



■ WeBER Indicator Summary

AREA: PUBLIC SERVICE AND HUMAN RESOURCE
MANAGEMENT

KOSOVO

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PAR Area	PUBLIC SERVICE AND HUMAN RESOURCE MANAGEMENT	Country	KOSOVO
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>Results from SIGMA expert assessments on the anti-corruption measures for the public service, as well as perception-based survey on the perceptions of civil servants and the civil society show mixed outcomes.</i></p> <p><i>For a start, the results for SIGMA's indicator on Integrity of public servants, which among others measures the extent to which legal framework and organizational structures promote public sector integrity, shows that Kosovo government has achieved 75% (9/12) of their objectives on legal framework for public sector integrity. The report confirms that the completeness of the legal framework for public sector integrity has been fully achieved. However, the report finds that the existence of a comprehensive public sector integrity and action plan is still halfway (2/4), whereas the implementation of public sector integrity policy is not yet fully utilized (2/3).</i></p> <p><i>Meanwhile, Civil servants and CSOs share a rather doubtful opinion regarding the effectiveness of the legal framework for public integrity in place. It should be noted that CSOs hold a much more sceptic opinion. As such, only a quarter (25.4%) of civil servants "strongly agree" or "agree" that the integrity and anti-corruption measures in place in their institution are effective in achieving their purpose, what seems like a positive perception in comparison to only 9.8% of CSOs that claimed to agree that integrity and anti-corruption measures in place in the state administration are effective in achieving the same purpose. Moreover, civil servant survey showed that 26.8% of civil servant affirmed that the integrity and anti-corruption measures in place in their institutions are impartial. On the other hand, not a single CSO (0%) showed any level of agreement towards the statement that Integrity and anti-corruption measures in place in the state administration are impartial. To the extent of the levels of poor perception with the regard to impartiality and effectiveness of integrity and anti-corruption measures, only a portion (18.4%) of civil servants feel protected if they were to become a whistle-blower.</i></p>	
Specific observations	
<p><i>Sample of civil servants was N= 427. The base for this indicator was n=272 respondents.</i></p> <p><i>Sample of CSOs was N=52 CSOs. The base for this indicator was n=38 respondents.</i></p>	

Indicator score	<i>6 (out of 18 points)</i>
Final indicator value	<i>1 (scale 0-5)¹</i>
Measurement period	<i>Survey of Civil Servants: March 26th – April 30th, 2018 Survey of CSOs: April 23rd – June 4th, 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