



■ WeBER Indicator Summary

AREA: PUBLIC SERVICE AND HUMAN RESOURCE
MANAGEMENT

BOSNIA AND HERZEGOVINA

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PAR Area	PUBLIC SERVICE AND HUMAN RESOURCE MANAGEMENT	Country	BOSNIA AND HERZEGOVINA
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>In SIGMA report for 2017 legal framework for public sector integrity in BiH is far from complete and there is no comprehensive public sector integrity policy or action plan. Although SIGMA notes that at the state level some administrative bodies have individually adopted integrity plans and anti-corruption action plans, their implementation in practice is rare.</i></p> <p><i>Despite the findings of SIGMA, Weber survey indicates that currently 24.2% of surveyed civil servants either agreed (17.7%) or strongly agreed (6.5%) that integrity and anti-corruption measures were in place in the institutions where they work and that they were effective in achieving their purpose and some 40% of them stated that the measures were impartial. The CSO survey reveals a different perspective where only 4.3% of the CSOs agreed that there are such measures in place and only 3.2% of thought of them as impartial.</i></p> <p><i>Finally, only a small number of surveyed civil servants, 8.9% of them, answered that they would feel protected as a whistle blower.</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> <p><i>The sample for the survey of civil servants was N=137, while the base for questions in this indicator was n=124. The sample for the CSO survey was N=122, the base for questions in this indicator was n=94.</i></p> <p><i>Within the WEBER project, in BiH only the state level is analysed, while the entities are left out due to limited capacities.</i></p>	

Indicator score	2 (out of 18 points)
Final indicator value	0 (scale 0-5) ¹
Measurement period	Survey of Civil Servants: March 26th – April 30th, 2018. Survey of CSOs: 23 April - 28 May 2018 Research: July 2018

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