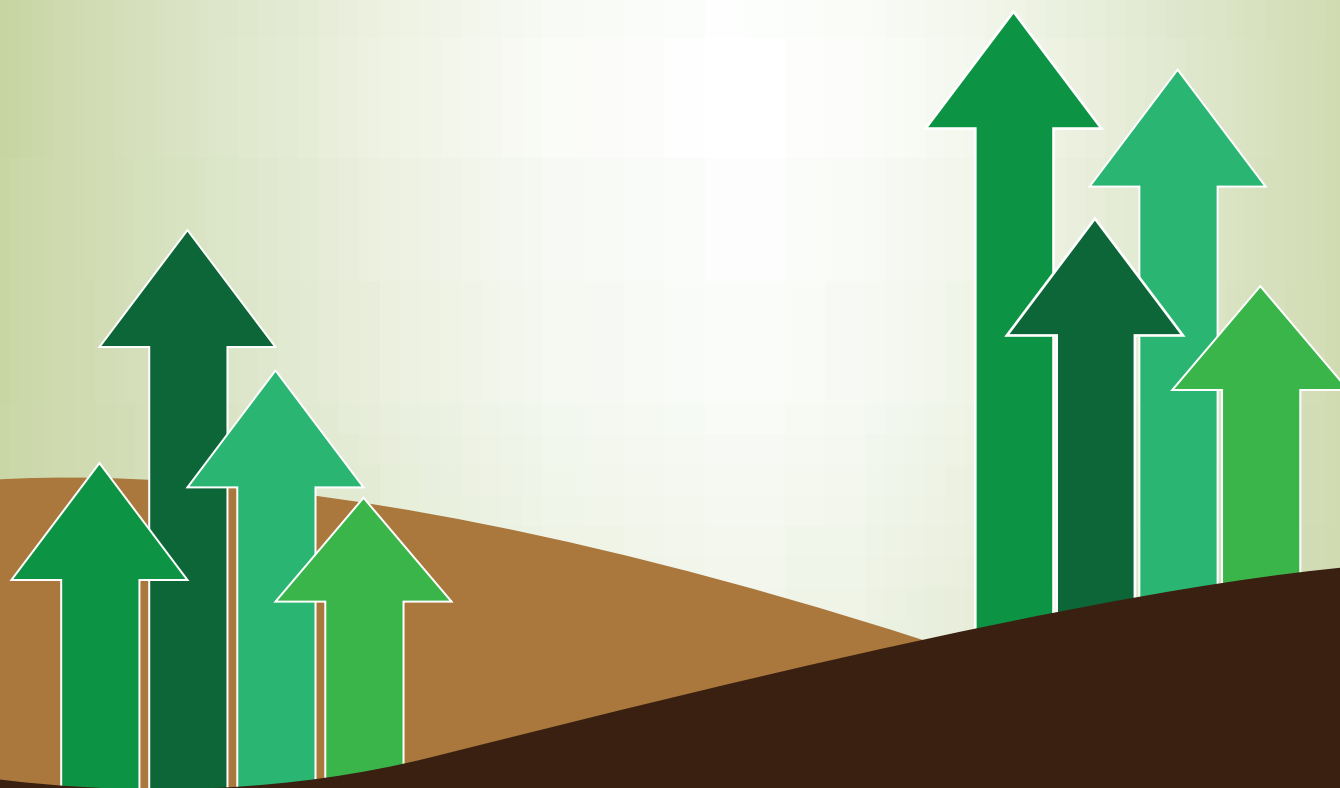




# Corruption Perception of Civil Servants Survey Report 2014



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This report has not been formally edited. The contents of this publication do not necessarily reflect the views or policies of ACC or contributory organizations and neither do they imply any endorsement. The findings generated in this report are the views and opinions expressed by the respondents.

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In particular, this survey was conducted nation-wide with administrative support from the Maldives Civil Services Commission and Civil Services Training Institute. Likewise, gratitude is conveyed to the members of the Anti-Corruption Commission (2009-2014) for their expertise and advice during the survey design stage.

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## Corruption Perception of Civil Servants Survey 2014

### 1. Executive Note

The Corruption Perception of Civil Servants Survey was administered in the Maldives through February to March 2014. This survey was first of its kind conducted by a state authority to assess corruption at country level, particularly focusing at civil services sector.

The assessment of this corruption survey was entrenched from the initial notion to conduct a 'Corruption Free Civil Service' symposium under the Action Plan of Permanent Secretary Retreat held during November 2012. This initiation was planned to formulate a public sector symposium to address major corruption issues in the sector. Progressively, administration of this survey was undertaken to supplement key thematic areas in developing ground work for the symposium through collective evidence based information. Further, the execution of this survey was delayed due to unavailability of budget and political tensions across the country during the initial survey plan period.

Public sector corruption is a serious concern in the Maldives that can weaken democratic governance, distort socio-economic development, and undermine basic human rights. Responsibility to prevent corruption in a country is heavily entrusted in the public sector. It is the key mandate of the Civil Services to provide government directed services to the public with highest integrity and fairness. Several mechanisms are in place to counter-check efficiency of service delivery, nevertheless Civil Services is subjected with institutional risk of corruption and not excluding political pressure at decision makings. Hence, collective and consolidated effort is needed to adequately implement counter-measures to control corruption risks.

A weak institutional setting weakens the broader organizational structure of the public sector to implement laws and regulations effectively in a corruption free manner to deliver public service for the benefit of the broader society. Institutions guiding the activities of the public sector should continuously strengthen and monitor its internal governance, reward and recognize integrity of its workers. Lack of adequate internal governance is likely to aid corruption and sluggish the service delivery process. Inadequate levels of integrity, accountability, and transparency can subsequently reduce public confidence in the government which runs the public sector. Subsequently, it is remarkable that a vast majority of 76%-86% civil servants understand corruption and this is a positive sign for the institutions to onboard anti-corruption measures to a more aware society.

The ACC, including our partners in this project recognizes the importance of corruption perception in public sector to help formulate and implement policies in order to minimize corruption risks at institutions. Therefore, this survey is a stepping stone to ascertain integrity and work ethics, institutional governance and corruption reporting mechanisms. As this is a baseline study, it may not exhaustively analyze or measure corruption rather it is the center of this report to examine general observations and integrity perception as comprehended by the civil service servants.

## **2. Scope and Purpose of the survey**

The aim of the survey is to obtain a general perception of corruption within Maldives Civil Services (CS) institutes. It is a base-line survey involving direct collection of data on experiences and opinions of CS employees. This survey collected evidence or data on perceived forms of corruption, employee ethics and integrity, institutional governance, corruption reporting mechanisms and provides a range of information useful for reforms and identification of corruption risk areas in CS institutions. This survey is not designed to measure or identify the extent of corruption rather it identifies perceived forms of corruption.

This survey was carried out only among the Maldives civil service employees. The main purpose of the survey is to examine the general observation of corruption & integrity perception in Civil Servants (CS) and thereby to ascertain corruption risk areas in government institutions. The key objectives of the survey is to use the survey findings to formulate and implement policies to minimize, if not eliminate, corruption in public sectors institutions of the Maldives.

## **3. Survey Design and Methodology**

The ACC is the implementing organization of this survey.

The survey instrument and sample design was developed by Education & Research Section of ACC in association with Civil Service Commission. Further technical support and expertise was gained from Transparency International Maldives and a steering committee assigned for the project which combined representatives from Civil Services Training Institute, Ministry of Finance & Treasury, Auditor Generals' Office and ACC. The survey questionnaire was designed to complete within 10-15 minutes.

A structured questionnaire was developed for the survey with conscientious revisions and amendments. The survey sample of 1018 was selected from a total number of 21292 civil service employees on roll as at 3<sup>rd</sup> September 2013. The survey applied a confidence level of 95% with a confidence interval at 3% margin error providing a relative standard error estimating an accuracy of 3.06%. In order to minimize coverage error, this survey was open to all job levels of civil services at nation-wide.

For this research each stratum's population sample was reproduced using stratified sampling technique. Based on the sample size, a proportionate distribution was allocated to selected categories of civil services working population. The sampled categories of employee stratum were selected as Senior Civil Service level (EX), Middle Management level (MM), Support Officers level (SO) and Support Staff level (SS). Later, for data entry purposes a random sampling was applied to sort out the questionnaires. The survey methodology instrument was applied in two mediums. One is an online-based application survey and the other is a paper-based survey.

### **3.1 Online Application Survey**

The ACC administered the online survey through application of 'surveymonkey'<sup>1</sup> in collaboration with administrative support from CSC. The online survey distribution was carried using a Weblink for the survey. The purpose of using Weblink option (data collector type) for survey administration was to maintain employee identification confidential rather than opting for employee email invitation. It is an anonymous collection method through an email account, where tracking respondents URL or IP address was not activated. Hence, anonymity of the individual employee was ensured and confidentiality of individual responses safeguarded.

After the ACC informed the survey Weblink to CSC, they in turn forwarded survey circulars to their focal points, i.e. all the Permanent Secretaries, Head of Departments and Atoll Zimmadhaaruverin<sup>2</sup> in the concerned institutions. Circular notes were mailed on several occasions providing clear instructions and information to all employees to undertake voluntary participation in the survey. Voluntary participation in the survey was encouraged to avoid the situation of the survey participation being considered as an obligatory requirement by the civil service employees.

The online survey was applied to the CS employee categories of Senior Civil Services (EX), Middle Management (MM) and Support Officers (SO). These stratum were selected for online survey because of internet availability and accessibility in their work environments. If they were unable to access to internet paper-survey forms were also accepted.

### **3.2 Paper-based Survey**

A translated version of the online survey form was mailed to Atoll Councils and Zimmadhaaruverin in Islands for distribution in their institutions. It was printed and passed on to those employees who agreed to voluntarily participate in the survey. Paper-based survey forms had to be used for the Support Staff level (SS) staff since most of them lacked accessibility to internet or computers in terms of their work. Both the online application survey and paper-based survey was administered with a survey invitation cover note which provided clear instructions and key guidance about the purpose of the survey.

## **4. Pre-Test of the Questionnaire**

The Pre-test survey of the questionnaire took place during 9th – 16th May 2013. The target group for the pre-test was civil servants only. The purpose of pre-testing the questionnaire was to check for any ambiguities or comprehension of the questions which ascertained to remove and minimize social biases and error in probing questions.

Out of 20 questionnaires, 13 (65%) forms were pre-test response returned, which is considered statistically adequate. Pre-test findings do not indicate a major ambiguity from

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<sup>1</sup> Survey Monkey is one of the world's widely used online survey tool which is an application that designs, collects and analyse data. It is an internationally accepted application used by surveyors in different areas, <http://www.surveymonkey.com/>

<sup>2</sup> An administrative responsibility assigned in Civil Services to a senior most staff in an institution, <http://www.csc.gov.mv/csgavaidhu2013>

the responses though some notable few suggestions were received through the respondents. Based on the findings of the pre-test, some minor changes to the questionnaire were made for further clarity and understanding. The particular modifications were made on the questions on the perceived level of transparency in the delivery of information and services at employees Office, familiarity on CS regulations, reporting on acts of corruption offences in employees Office and reporting on occurrence of corruption offences. In additional, language was eased during the process of English to Dhivehi translation of the questionnaire.

## 5. Survey Administration

The survey was initially opened for administration for three weeks from 04 – 27 February 2014. However, due to inadequate online response and considering the delay in dispatch and collection of paper-based survey forms to/from dispersed islands, the survey administration was extended until end of 31<sup>st</sup> March 2014. By identifying geographic locations which initially had a poor response were prompted repeatedly to participate in the survey. The ACC telephoned most of the permanent secretaries and some zimmaadhaaruverin to reiterate the survey and consequently re-mailed survey circulars and questionnaire. CSC also maintained frequent correspondences and telephone communications to inform and reiterated the survey by forwarding 10 circulars to its institutions during the survey period. As a result the survey respondents improved notably. The overall administration process of the survey was handled by CSC as they retained direct regulatory link with the umbrella institutions.

In terms of collection, ACC received paper-based survey forms directly from some islands where most of the forms were received through CSC by mid April 2014. The cutoff date for accepting collection of the forms was 30th April 2014.

### 5.1 Data Cleaning

The commission received a total number of 980 paper-based survey forms out of which 477 forms were of usable quality for manual data entry. A total of 541 were online respondents, hence provides a total response return of 1018 achieving accuracy in sample size. All the forms were thoroughly checked, sorted and filtered for data cleaning purposes. Despite a large number of respondents fall in the category of support officer level and support staff level, numerous numbers of paper survey forms had to be withdrawn in the data cleaning process, mainly due to unidentification of respondents job level, missing pages in the forms, poor and incomplete responses and unreadable forms. The following table shows the total number of randomly selected paper forms that were manually entered after data cleaning process.

**Table 1: Total number of manually entered paper-based survey forms**

Description	Manually entered paper-based survey forms
1. Senior Staff level	07
2. Middle Management level	31
3. Support Officer level	209
4. Support Staff level	230
<b>Total</b>	<b>477</b>



At the end of the data cleaning process, randomly selected paper forms were manually entered into the online survey to achieve sample size which minimized manipulation of sample selection.

Quality controls for data cleaning are explained below;

1. **Complete Response** indicates that the respondents answered all the questions or have tried to answer most number of questions covering all the sections.
2. **Non-Response/Blank forms** – means that the survey forms are either completely blank or mostly unattended which include forms where at least one questions is attended and the rest of the questions were skipped.
3. **Job Level unidentifiable or disqualified forms** – A disqualified response indicated that the respondent answered a question that disqualified them due to disqualification logic placed on the survey. This means that the responder has not clearly indicated their level of job (question 1) even if they had responded to the rest of the questionnaire in part or in full. Such forms were rejected because online forms were given a restriction of disqualification, if the first question was unanswered. This feature was incorporated to control the survey among Civil Servants only.
4. **Poor Response or Incomplete Response forms** – means that the respondents have tried to attend to the survey form attempting a few questions and has not completed the form. During the process of manual data cleaning the following forms were filtered;
  - Forms that were not clearly legible ticks/ or forms that were ticked in all options
  - Forms with responses of unclear scanning or photo-copy
  - Forms with missing pages
  - Forms where most part of the sections were skipped and not answered

## 6. Key Findings

The survey sample size of 1018 civil servants responded to this survey. Given that the total number of civil services employees stood at 21929 as of 3rd September 2013; the whole population was targeted to participate in this survey. Survey coverage represented 5% of the total civil services population and achieved 100% response return rate.

The 'Corruption Perception of Civil Servants' survey 2014 report is divided into five parts: 1) demographic information of participants, 2) perception or understanding of corruption by civil servants, 3) ethics and integrity, 4) institutional governance and 5) reporting corruption and understanding of jurisdiction of ACC. The key findings of each of these sections are presented here.

### 6.1 Respondents profile and demography

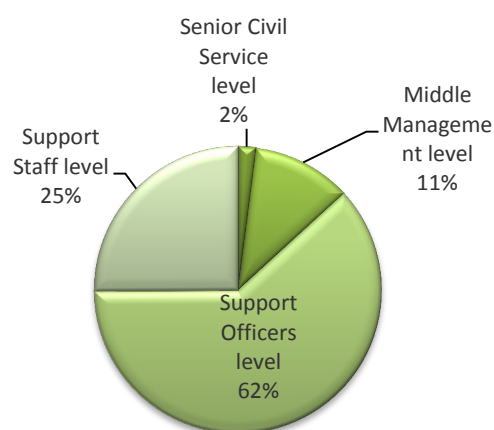
**Job levels:** 62% Support Officers level has the largest concentration of Maldives Civil Services jobs followed by 25% Support Staff level.

**Gender:** In terms of gender, 51% respondents were males and 49% were females. This survey acknowledges that there is no critical gender imbalance in the overall survey sample. However, there were notably significant variations in terms of gender responses by job level categories. The findings indicate that in terms of male/female respondents filtered by job levels, males were higher in all job levels such that in Senior Civil Services represented 3%, Middle Management level 17%, Support Officers level 53% and Support Staff level responses were 28% males. In comparison, the total number of female respondents were scattered across mostly in lower job levels of the civil service structure, except that the highest number of female respondents came from Support Officers level with 71% responses. The remaining job levels of female participants include Senior Civil Services level 1%, Middle Management level 6% and Support Staff level 22%.

**Geographic location of employment office:** A maximum of 27% respondents were geographically located in Male' whereas the rest were based in Atoll. Civil Services Institutions from all the Atolls were represented in the survey except that we did not receive any response from Alif Alif Atoll.

**Institutional sector of employment:** A highest number of 37% respondents were employed in Atoll, Island and City Councils combined together. Except for selected public sector services most institutions may have limited extension services at island levels. However, it has to be noted despite reiterated communications that the survey did not receive any participatory respondents from five key government institutions. One of which was a steering committee member institution for the survey.

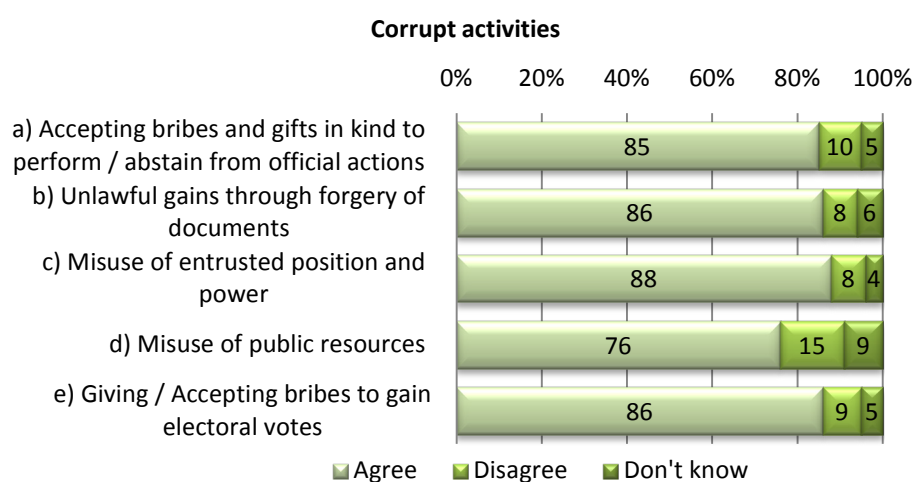
Figure 1: Job levels of Maldives Civil Services



## 6.2 Perception and understanding of Corruption

This section includes general understanding of corruption among civil servants and identifies some corruption offences that are common in the Maldivian society. It also covers employees' familiarity in related laws, regulations and office procedures, influences to commit corruption, forms of corruption and observation of corruption in the hierarchical levels of civil service organizational structure.

**Figure 2: Respondents understanding and identifying Corrupt Activities (Q5)**



The result shows the understanding of the most common type of corrupt activities. As given in the above chart, a large majority of (76%-86%) respondents are able to understand corruption.

Understanding corruption has led the respondents to identify and agree to corruption offences in question. The fact that a large majority of civil servants are able to identify corruption offences is a positive sign where the institutions can use its employees as a tool for minimizing corruption risk areas through implementing and practicing measures to counter-corruption in the organization.

It is likely that a high rate in understanding corruption may have risen from the effect of anti-corruption awareness sessions conducted by ACC for the public officials in Male' and Atolls in the recent years. Similar programs are also delivered to new recruitments by the Civil Services Training Centre and Transparency Maldives annually.

**Figure 3: Respondents' familiarity with Laws, regulations and procedures (Q6 & Q7)**

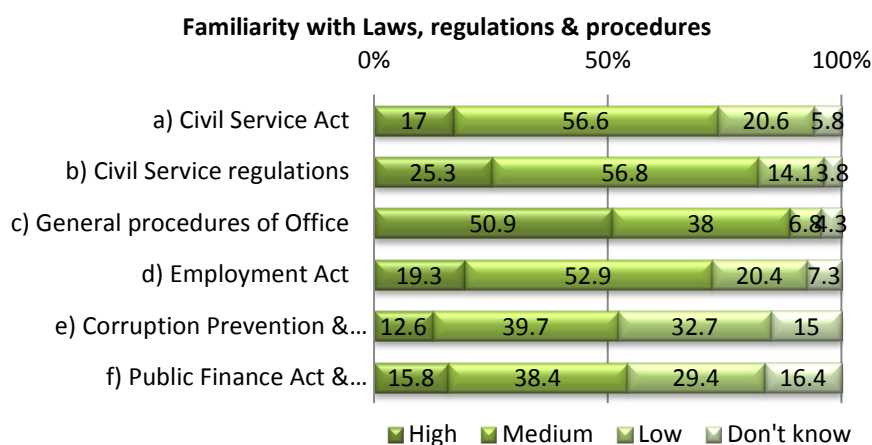


Figure 3, illustrates that the highest number of 57% respondents were familiar with Civil Service Act and its regulations to a medium level respectively. Whereas 51% respondents perceived they were

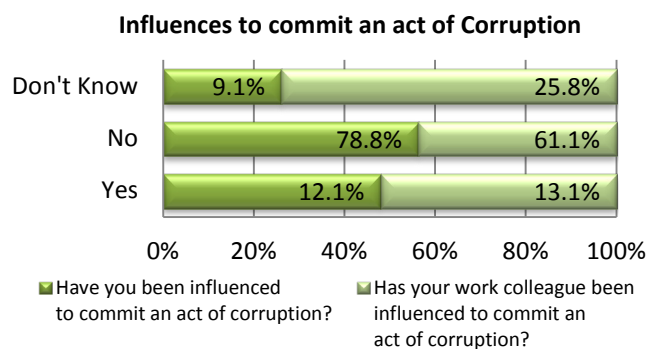
highly familiar with the general procedures at their Office. Essentially, the Employment Act

governs common provisions important for every employee and it is encouraging that 53% respondents were familiar with Employment Act at a medium level. The rest of the responses were scattered across the given laws and regulations at different levels.

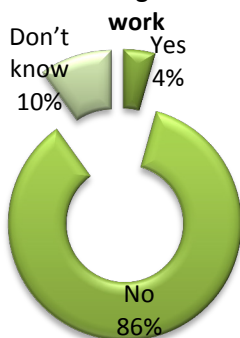
A high familiarity with related laws, regulations and procedures indicate that the risk of 'weak spots'<sup>3</sup> are minimised in CS but a reverse would be vice versa leading to pervasive corruption in CS. Therefore, attention should be given to reach and familiarize those employee segments who have indicated 'low' and 'don't know' to the above question as these are primary anti-corruption related legislations that is the foundation to strengthen corruption control mechanism within the institutions. Hence, the importance of its familiarity cannot be undermined.

**Figure 4: Respondents being influenced to commit acts of corruption (Q8, Q9 & Q16)**

Governance practices affirm that weak institutions can facilitate corruption through high level influences in public offices. A key consideration here is that existence of corruption is an indication of governance failure. This questions checks whether or not there is corruption or at least perception of corruption indicative of governance weakness to facilitate corruption in CS institutions. Quite amazingly, the large majority of the 79% respondents state that they have not been influenced to commit an act of corruption. Similarly, 61% respondents reports that neither their work colleague has been influenced to commit an act of corruption.



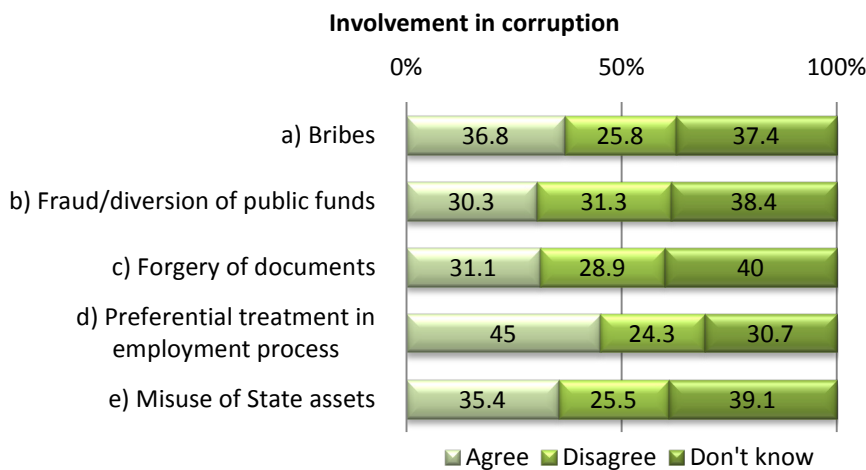
**Electoral voting influences at work**



These results have proved a common allegation determining that major respondents (86%) have not been influenced to vote for or against any particular state electoral candidate. Based on respondent experiences in figure 4, the influences to commit corruption at work is affirmatively less. Correspondingly, 12%-13% and 4% respondents being influenced to an act of corruption cannot be negligible which needs cautious scrutiny at the work environment.

<sup>3</sup> Weak spots are defined as those hotspots where there is little or no corruption prevention or transparency measures in place or where the enforcement processes are inadequate. Corruption Prevention and Risk Management in Public Sector Organizations, Participants Hand Book 3-7<sup>th</sup> Sept 2012, by Chris Saville, Malaysia Anti-Corruption Academy.

**Figure 5: Respondents perceived forms of Corruption involvement by Civil Servants (Q10)**

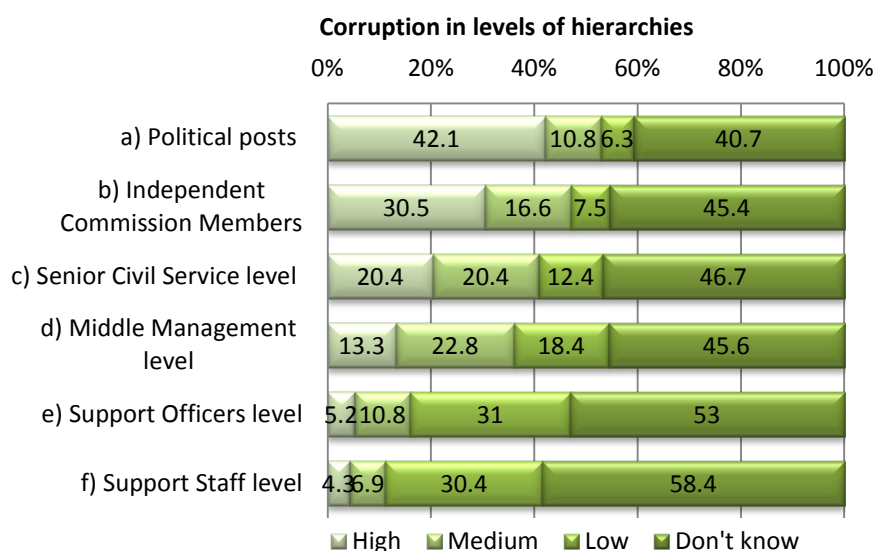


The key aspect of this question is to obtain perception of the forms of corruption that staff are involved in either individually or through influence. Form of corruption means when public officials (public or private) abuse their entrusted powers to procure gain/loss for

themselves or somebody else in ways; e.g. bribery, fraud, forgery, favouritism which are criminal offences in nature etc.

In contradiction to figure 4, though there is minimal work place influence for corruption, a worrying factor that establishes in figure 5 is that a number of (30% – 45%) respondents agree upon civil services employees’ involvement across various forms of corruption. The form of corrupt activities that most commonly exist or occur in the CS institutes are preferential treatment in employment process (45%), bribes (37%) and misuse of State assets (35%). Determining the forms of corruption and identify the levels of employees that are involved in such corrupt activities would support to minimize weakspots in CS institutions. However, the contradicting nature of results across the survey needs further research to clear ambiguities.

**Figure 6: Respondents observation or experience of Corruption in hierarchies (Q11)**



This question obtains perception about existence of corruption in difference job levels in the CS institutes. On the possible risk that number of top job level samples are less than middle job level samples; one can argue that the top job levels are the decision-making or

policy level, and therefore, they are presumed to be accountable for actions.

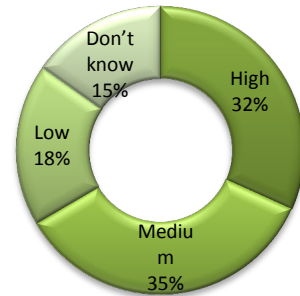
This survey takes caution of the above risk, not claiming that that result here means that there is more corruption in a certain level. According to most respondents’, observes that the top three levels (i.e. political posts 42%, independent commission members 31% &

senior civil service level 20%) of the hierarchy as highly involved in corruption. This gives a general perception of the civil services employees involving corruption activities at the most based on sample selected of the job levels.

**Figure 7: Respondents perception of transparency in the delivery of information and services at the Office (Q12)**

This result obtains a general perception of the understanding of socio-culture of corruption prevailing in the institutions, as lack of transparency in institutional setups and culture in place to deliver public services can create conditions susceptible to corruption; such as withholding disclosure or unfair practices of certain information and services to the public (e.g. changes in bid evaluation criteria).

**Transparency in delivery of information & services**

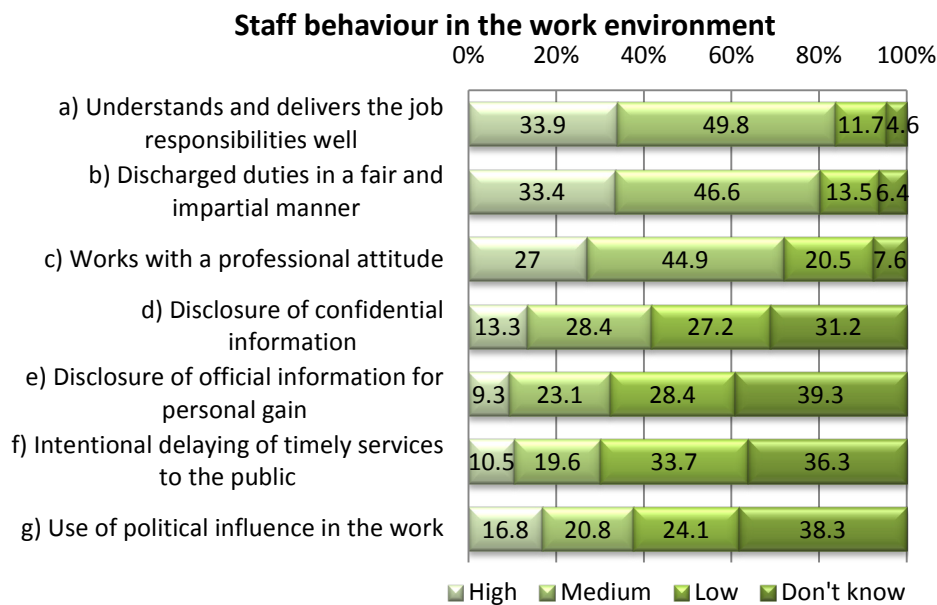


As per transparency in employees' offices, 32% asserted transparency as high, while 35% said it was medium and 18% acknowledged it as low. When a public service delivery is systematically slowed or the process is distorted (not transparent to provide general information to the public), it creates a situation for people to abuse public office for alternative means to get the service done faster. Hence, the results are indicative of respondents' sensitivity to corruption and suggest public service disclosure and right to information needs to be reinforced to control corruption mechanisms.

### 6.3 Staff Ethics and Integrity

The following section mainly ascertains employee behavior observations and employees professional relations in the work environment. It will also study the aspects of self-induced corruption and work environment influences to commit acts of corruption and its perceived damages due to corruption.

**Figure 8: Respondents observation of staff behavior in the work environment (Q13)**

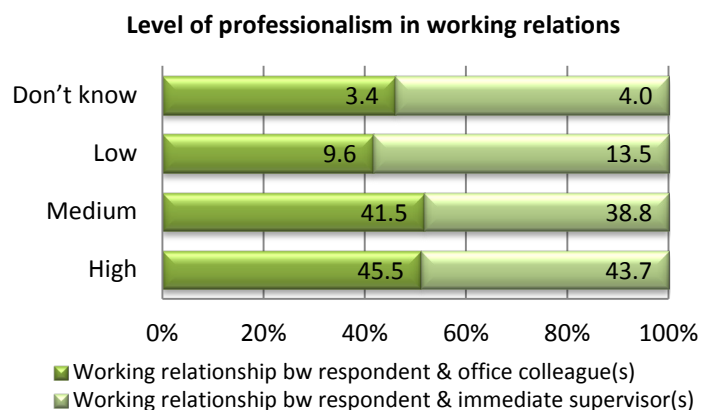


The key is to obtain a perception of the types of behaviour pertaining to CS staff or officials that is vulnerable to corruption. Focus on the frequency levels helps to obtain perception of most common behaviours in the work environment. The first three behaviours, i.e.

understands and delivers the job responsibilities well (50%), discharged duties in a fair and impartial manner (47%) and works with a professional attitude (45%) identified here are most commonly believed to promote and facilitate efficiency in work which is productive to institutions where participants have maintained their responses at a medium level for all the three statements. Concurrently, the bottom five behaviours in the workplace are likely to lead corruption. Such that most common negative behaviours though responded rate is minimal (i.e. disclosure of confidential information 13%, disclosure of official information for personal gain 9%, intentional delaying of timely services 11% and use of political influence 17%), they are still likely to breed corruption which needs leak proof frameworks in place to prevent misconduct by the CS staff and institutes.

**Figure 9: Relationship between Office Colleagues and Immediate Supervisor (Q14 & Q15)**

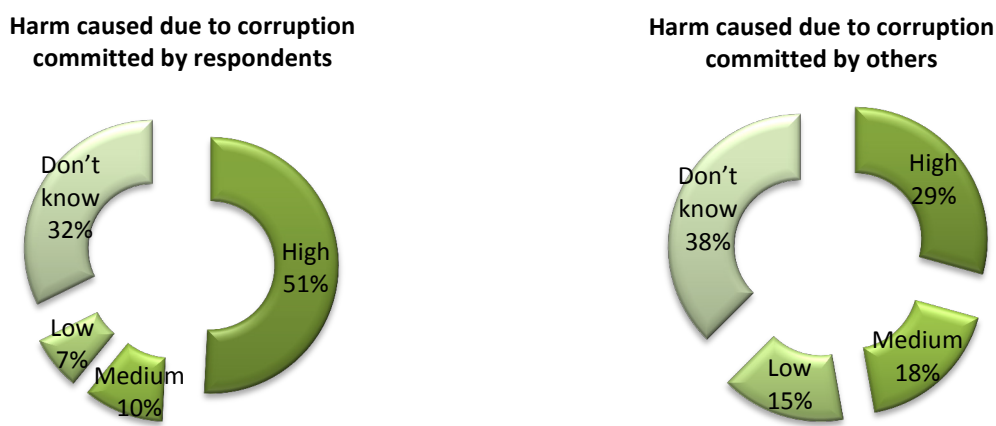
The purpose of this question is to obtain a general perception of the working relations and whether the conditions in such relations can cause corruption in the CS. Sometimes, conditions such as in-house staff-staff and staff-supervisor relationships can cause situations susceptible to corruption. If some staff are intimidated by other staff or



supervisory, due to an undue use of authority or relationship between them, the chances of an occurrence of misconduct by either the staff or supervisor could affect professionalism in work relations.

It is a positive indicator that the findings provide most respondents relations staff-staff or staff-supervisor with a relatively a strong response rate ranging between high (46% & 44%) and medium (42% & 39%). This is indicative of staff satisfaction regarding working relationships. On the contrary, a low level of working relationship (10% & 14%) is unhealthy where institutions may suffer from difficulties in achieving institutional goals and targets; hence it may determine some elements of misconduct or abuse of authority leading corrupt practises affecting service delivery which needs to be looked into.

**Figure 10: Level of harm from corruption to respondents and their family (Q17 & Q18)**



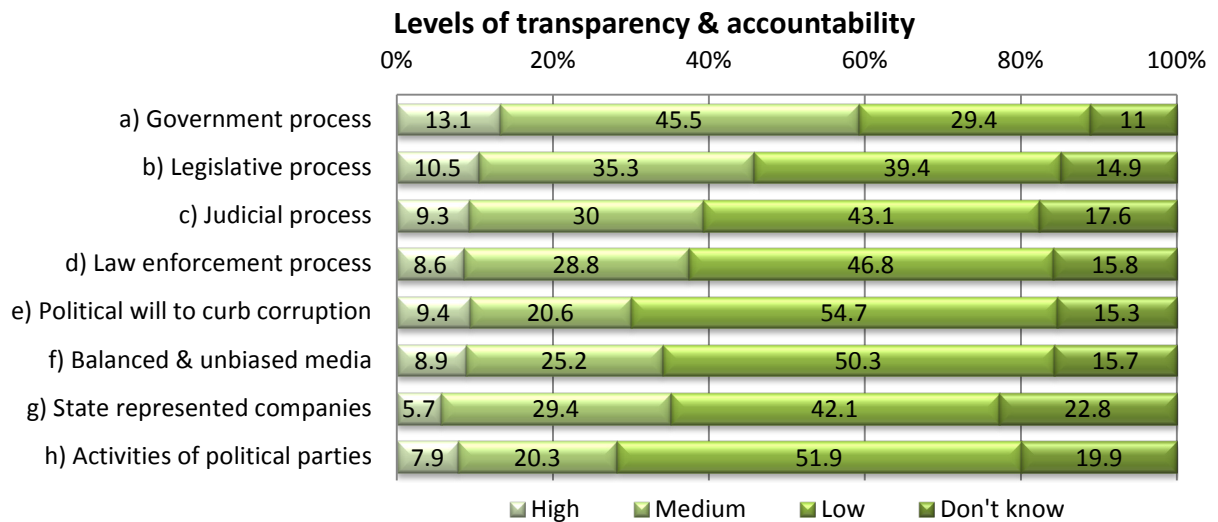
The key to both the above chart is to determine a direct link of corruption with the responder and to identify the understanding of cost of corruption by the responder. As per the results, most of the 51% believed that the level of harm caused to respondent and his/her family's reputation due to an act of corruption he/she commits could be high. Whereas 29% believed that the level of harm that could be caused to respondent and his/her family due to acts of corruption by others could be high. These results can be related to ethics and integrity of the employees where one factor is clear that most respondents directly associate self-committed acts of corruption as harmful to themselves and their family. On the contrary, most respondents are not aware of the harmful effects that could be caused to the respondent and his/her family due to acts of corruption by others. The socio-economic damages of corruption need to be thoroughly educated to the larger employment community.



## 6.4 Institutional Governance

This section will mainly examine results of level of transparency and accountability in selected governance processes, qualities that determines the adequate professionalism in public service officials, measures to improve governance in public service institutions and other selected practices which enhance values to governance mechanisms.

**Figure 11: Respondents perceived levels of transparency and accountability (Q20)**



This obtains a perception of level of transparency and accountability of key governance actors which plays a major role in shaping and adopting the democratic system. High level of transparency and accountability can limit the chances of abusing public offices in the institutions. Among various governance processes, generally a very low number of respondents (ranging from 8% - 13%) have indicated a high transparency and accountability. Despite the above response rates, it is significant to note that most of numbers of (46%) respondents have perceived that the government process engages a medium level of transparency and accountability.

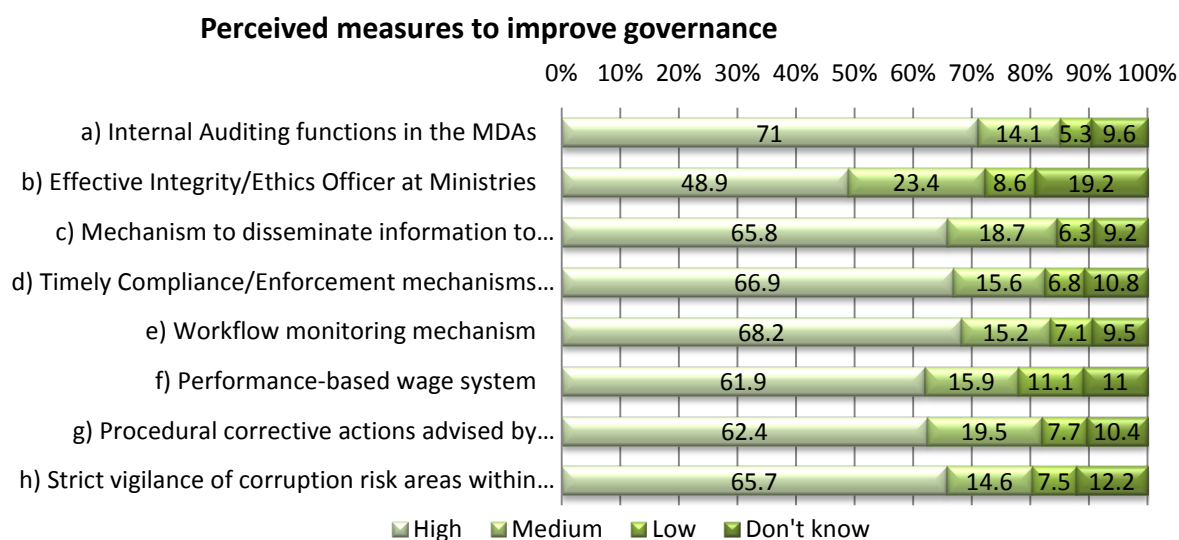
The result helps to confirm, in practice, the conceptual fact that one of the key reason for abuse of public offices related to CS activity is caused by the lack of transparency and accountability in public institutions. It is mainly supported with the fact that most respondents have comparatively indicated 'low' level of transparency and accountability in almost all the given process except for the government.

**Figure 12: Determined Qualities of professionalism in public service Officials (Q21)**



This question introduces several institutional mechanisms or systems that can limit the level of occurrences of corruption in the workplace. Most respondents' perception about such mechanism in practice at the office is greatly agreeable with percentages ranging 62% to 71% in the given qualities. These responses are rated high perhaps it directly reflects the responsibilities of employees themselves. However, such practices are useful to limit corruption at workplace by strengthening the governance system in CS institutions. The institutional mechanisms included in this part are highly relevant properties of effective governance systems. Despite low levels of transparency and accountability mechanism in processes (figure 11), it partly helps to explain the tendency for effective governance in practical qualities among most employees at their level.

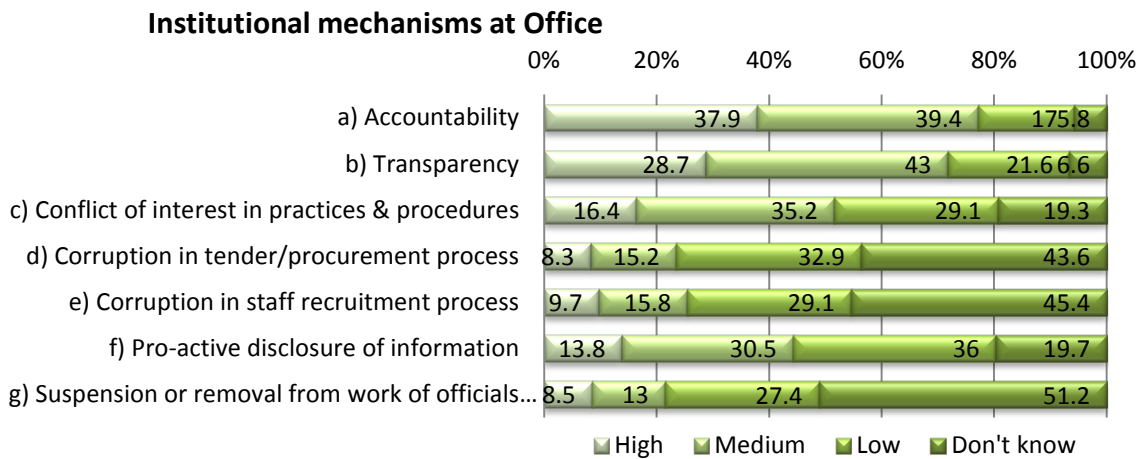
**Figure 13: Perceived level of effective governance measures (Q22)**



These are also additional institutional mechanisms that can control occurrences of corruption in work environment. A high percent of 71% respondents highlighted the need for internal auditing functions in the Ministries, Department and state agencies as a key measure to improve governance. Almost all the listed statements are certainly significantly required areas for governance improvement as perceived by most respondents accept for

the need for Integrity or Ethics Officers at Ministries. It is likely that the need for Integrity or Ethics Officer concept is unknown to the vast majority of the employees as it is not practiced in the Maldives. Ethics Officers are chiefly employed in several institutions abroad to analyse corruption risks assessments and implement internal solutions to resolving corruption grey areas and foster organizational integrity which supports to build public confidence about the institutions.

**Figure 14: Perceived institutional mechanisms at Office (Q23)**

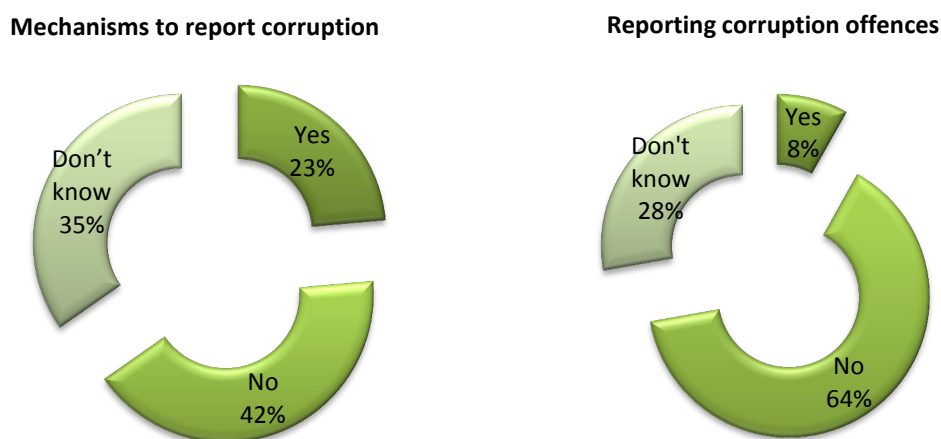


This question is designed to give added value to figure 21 and figure 22 with relevance to institutional governance mechanisms in place. As seen from the above figure most respondents have perceived high level of accountability (38%) and transparency (29%) including respondents of medium level accountability (39%) and transparency (43%) is considerably evident within employees' Office. This is because in figure 20 also most number of respondents have observed transparency and accountability of government as much better than the rest of the key governance agencies. Almost all the related statements on governance as perceived by the respondents suggest that the adequate qualities to determined professionalism and measures to improve governance are highly required mechanisms in the working environment.

## 6.5 Reporting Corruption and Jurisdiction of ACC

This section mainly includes the findings from reporting mechanisms of corruption within the institution, availability of whistle blower protection, rewarding of integrity, the responders knowledge on the jurisdiction of ACC and its functional efficiency.

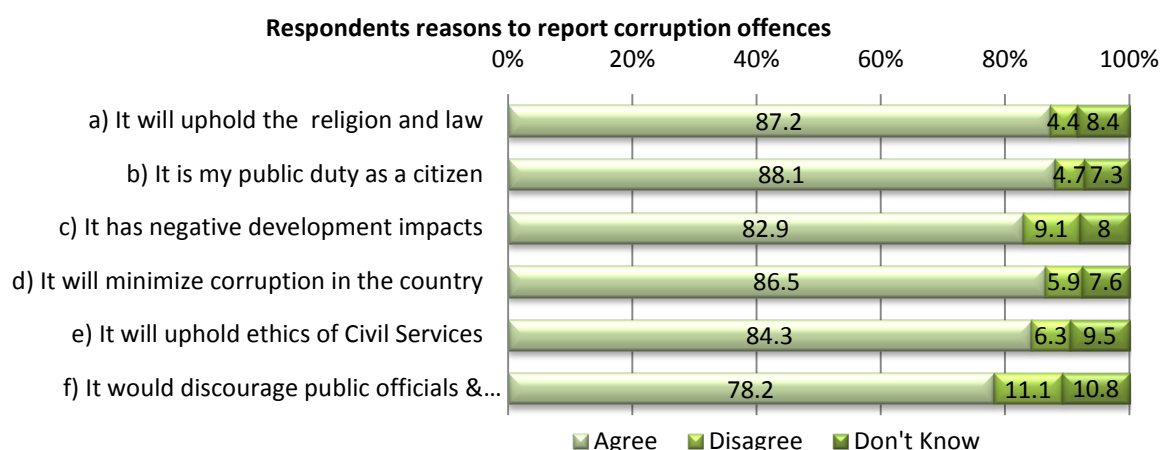
**Figure 15: Mechanisms and reporting acts of corruption at Office (Q24 & Q25)**



Most respondents (42%) stated there was no mechanism to report corruption at their Office which is a weighty concern to be addressed. By mechanism, we mean any internal procedure followed to receive complaints of suspicious corrupt behavior that may occur within the respondents Office. It is equally worrisome that several respondents (35%-28%) don't seem to know about existence of a reporting mechanism. Whereas a meager 8% respondents agreed to reporting corrupt activities about their Office which is in contrary to the high number of corrupt activity involvement as perceived by the respondents in Figure 5.

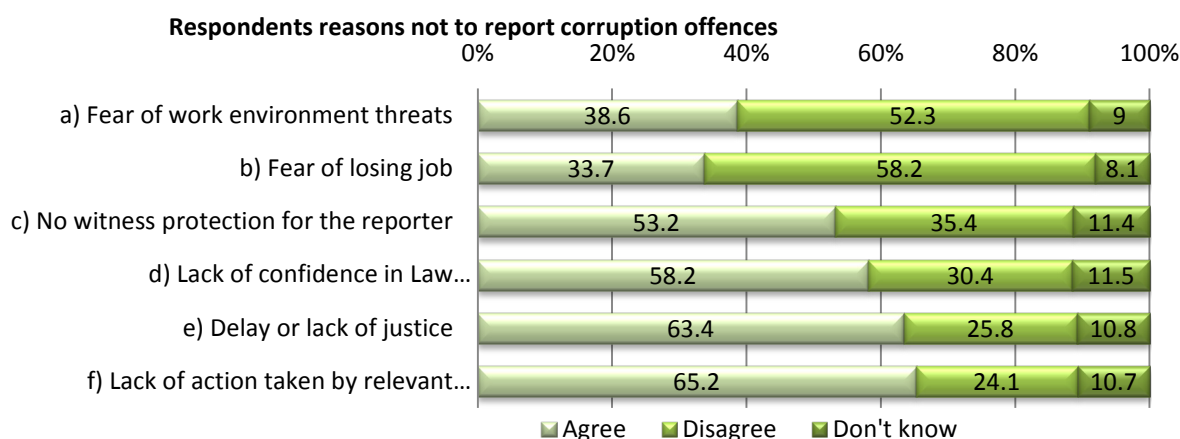
Reporting mechanisms such as whistle blowing is an important role in preventing corruption. Such mechanism in place is determined by the effectiveness of those mechanisms to address the problems that have been reported by staff. A failure to take necessary action is an indicator that either the existing mechanisms are weak or are not being used appropriately by persons-in-charge.

**Figure 16: Respondents likely to report occurrence of corruption offences at Office (Q27)**



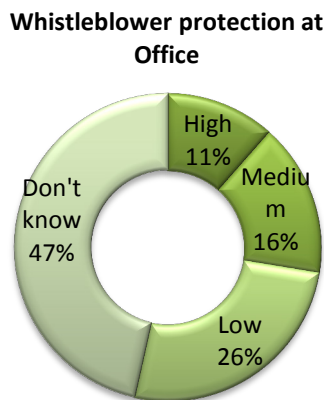
Most respondent have a considerably high moral and ethical values with respect to the overall statements given in the above chart. It is noteworthy that the respondents are knowledgeable enough to reason out to report corruption for the benefit of the overall society. The result can help to determine the level of individual willingness/ responsibility to fight against corruption in the society. These high response rates (through 78% to 88%) on corruption reporting are positive. This results help to determine the level of individual willingness, greater responsibility to fight against corruption in the public service delivery by the CS institutions.

**Figure 17: Respondents unlikely to report occurrence of corruption offences at Office (Q28)**



Shown here are some key reasons why people avoid reporting corruption offences and it obtains a perception of the confidence of staff accessing to the mechanisms in place to curb corruption in the workplace. A large majority of 63% and 65% respondents agreed they are unlikely to report occurrences of corruption offences due to delay or lack of justice and lack of action taken by relevant authorities. Other reasons not to report corruption offences are equally important to address as these involve job threats in work environment, inadequate legislation to witness protection rights and implementing issues in law enforcement.

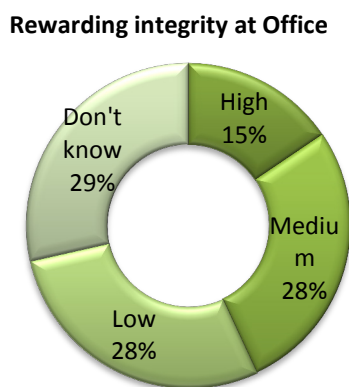
**Figure 18: Level of guaranteed whistle blower protection provided at Office (Q29)**



Corruption reporting mechanism and whistle blow protection at Office are equally important measures to establish minimization of corruption at institutional operations. Only 11% respondents stated a high level of whistle blower protection as guaranteed at their Office whilst another 26% stated it is low. Additionally, a large majority of 47% respondents don't even know what a whistle blower protection is.

Civil Service Act 5/2007, clause 35 provides a provision for whistleblowers protection stating "... A person who reports the breach shall not be victimized, or discriminated by a person who is aware of it". Despite the types of mechanism put in place, people fear (Q28) that their action to report an act of corruption in their workplace may harm themselves in work environment. Such factors can limit the engagement of staff in corruption prevention process via reporting mechanism.

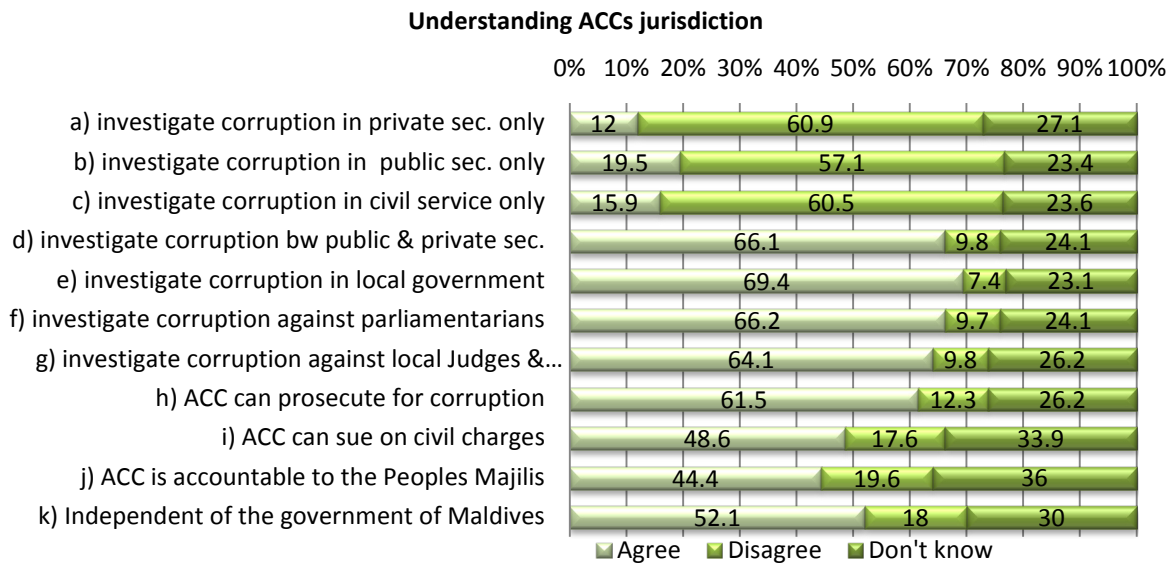
**Figure 19: Respondents' perception of rewarding integrity at Office (Q30)**



Comparatively more number of respondents feels integrity rewarding at their Office ranges between medium (28%), low (28%) and don't know (29%). It is likely that integrity rewarding is not effectively practiced within the broader administrative system, therefore a mechanism has to be incorporated to sustain integrity rewarding for motivation of the employees. If their honest work is rewarded, they will have an incentive not to take part in corruption.

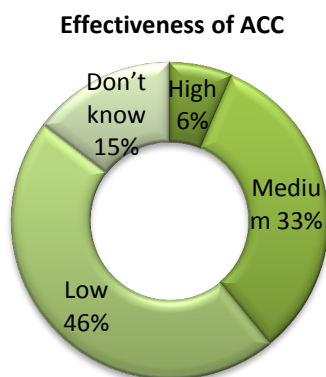
Efforts to formulate and establish a system to reward integrity in CS activities in the Maldives can be done at national level. Rewarding integrity is very much complementary to the reporting and other prevention mechanisms.

**Figure 20: Respondents understanding of ACC’s jurisdiction (Q31)**



Respondents knowledge about ACC is generally significant as most respondents have correctly answered to the statements in question. However, ACC has to continuously work hard in guiding the people to inform about its mandatory power. One disappointing fact to be emphasized here is that only 20% respondents think that ACC can investigate corruption in public sector which actually is fundamental to the anti-corruption legislation. Besides, only 44% respondents agree that ACC is accountable to the Peoples Majilis which is by far the lowest majority in comparison to number of respondents. More attention is needed where respondents have answered ‘don’t know’. It is important for the civil servants to be aware of the role and legal powers of ACC. Especially with respect to reporting and prevention mechanisms in place, the importance of ACC’s functions have to be acknowledged and understood. Therefore, reinforcement of current public awareness programmes could be considered.

**Figure 21: Respondents perception on effectiveness of the ACC in its functions and responsibilities (Q32)**



This result shows the respondents perception of ACCs functional efficiency. Considering the effectiveness in the functional responsibilities of ACC, the majority of respondents perceived ACCs effectiveness as medium (33%) and low (46%). This result determines the general performance and image of ACC among the respondents.

## 7 Shortcomings

The following are some key shortcomings experienced during execution of the survey. Many of these shortcomings are limitations to the survey method arisen from financial and human resource constraints that were unavoidable circumstances.

1. Confidentiality and trust issues - employee complaints were reported from some islands about mistrust in councils or zimmadhaaru veriya who was assigned focal point for distribution and collection of survey administration, hence fear of alteration to employees' responses existed.
2. Most institutions at island level faced difficulties to scan and e-mail the paper copy survey forms. Though delayed, the alternative opted was to deliver paper forms in a closed envelope through postage or direct delivery. Furthermore, several survey forms were received as e-mailed scanned copies and numerous paper-based forms had missing pages including indecipherable pages resulted in withdrawal of many data entries.
3. Absence of face to face survey fieldwork execution without use of trained enumerators developed some misinformed instructional issues. Once such case is re-surveying in Gdh. Kulhudhuffushi.
4. Enumerator assistance on exploratory cues for the questionnaire did not exist and was not possible with participants.
5. Survey administration and collection duration had to be extended due to initial poor responses.
6. Though this survey is based on voluntary participation, it was found that some of the institutions didn't take adequate importance to inform their employees' to participate in this survey. It was noted that a few key ministerial level institutions did not take part in this survey.

In future researches of similar scale, it is advisable to resolve financial and human resource limitations as to reduce social and methodological biases during planning and execution of such researches.



## 8 Recommendations

1. The findings show that most employees are able to recognize and identify offences of corruption. Hence, employees should be recognized as the most important tool for the institutions to support sustainable expansions and enhancement of their skills and knowledge to work against corruption and foster integrity in the organization.
2. Attention should be given to identify, reach and familiarize those employee segments who have indicated 'low' and 'don't know' to the question on familiarization of procedures and regulations in the Civil Services and primary acts and regulations of anti-corruption that is the foundation to prohibit corruption control in institutions.
3. Majority of the respondents were not influenced to commit an act of corruption compared to those that have been influenced in the work environment. Nevertheless, the later cannot be disregarded where continuous monitoring, prevention and cautious scrutiny at the work environment be made possible to remove any such suspicious influences at institutional level.
4. A worrying factor is that a high number of respondents agreed to employees' involvement across various forms of corruption. Determining and identifying those forms of corruption along levels of employees that are involved in such allegations would support to minimize corruption 'weak spots' in CS institutions.
5. Respondents observed that the top levels of the given hierarchy are highly involved in corruption. To further determine this, it is crucial to clear why this happens and the nature of such activities with future evidence based researches to establish pragmatisms.
6. Despite some strong responses in favour of staff behaviours, institutions should reconsider encouraging positive staff behaviour to further strengthen internal governance. Concurrently, negative work ethics that may breed corruption needs leak proof frameworks in place to prevent ethical misconduct by the CS staff and institutes.
7. Most respondents agree self-committed acts of corruption as harmful to themselves and their family's reputation. On the contrary, many were not aware of harmful effects that could cause due to acts of corruption by others. Hence, the broader employment community be continuously informed of socio-economic damages of corruption.
8. Among various governance processes, the perception on transparency and accountability are generally at a 'low' level except government processes. Application of transparency and accountability is a key measurement to control the culture and practices of public office abuse. It is imperative to address such issues by initializing collaborated efforts with broader public stakeholders to formulate a comprehensive national anti-corruption strategy.
9. Introducing Integrity or Ethics Officers at Ministries is by far the the lowest responses received for improvement on institutional mechanisms to control corruption. This new concept designation could be explored as its chief responsibility is to analyse corruption risks assessments and implement internal solutions to resolve corruption areas and foster organizational integrity.
10. A large majority said there was no mechanisms to report acts of corruption and reported 'don't know' to whistle blower protection at the respondents' office.

Reporting corruption offences about their office remained very low. Besides, majority agreed 'delay or lack of justice' and 'lack of action taken by relevant authorities' as reasons for not reporting corruption. These serious concerns need to be systematically addressed by establishing corruption reporting mechanisms and whistle blower protection at public offices as preventive measures to minimize corruption at institutional operations.

11. Since integrity rewarding is not effectively practiced within the broader administrative system, there is a need for a mechanism to incorporate integrity rewarding for the benefit of employee motivation and reviving integrity in Maldivian culture. Such a mechanism could be formulated through a national integrity plan.
12. In terms of understanding ACCs jurisdiction, several responses were reported as 'don't know', which suggests that reinforcement of current public awareness programs shall be emphasized and covered to broader areas.
13. Majority respondents perceived the level of ACCs effectiveness in undertaking its functional responsibility as low. Despite multiple challenges, it is central that ACC directs its policies and reinvigorate its strategies towards seeking public trust and confidence including organizational development and efficiency.

## 9 Conclusion

The 'Corruption Perception of Civil Servants' survey 2014 report is divided into five parts: 1) demographic information of participants, 2) perception or understanding of corruption by civil servants, 3) ethics and integrity, 4) institutional governance and 5) reporting corruption and understanding of jurisdiction of ACC. The number of participants in the survey matched that of the desired sample size. Therefore, despite the challenges faced, it could be said that this survey was carried successfully.

In terms of perception of corruption, most participants understand what corruption is. The ability to clearly understand and be knowledgeable about crimes that fall under corruption helps to identify occurrences of corruption acts as well categorizing forms of corruption in the office environment. This confirms that civil servants are largely aware of corruption. The findings also show that awareness among civil servants about related laws and regulations that are needed for preventing corruption is not highly familiarized but is of medium level. Survey Participants commonly observed that employees adhere well to positive behaviors which means they follow ethics and integrity behaviors to an acceptable level. Though significantly less, the perception on negative behaviors of employees have to be controlled.

Moreover, participants of the survey believe that corruption is higher in upper levels of hierarchies than others and that many participants do not know about whistle blowing mechanisms in their office. It is important to address these issues, through devising ways to prevent corruption by identifying and addressing weaknesses in internal controls, organizational management, supervision and monitoring mechanisms. Given that transparency and accountability can mitigate corruption risks across the public sector, it's important to ensure that institutions that are weak on these areas are given critical attention. Organizational management and preventative measures against corruption need to be implemented through institutional level policies in order to ensure that public resources are not misused and integrity utmost maintained.

It has become a challenging task for the State to prevent corruption, before acts of corruption occurs. Currently, authorities are hunting the lawbreaker after an act of corruption takes place. Corruption can be alleviated only when pro-active preventive measures are in place before the crime occurs. Prohibition and prevention of corruption is legally mandated to the ACC, but this cannot be achieved without earnest collaborative effort and willingness from the public sector stakeholders and the broader society including various socio-economic actors. It is the responsibility of the whole society to ensure that public resources are not wasted and is best utilized to address the needs of the people.

## 10 Annex: Survey Questionnaire

# Corruption Perception of Civil Servants - Survey Feb/Mar 2014

## Invitation for participation

This survey is a joint project of the Anti-Corruption Commission (ACC) and Civil Service Commission (CSC) of the Maldives. Technical support and expertise is provided by the ACC and Transparency Maldives (TM). This survey aims to obtain general perception of corruption and integrity in public office. The objective of the survey is to examine corruption risk areas in government institutions through the CS employees' perception and observation of corruption and integrity. Its findings would be used in formulating and implementing policies to minimize corruption in CS. The target population for the survey is Civil Service employees of Maldives.

A generally acceptable definition of corruption is use of public office or entrusted power for private gain. The survey will take about 10 to 15 minutes to complete.

This survey is opened for three weeks starting from 4th February 2014. Once the collection is closed you cannot access to the survey.

Anonymity - We cannot identify you from your responses.

Confidentiality - The surveyor(s) conducting this survey will not disclose individual responses. Only aggregate results will be revealed.

Answer Honestly - It is important that you provide your responses truthfully and honestly to the best of your knowledge. There are no right or wrong answers.

Complete the survey - Please make sure you complete and submit this survey only once. If you are not comfortable with any questions, feel free not to answer them.

You are participating in this survey voluntarily and therefore we value your honest contribution to achieve survey objective.

For further inquiries please contact:

Ikleela Ismail, Research Officer, phone: 3015223, [ikleela.ismail@acc.gov.mv](mailto:ikleela.ismail@acc.gov.mv)

Adam Shamil, Asst. Research Officer, phone: 3015235, [survey@acc.gov.mv](mailto:survey@acc.gov.mv)

Thank you for taking part in this important survey.

## Section I. Profile

### **\*1. Please indicate your job level below;**

- a) Senior Civil Service level (e.g. PS/ DG/ Dep. DG/ Asst. Prof & above)
- b) Middle Management level (e.g. Director/ Dep. Director/ Asst. Director)
- c) Support Officers level
- d) Support Staff level
- e) Other

**2. Please indicate your gender;**

- Male  Female

**3. Please enter the geographical location of your employment office from the drop-down menu;**

**4. Please enter the institutional sector of your employment from the drop-down menu;**

Section II. Perception or Understanding of Corruption

**5. Do you believe that the following are corrupt activities?  
(Please tick only one response for each statement)**

	Agree	Disagree	Don't know
a) Accepting bribes and gifts in kind to perform / abstain from official actions (e.g. taking bribes for speeding up bid assessment, for preferential treatment)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Unlawful gains through forgery of documents (e.g. changing official records in return for private gain)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Misuse of entrusted position and power (e.g. public official doing favours to friends in return for private gain)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Misuse of public resources (e.g. using office photocopier for personal needs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Giving / Accepting bribes to gain electoral votes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**6. How familiar are you of procedures and regulations of the Maldives Civil Service?  
(Please tick only one response for each statement)**

	High	Medium	Low	Don't know
a) Civil Service Act	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Civil Service regulations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) General procedures of the Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**7. How familiar are you with the following?  
(Please tick only one response for each statement)**

	High	Medium	Low	Don't know
a) Employment Act	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Corruption Prevention & Prohibition Act	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Public Finance Act & regulations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**8. Have you been influenced to commit an act of corruption?**

- Yes                       No                       Don't know

**9. Has your work colleague been influenced to commit an act of corruption?**

- Yes                       No                       Don't know

## Corruption Perception of Civil Servants - Survey Feb/Mar 2014

**10. In your experience, Civil Service employees have been involved in the following forms of corruption.**

**(Please tick only one response for each statement)**

	Agree	Disagree	Don't know
a) Bribes (e.g. receiving money / gift to speed up a service)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Fraud / diversion of public funds (e.g. changing invoices / bills for personal gain)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Forgery of documents (e.g. changing information / certificate illegally)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Preferential treatment in the employment process (e.g. hiring based on personal liking & not by merit)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Misuse of state assets (e.g. renting out state property to friends)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## Corruption Perception of Civil Servants - Survey Feb/Mar 2014

**11. How do you observe or experience corruption in the following levels of hierarchies?  
(Please tick only one response for each statement)**

	High	Medium	Low	Don't know
a) Political posts (e.g. Minister/ State Minister/ Deputy Minister)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Independent Commission Members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Senior Civil Service level (e.g. PS/ DG/ Dep. DG/ Asst. Prof & above)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Middle Management level (e.g. Director/ Dep. Director/ Asst. Director)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Support Officers level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Support Staff level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**12. How do you perceive transparency in the delivery of information and services at your Office (e.g. fees for obtaining licence)?**

- High
  Medium
  Low
  Don't know

### Section III. Ethics and Integrity (personal attributes of employees)

**13. To which level have you observed or experienced the following behaviours from staff members in the work environment? (Please tick only one response for each statement)**

	High	Medium	Low	Don't know
a) Understands and delivers the job responsibilities well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Discharged duties in a fair and impartial manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Works with a professional attitude	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Disclosure of confidential information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Disclosure of official information for personal gain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Intentional delaying of timely services to the public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) Use of political influence in the work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**14. What is the level of professionalism in the working relationship between you and your office colleague(s)?**

- High                       Medium                       Low                       Don't know

**15. What is the level of professionalism in the working relationship between you and your immediate supervisor(s)?**

- High                       Medium                       Low                       Don't know

**16. Were you influenced by anyone at work to vote for or against a candidate contesting in a state election?**

- Yes                       No                       Don't know

**17. What is the level of harm that could be caused to you and your family's reputation due to an act of corruption you commit?**

- High                       Medium                       Low                       Don't know

## Corruption Perception of Civil Servants - Survey Feb/Mar 2014

**18. What is the level of harm that could be caused to you and your family due to acts of corruption by others?**

- High
  Medium
  Low
  Don't know

### Section IV. Institutional Governance (corruption risk prone practices in S...

**19. In your view, how do you perceive that the actions of the following Institutions affect the integrity of Civil Services?**

	Positive	Negative	Don't know
a) Government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Parliament	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Judiciary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Independent Statutory bodies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) City/Atoll/Island Councils	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Political Parties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) Media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) State Companies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**20. How do you perceive the levels of transparency and accountability in the following?**

	High	Medium	Low	Don't know
a) Government process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Legislative process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Judicial process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Law enforcement process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Political will to curb corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Balanced & unbiased media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) State represented companies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) Activities of political parties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Corruption Perception of Civil Servants - Survey Feb/Mar 2014

**21. Do you think that the adequacy of professionalism with public service officials is determined by the following qualities? (Please tick only one response for each quality)**

	Yes	No	Don't know
a) Upholding values of the Civil Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Working & serving with Integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Performing with innovation & creativity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Performing to achieve the goals of the Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Prioritising public & national services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Timely delivery of service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) Be responsible & accountable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Corruption Perception of Civil Servants - Survey Feb/Mar 2014

**22. How do you perceive the level of importance of having the following for effective governance of Public Service institutions? (Please tick only one response for each statement)**

	High	Medium	Low	Don't know
a) Internal Auditing functions in the MDAs (Ministries/Depts/Agencies)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Effective Integrity/Ethics Officer in the Ministries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Mechanism to disseminate information to the Public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Timely Compliance & Enforcement mechanisms in the Ministries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Workflow monitoring mechanism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Performance-based wage system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) Procedural corrective actions advised by public authorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) Strict vigilance of corruption risk areas within the institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Corruption Perception of Civil Servants - Survey Feb/Mar 2014

**23. How do you perceive the following actions in your office? (Please tick only one response for each statement)**

	High	Medium	Low	Don't know
a) Accountability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Transparency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Conflict of interest in practices & procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Corruption in tender/procurement process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Corruption in staff recruitment process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Pro-active disclosure of information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) Suspension or removal from work of officials with critical allegations pending further investigations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Section V. Reporting Corruption and Jurisdiction of Anti-Corruption Commiss...

The objective of this section is to study the social responsibility of reporting corruption and the responders knowledge on the authority of ACC.

**24. Are there mechanisms to report acts of corruption in your Office?**

- Yes
  No
  Don't know

**25. Have you reported any acts of corruption offenses in your Office?**

- Yes
  No
  Don't know

### Section V. Reporting Corruption and Jurisdiction of Anti-Corruption Commiss...

**26. After you reported the act of corruption, was the act of corruption addressed?**

- Yes
  No
  Don't know

## Corruption Perception of Civil Servants - Survey Feb/Mar 2014

**27. I am likely to report occurrence of corruption offenses in my office because of the following; (Please tick only one response for each statement)**

	Agree	Disagree	Don't Know
a) It will uphold the religion and law	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) It is my public duty as a citizen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) It has negative development impacts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) It will minimize corruption in the country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) It will uphold ethics of Civil Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) It would discourage public officials & employees from committing corrupt practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**28. I am unlikely to report occurrence of corruption offenses in my office because of the following; (Please tick only one response for each statement)**

	Agree	Disagree	Don't know
a) In fear of work environment threats	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) In fear of losing my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) There is no witness protection for the reporter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Lack of confidence in Law enforcement agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Delay or lack of justice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Lack of action taken by relevant authorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**29. What is the level of protection provided / guaranteed for whistle blower in your office?**

- High
  Medium
  Low
  Don't know

**30. How much do you think integrity is rewarded in your Office?**

- High
  Medium
  Low
  Don't know

**31. Please answer the following statements based on ACC's jurisdiction. (Please tick only one response for each statement)**

	Agree	Disagree	Don't know
a) ACC can investigate allegations of corruption in the private sector only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) ACC can investigate allegations of corruption in the public sector only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) ACC can investigate allegations of corruption in the civil service only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) ACC can investigate allegations of corruption between the public sector and private sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) ACC can investigate allegations of corruption in the local government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) ACC can investigate allegations of corruption against parliamentarians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) ACC can investigate allegations of corruption against local Judges and Magistrates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) ACC can prosecute for	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## Corruption Perception of Civil Servants - Survey Feb/Mar 2014

corruption

i) ACC can sue on  
civil charges

j) ACC is  
accountable to the  
Peoples Majilis

k) ACC is  
independent of the  
government of the  
Maldives

### 32. How do you level the effectiveness of the ACC in undertaking its functions and responsibilities?

High

Medium

Low

Don't know