THE GLOBAL SURVEY OF PUBLIC SERVANTS

Corruption Module
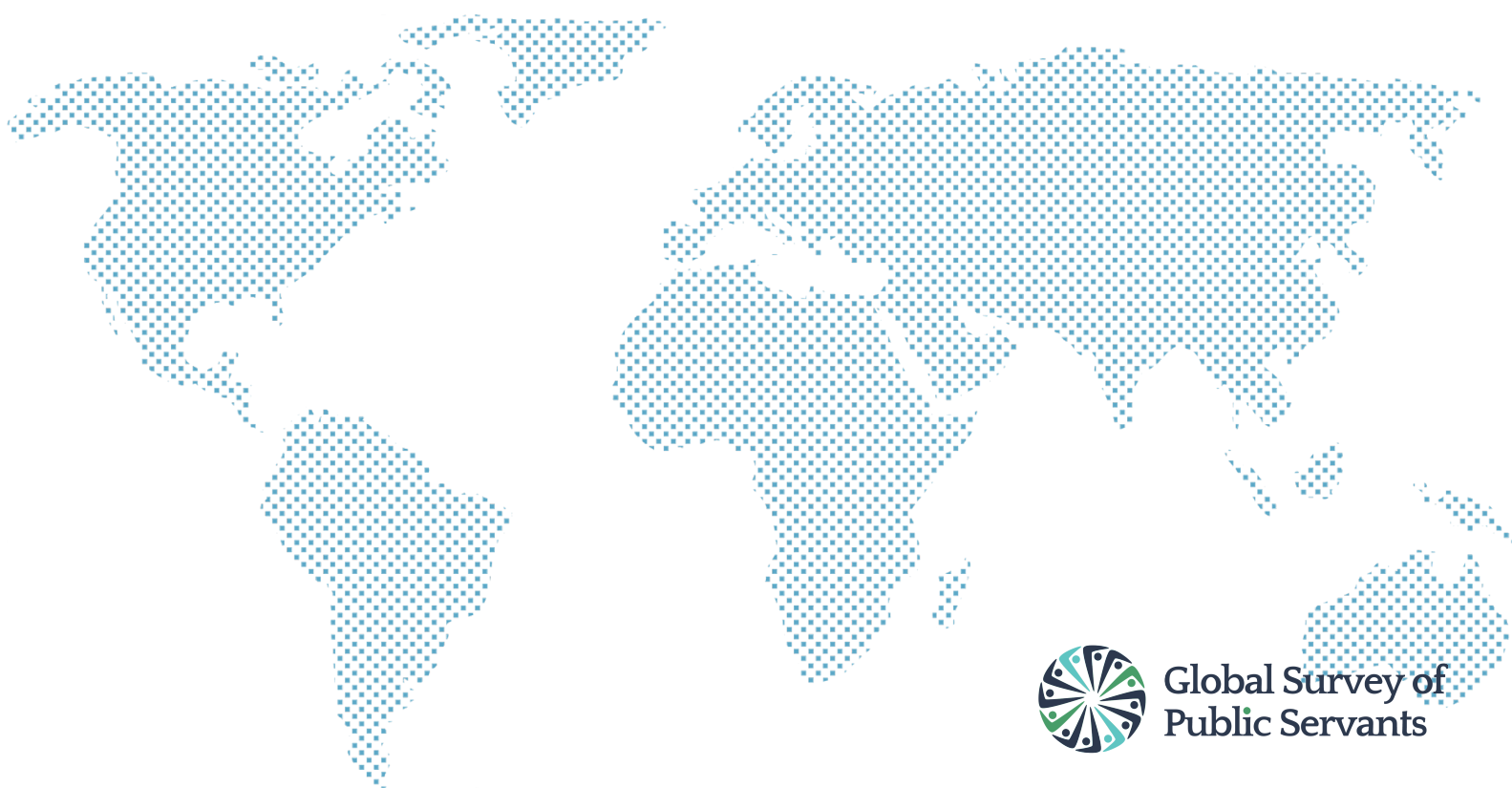
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Document last updated: May 2022.

Global Survey of Public Servants

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SUMMARY OF CORRUPTION MODULE

The Global Survey of Public Servants (GSPS) is an initiative to generate survey data from public servants in government institutions around the world. **The aim of the initiative is to increase the volume, quality and coherence of survey data on public administration.**

Understanding the motivations, behaviors, organizational environments and management practices of public servants through surveys is central to (1) better understand how public services and states around the world work; and, (2) help governments manage public services better. Further details, such as our approach, conceptual framework and other resources are available at www.globalsurveyofpublicservants.org.

The purpose of this document is to provide government counterparts, researchers and other stakeholders with a Corruption module that is not part of the GSPS common module to support and supplement their survey of public servants. By providing this additional module, GSPS hopes to provide both actionable evidence to governments for management improvements and scholarly evidence to further our understanding of how public services work.

The GSPS team are keen to promote the adoption of the other modules in surveys of government officials and stand ready to provide advice on implementation. We are also keen to receive anonymized versions of this module's data to share with the global community and are happy to facilitate the sharing of survey data and resources across teams. For further information, please contact the GSPS team at info@globalsurveyofpublicservants.org.

Translations: A Portuguese translation of these questions is available from the authors as used in Brazil in 2021.

HR. Human Resource Management

HR.1	What is your opinion about the promotion and ascension system in your organization? (check as many as you think is appropriate)	1. It's meritocratic 2. It is influenced by political connections 3. It is influenced by friendships 4. It is transparent 5. Follows subjective criteria Other
HR.2	Which of the following conditions would you say is most important for someone to be appointed to a commissioned position in your organization? (check up to two options)	1. Academic qualifications 2. Previous work experience 3. Specific skills required for the activity 4. Have family, friends, or personal or political connections in your organization 5. Favor or personally reward those who choose the occupants of the positions 6. Other
HR.3	Compared to colleagues who have assignments and responsibilities similar to yours, do you agree that your compensation is at least as good as theirs?	1. I totally disagree 2. Disagree 3. I neither agree nor disagree 4. Agree 5. I totally agree
HR.4	In the last 3 years, have you ever felt harmed by unethical behavior in any of these activities? (check as many as you think is appropriate)	1. Selection and occupation of commissioned positions 2. Promotion and career advancements 3. Distribution of remuneration or benefits 4. Travel authorization, events, training, licenses 5. Disciplinary proceedings 6. Removal or redistribution between localities or organs 7. I didn't feel harmed in the period 8. Other

SN. Standards and Regulations

SN.1	How do you evaluate the following statements against your organization:	1. I totally disagree 2. Disagree 3. I neither agree nor disagree 4. Agree 5. I totally agree
(a)	The rules and regulations are strictly complied with	
(b)	Administrative acts and decisions are duly transparent	
(c)	The performance of companies in the formation of opinion of public managers (Lobby) harms the competitiveness	
(d)	The performance of companies in the opinion formation of public managers (Lobby) has the appropriate transparency	
SN.2	About programs to encourage ethical behavior (integrity programs) of your organization, what is your position on the following statements:	1. I totally disagree 2. Disagree 3. I neither agree nor disagree 4. Agree 5. I totally agree
(a)	I know my organization's health program	
(b)	I was trained in my organization's integrity program	
(c)	The leaders of my organization regularly promote the integrity program	
(d)	I consider the integrity program a measure that helps prevent corruption in my organization	

BA. Behavior Assessment

BA.1	Your opinion, how many public servants of your organization do the acts below.	1. All 2. Many 3. Few 4. None
(a)	Accept money or gifts from individuals to fulfill your duties	
(b)	Request money or gifts to fulfill your duties	
(c)	Stop following the rules when your supervisor is required to do so	
(d)	Use your position to get a job for a friend or family member	
(e)	Hire a company because you maintain a paid or friendship bond in that company	
(f)	Obtain professional benefits in connection with important people (politicians, authorities,...)	
BA.2	What do you think are the main reasons for some public officials to engage in certain corrupt practices, such as accepting or paying bribes, exchanging favors, or circumventing the rules? (check up to two options)	1. Excessive bureaucracy (procedures and requirements) 2. Greed 3. Impunity 4. Low wages 5. Everybody does 6. Abuse or pressure from authorities (superior, political...) 7. Lobbying pressure 8. Other
BA.3	What is your degree of confidence in the decisions and acts of the following agents of your organization	1. Very Weak 2. Weak 3. Satisfactory 4. Good 5. Excellent
(a)	Leaders of your organization	
(b)	Other public servants in your organization	

EX. Experiences

EX.1	In your organization, which of the following practices have you observed on servers in the performance of their roles? (check as many as you think is appropriate)	1. Accept money or gifts from individuals 2. Request money or gifts to fulfill your duties 3. Stop following the rules when your supervisor is under pressure 4. Give in to lobbying pressures. 5. Use your position to help a friend or family member 6. Hire a company because you maintain a paid or friendship bond in that company 7. Obtain professional benefits due to links with politicians or authorities 8. Favor individuals in purchases or public procurement 9. Prioritize non-legitimate interests in the organization's strategies and projects 10. None of the above
EX.2	In the last 3 years in your organization, in which of the following practices have you observed servers in office acting unethically?	1. Purchases and contracting of services or works 2. Contract compliance 3. Supervision of regulated sectors 4. Transfer of resources to states and municipalities 5. Transfer of resources to non-governmental organizations 6. Investigations or audits 7. Formulation of policies, projects or programs 8. I've never observed acts of corruption 9. Other
EX.3	In the last three years, you've been under pressure to: (check as many as you think is appropriate)	1. Promoting a specific individual

		2. Harming a specific individual
		3. Ignore an undue act
		4. Share restricted access information
		5. Make the organization's rules and procedures more flexible
		6. I did not suffer undue pressure in the period
		7. Other undue pressure
		NOTE TO PROGRAMMER: If = 6 skip question EX.4
EX.4	Which of these agents exerted undue pressure?	1. Hierarchical superior (direct or indirect head)
		2. Public authority other than my superior
		3. Co-workers
		4. Citizen
		5. Enterprise
		6. Politician
		7. Other

C19. Impact of COVID-19

C19.1	Since the beginning of the COVID-19 crisis in March 2020, as you assess that each of the following practices has varied:	1. Increased 2. Stayed the same 3. Decreased
(a)	Additional outlaw payments to gain access to a public service	
(b)	Favoring people due to personal relationships, political relationships or other reasons	
(c)	Decisions on hiring and purchases made with little transparency and without accountability	
(d)	Political interference in your organization's decisions	
(e)	Diversion of resources by public servants for personal use	
(f)	Increased conflicts of interest between the public and private sectors	
(g)	Increased lobbying among the public and private sectors	

CR. Corruption Report

CR.1	Imagine that a server has accepted money, goods, or services from a private individual in exchange for preferential treatment. In your opinion, how likely is a **colleague working directly with the server to** discover this fact? Please indicate your answer on a ladder from 1 to 10, where 1 indicates "No probability" and 10 indicates a "Very high probability".	1. No probability …. 4. 10. Probability and very high
CR.2	Imagine that a server has accepted money, goods, or services from a private individual in exchange for preferential treatment. In your opinion, what is the probability of a **colleague who does not work directly with the server, but who works on the same unit**, discover this fact? Please indicate your answer on a ladder from 1 to 10, where 1 indicates "No probability" and 10 indicates a "Very high probability".	1. No probability …. 10. Probability and very high
CR.3	Imagine that a server has accepted money, goods, or services from a private individual in exchange for preferential treatment. In your opinion, how likely is the immediate **head of the server to** discover this fact? Please indicate your answer on a ladder from 1 to 10, where 1 indicates "No probability" and 10 indicates a "Very high probability".	1. No probability …. 10. Probability and very high
CR.4	Imagine that a server has accepted money, goods, or services from a private individual in exchange for preferential treatment. In your opinion, how likely is a **leader of the organization in** which the person works to discover this fact? Please indicate your answer on a ladder from 1 to 10, where 1 indicates "No probability" and 10 indicates a "Very high probability".	1. No probability …. 10. Probability and very high
CR.5	Imagine that a server has accepted money, goods, or services from a private individual in exchange for preferential treatment. In your opinion, how likely is a **control body to discover** this fact? Please indicate your answer on a ladder from 1 to 10, where 1 indicates "No probability" and 10 indicates a "Very high probability".	1. No probability …. 10. Probability and very high

RM. Reporting Mechanisms

RM.1	Would you feel safe enough to report possible misconduct in your organization?	1. Yes 2. No
RM.2	What are the main difficulties that public officials face in reporting cases of corruption?	1. Ignorance of the procedure for reporting 2. Acts or cases of corruption are difficult to prove 3. Reported cases are not investigated or punished 4. There is no protection for those who report 5. Servers prefer to avoid conflict 6. The reporting process is long and complicated 7. I prefer to report to my immediate boss or co-worker 8. The whistle-blowing/investigation process is not impartial 9. Other
RM.3	In the last three years, have you reported any wrongdoing?	1. Yes 2. No **NOTE TO PROGRAMMER**: If = 2 skip RM.4
RM.4	What was the repercussion of this complaint?	1. I don't know, i don 2. Nothing, complaint had no progress 3. The accused was punished 4. I suffered denounces 5. Other
RM.5	In your opinion, which of the following measures are most effective in reducing corruption? (check up to 3 replies)	1. Making penalties for corruption crimes more severe 2. Increase the remuneration of public servants 3. Reducing impunity 4. 5. Simplify administrative procedures

	6. Making public-private relations more transparent
	7. Publish the declaration of assets and income of commissioned servers
	8. Strengthening the monitoring of public policies by civil society
	9. Improving the role of anti-corruption agencies
	10. Other