



# ■ WeBER Indicator Summary

AREA: PUBLIC SERVICE AND HUMAN RESOURCE  
MANAGEMENT

## ALBANIA

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

<b>WeBER Indicator</b>	<b>3PSHRM_P7_I1: Effectiveness of measures for the promotion of integrity and prevention of corruption in the civil service</b>
<b>Indicator approach</b>	
<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"> <li>- Completeness of the legal framework for public sector integrity</li> <li>- Existence of a comprehensive public-sector integrity policy and action plan</li> <li>- Implementation of public sector integrity policy</li> </ul> <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>	
<b>Summary of the findings</b>	
<p>Although the legal and policy framework for public sector integrity is complete, its implementation in practice appears to be lagging behind as shown by SIGMA 2017 Monitoring Report for Albania and corroborated by our survey results. Nevertheless, civil servants appear to have a more positive outlook as compared to civil society representatives. While 61.2% of surveyed civil servants either "agreed" (42.2%) or "strongly agreed" (19.0%) on the effectiveness of integrity and anti-corruption measures in place in their institution, just 17.0% of surveyed CSOs held the same opinion. Similarly, 57.9% of surveyed civil servants either "agreed" (38.9%) or "strongly agreed" (19.0%) that integrity and anti-corruption measures in place were impartial in their institution in comparison to 9.1% of surveyed CSOs. Regarding civil servants' perceptions on whistle-blower protection, just 17.7% of them either "agreed" (11.8%) or "strongly agreed" (5.9%) that they would feel protected. 27.7% answered D/K.</p>	
<b>Specific observations</b>	
<p>Survey of civil servants and CSOs were administered through anonymous, online questionnaire. The data collection method included self-administered questionnaires (web SAQ). The sample for the survey of civil servants was N=1116. The sample for the survey of CSOs was N=93.</p> <p>For Albania, a total of 93 CSOs were surveyed. The data collection method included a self-administered questionnaire (web SAQ).</p>	

<b>Indicator score</b>	9 (out of 18 points)
<b>Final indicator value</b>	2 (scale 0-5) <sup>1</sup>
<b>Measurement period</b>	Survey of Civil Servants: April 3 <sup>rd</sup> – April 25 <sup>th</sup> , 2018 Survey of CSOs: April 23 <sup>rd</sup> – May 28 <sup>th</sup> , 2018 Research: July 2018

<sup>1</sup> 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