures in their institution to be effective, with over a quarter (26%) choosing the "Don't know/No opinion/Don't want to answer" option. In a sharp contrast, CSO survey results on the same question had no positive answers. There were no CSOs who agreed or strongly agreed to the statement "integrity and anti-corruption measures in place in the state administration are effective in achieving their purpose".</i></p> <p><i>The interpretation of CSOs seems to be closer to SIGMA's view, which scored the sub-indicator Implementation of public sector integrity policy with 0 out of 3 possible points.</i></p> <p><i>Results are similar when it comes to impartiality of the implementation of integrity and anti-corruption measures, where 55.2% of surveyed civil servants agreed that they are applied impartially, while the same percentage chose not to give a precise answer.</i></p> <p><i>On the other hand, when the CSOs in Montenegro were asked the same question, only 2.6% of them agreed that integrity and anti-corruption measures in place in the state administration are impartial.</i></p> <p><i>In accordance with other answers of civil servants in Montenegro, when asked would they feel protected if they were to become whistle-blowers, 19.5% answered positively. Although the percentage by itself is not high, it is by far the highest in the region. Again, more than a third of respondents in Montenegro opted for the "Don't know/No opinion/ Don't want to answer" option, making another regional record.</i></p>	
Specific observations	
<p><i>Survey of civil servants and CSOs were administered through anonymous, online questionnaire. The data collection method included CASI (computer-assisted self-interviewing).</i></p>	

*The sample for the survey of civil servants was N=192, while the base for questions in this indicator was n=154.
The sample for the CSO survey was N=49, the base for questions in this indicator was n=39.*

Indicator score	<i>4 (out of 18 points)</i>
Final indicator value	<i>1 (scale 0-5)¹</i>
Measurement period	<i>Survey of CSOs: April 23 – May 28, 2018 Civil servants survey: April 02 - May 21, 2018. Research: July 2018</i>

¹ Conversion of points: 0-3 points = 0; 4-6 points = 1; 7-9 points = 2; 10-12 points = 3; 13-15 points = 4; 16-18 points = 5