



■ WeBER Indicator Summary

AREA: PUBLIC SERVICE AND HUMAN RESOURCE
MANAGEMENT

MACEDONIA

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- Date: 30.07.2018

PAR Area	PUBLIC SERVICE AND HUMAN RESOURCE MANAGEMENT	Country	MACEDONIA
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>As SIGMA 2017 Monitoring showed, Macedonia scored maximum points (5/5) for completeness of the legal framework for public sector integrity, and almost a maximum (3/4) for the existence of a comprehensive public-sector integrity policy and action plan. However, while the regulation is in place, SIGMA Monitoring indicates that it is not fully implemented in practice (2/3).</i></p> <p><i>According to surveys conducted by WeBER, only 20.42% of surveyed civil servants agree that integrity and anti-corruption measures in place in their institutions are effective in achieving their purpose, and even less (8.16%) of surveyed CSOs agree with the same statement.</i></p> <p><i>In terms of impartiality, 20.83% of surveyed civil servants agree that integrity and anti-corruption measures in place in their institutions are impartial. It is worth noting that a large percentage answered "I don't know" to this question (20.42%). However, zero CSOs agree to this same statement, showing a deep level of distrust from the CSOs on impartiality. 77.55% of those CSOs disagree with the statement.</i></p> <p><i>Very few surveyed civil servants agree that they will feel protected if they were to become a whistle-blower (8.75%). On the other hand, 47.92% of respondents disagreed (27.50%) or strongly disagreed (20.42%) with this statement.</i></p>	
Specific observations	
<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. 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> <p><i>The sample for the survey of civil servants was N=293; The base for this question was n=240</i></p> <p><i>The sample for the CSO survey was N=74, The base for this question was N=49</i></p>	
Indicator score	6 (out of 18 points)

Final indicator value	1 (scale 0-5) ¹
Measurement period	Survey of Civil Servants: April 3 rd – April 25 th , 2018 Survey of CSOs: April 23 rd – June 7 th 2018 Research: June 2018

¹Conversion 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