

APPENDIX 1. MACPI ONLINE QUESTIONNAIRE

This appendix presents the MACPI online questionnaire. The policies and activities of Border Police diagnostics in Bulgaria have been used as an example. The appendix also includes information about the changes that have been made between the tested and the final version.

Changes between the pilot survey version and the final online questionnaire

The questions about specific and general policies were harmonised and collapsed in a single block of questions which can be asked to all types of general and specific policies. Therefore, of question pairs Q15/Q23, Q17/Q24, Q18/25, Q20/Q26, and Q22/Q27 only the second one remained in the final version of the questionnaire (the two questions in each pair are identical). Original question codes were kept in the final questionnaire in order to keep better track of the changes made to the questionnaire. The following questions were removed because raised problems with the anonymity of the respondents:

Q4. Your gender is:

1. Male
2. Female

Q5. How old are you at the moment:

– – years

The following questions that were removed because of methodological reasons (didn't measure adequately the intended theoretical construct):

Q11. In your opinion, to what degree the activities described below include cumbersome, long, bureaucratic procedures? (i.e., procedures for which citizens need to wait a long time, to submit/receive numerous documents, etc.)

Q14. Does this policy/policy tool affect some of the activities that you perform in the Border Police?

Q16. What part of your work time is dedicated to this policy/policy tool?

Q19.1. Have you ever been checked in connection with this policy?

Q21. Do you know of any cases when this policy/policy tool was not applied, although its application was required (its application was due)?

Q27D. If there are proven cases that the policy was not applied as it should have been, there are (would be) penalties for the responsible employees.

Q28. In your opinion, to what extent does this policy reduce the likelihood of corruption in any of the following activities:...

A8. Imagine that you are approached by someone offering cash, gift or favour to solve his/her problem. What would you do:...

Questions that were edited to make them more clear and understandable:

Q3. Added "...corruption reduction in [name of organisation]" to stress that we are not asking about corruption reduction in general, but about the respondents functions with regard to corruption reduction in their organisation.

Q6. Categories added instead of the exact number of years (to make it easier and to protect the anonymity of the respondents).

Q10. "If their superior orders it, how likely would it be for staff members to perform unauthorised activities or services in the following areas:" was changed to "How likely would it be for a superior to order his/her staff members to perform unauthorised activities or services in the following areas."

Q12. "In your opinion, what share of citizens (or companies) try to circumvent (evade) existing rules in the following areas" was changed to "In your opinion, how likely are citizens (or companies) to try to circumvent (evade) existing rules in the following areas." The scale was harmonised with the other 4-point Likert scales.

Q27C. "Control for the enforcement of this policy is not very strict" was changed to "There is strict control for the enforcement of this policy". The original statement was considered a little misleading and unclear.

Added questions

Q29. "Are there cases of violation of (or non-compliance with) the requirements of this policy?" was added to establish objective levels of control.

Q30. "In the cases when there were violations of (or non-compliance with) this policy, what were the consequences for the people responsible for the violations?" was added to replace the estimates of sanctioning (Q27D).

Q32. In your opinion, to which of the following activities is this policy applicable? Please check all that apply.

MACPI online instrument (questionnaire)

This is an anonymous survey, your individual answers will remain strictly confidential and will be used only for statistical analyses of collected data.

Part 1. General information

Q1. Are you a:

1. Head of department or higher management staff.
2. Staff member with management functions.
3. Staff member without management functions.

(If 1 or 2 in Q1, ask Q2, else go to Q3:)

Q2. Are you responsible for managing:?

1. Less than 5 people.
2. Between 5 and 50 people.
3. More than 50 people.

(Ask all)

Q3. Which of the following statements best represents your responsibility with regard to corruption reduction in [name of organisation]?

1. Corruption reduction is my only function/responsibility.
2. Corruption reduction is a major part of my functions/responsibilities.
3. Corruption reduction is a minor part of my functions/responsibilities.
4. Corruption reduction is not an explicit part of my responsibilities.

Q6. How many years of experience, do you have in [name of organisation]?

1. Less than 5 years.
2. Between 5 and 10 years.
3. Between 10 and 20 years.
4. More than 20 years.

Q7. Is your job in [name of organisation] related to one or more of the following activities?

(Please check all that apply)

Please fill in your organisation's activities. Please use a level of generalisation which produces no more than 10 activities (you can aggregate similar activities). Human resources and public procurement are common activities for most public organisations and usually should be left the same.

1. Human resources – recruitment, dismissal, promotion.
2. Public procurement.
3. Preventive investigation – prevention of illegal migration, smuggling and trafficking.
4. Border security – prevention of unauthorised passage of persons and vehicles.

5. Investigations carried out by investigating officers.
6. Information activities – risk analysis and information campaigns.
7. Border checkpoints – processing of documents of persons crossing the border legitimately and vehicles and preventing unauthorised passage of persons and vehicles through checkpoints.
8. Administrative and punitive – control and penalties for illegal immigrants; traffic control near airports and railway stations; issuing passes to employees of companies operating in the area of border crossing.

Part 2. Activities

(Asked for relevant activities checked in Q7)

Q8. Would you say that the external pressure for corruption transactions (bribes, lobbying, etc.) for the following activity/activities is: high, medium, low or no pressure at all? *External pressure means people outside the institution (regardless whether citizens, members of other institutions, etc.) offering bribes or/and asking for favours.*

	High	Medium	Low	No pressure at all
Activity 1	4	3	2	1
Activity 2	4	3	2	1
Activity 3	4	3	2	1
.....	4	3	2	1

Q9. Would you say staff members involved in carrying out the following activity/activities are likely to accept (or ask for) something in return, in order to do a particular service?

	Very likely	Rather likely	Rather unlikely	Not likely at all
Activity 1	4	3	2	1
Activity 2	4	3	2	1
Activity 3	4	3	2	1
.....	4	3	2	1

Q10. How likely would it be for a superior to order his/her staff members to perform unauthorised activities or services in the following areas?

	Very likely	Rather likely	Rather unlikely	Not likely at all
Activity 1	4	3	2	1
Activity 2	4	3	2	1
Activity 3	4	3	2	1
.....	4	3	2	1

Q12. In your opinion, how likely are citizens or companies to try to circumvent (evade) existing rules in the following areas (for example, to try to evade due payments of tax or social security contributions; to try to receive special privileges during hiring/promotions; to evade inspection/investigation/penalties, etc.)

	Very likely	Rather likely	Rather unlikely	Not likely at all
Activity 1	4	3	2	1
Activity 2	4	3	2	1
Activity 3	4	3	2	1
.....	4	3	2	1

Part 3. Policies

You will see described several anticorruption policies or policy tools. Please answer several questions about each.

Q13. Are you familiar with each of the following anticorruption policies/policy tools?

(Please, for each of the following policies/policy tools choose the answer which best describes how familiar you are with the policy. One answer for each row.)

Random order of presentation of policies

	Yes, I know everything about it	Yes, I am relatively familiar with it	I know that there is such a policy (policy tool), but I don't know any details	I have never heard of this anticorruption policy/policy tool
Change of shift schedules and rotation of shifts at border checkpoints.	1	2	3	4
Constant video surveillance of workplaces at border checkpoints.	1	2	3	4
Interviews with passengers crossing the border and illegal immigrants, refugees, etc.	1	2	3	4
Unannounced visits (audits) by heads of units.	1	2	3	4
General anticorruption measures for vetting of job applicants to the Ministry of Interior.	1	2	3	4

	Yes, I know everything about it	Yes, I am relatively familiar with it	I know that there is such a policy (policy tool), but I don't know any details	I have never heard of this anticorruption policy/policy tool
Issuing additional orders and instructions as a reaction to certain offenses which are not regulated by any existing law or regulation.	1	2	3	4
Anticorruption training at the Police Academy.	1	2	3	4
Information campaigns – promoting positive examples, informing employees about quarterly reviews (corruption problems and the measures that are taken).	1	2	3	4
Annual submission of declarations of assets and income.	1	2	3	4
Direct supervisors are advised of employees' asset declarations. In order to guarantee they have really done so, direct supervisors are required to sign every declaration.	1	2	3	4
Immediate reactions to each corruption complaint – carrying out inspections/investigations, initiating disciplinary proceedings and informing the relevant departments.	1	2	3	4
Information campaigns among the general public to advertise phone numbers and internet addresses where people can report cases of corruption.	1	2	3	4

General anticorruption measures for vetting of job applicants to the Ministry of Interior.

Q32.1. In your opinion, to which of the following activities is this policy applicable? Please check all that apply.

1. Activity 1
2. Activity 2
3. Activity 3
4. ...

Q23.1. How would you rate this policy/policy tool on the following scale?

1. Very easily applicable.
2. Rather easily applicable.
3. Rather difficult to apply.
4. Impossible to apply.

Q24.1. In your opinion, could the implementation of this policy/policy tool reduce the cases of corruption in [name of organisation]?

1. Yes, it could greatly reduce them.
2. Yes, it could reduce them a little.
3. No, the number of corruption cases would remain the same, regardless of the implementation of the policy /policy tool.
4. The number of corruption cases would increase as a result of the implementation of the policy/policy tool.

Q25.1. Do you think that this policy/policy tool reduces the corruption risk in [name of organisation]?

1. Yes, reduces the corruption risk a lot.
2. Yes, reduces the corruption risk a little.
3. The corruption risk remains the same as without these measures.
4. No, the corruption risk increases a little because of this policy/policy tool.
5. No, the corruption risk increases a lot because of this policy/policy tool.

Q26.1. In your opinion, is it easy to circumvent (evade) this policy/policy tool – not to execute what the measure requires from the employees, with this having no consequences for them?

1. It is very easy to circumvent.
2. It is rather easy to circumvent.
3. It is rather difficult to circumvent.
4. It is very difficult to circumvent.

Q29.1. Are there cases of violation of (or non-compliance with) the requirements of this policy?

1. There are such cases.

2. There are no such cases.
3. I don't know if there are such cases or not.

(Ask Q30 only if Q29 = 1, else skip to Q27)

Q30.1. In the cases when there were violations of (or noncompliance with) this policy, what were the consequences for the people responsible for the violations?

1. In all cases the responsible people were sanctioned.
2. In some of the cases the responsible people were sanctioned.
3. I don't know of anyone who was actually sanctioned for violating (not complying with) this policy.

Q27.1. Do you agree or disagree with the following statements?

	Completely agree	Rather agree	Neither agree nor disagree	Rather disagree	Completely disagree
A. This policy/ policy tool <u>is well-known</u> to the employees whom it concerns.	5	4	3	2	1
B. This policy/ policy tool <u>is applied strictly</u> when it is applicable.	5	4	3	2	1
C. There is <u>strict control</u> for the enforcement of this policy.	5	4	3	2	1

Q31.1 In your opinion, will the number of corruption cases increase if this policy/ policy tool is removed?

1. The number of corruption cases will increase a lot.
2. The number of corruption cases will increase a little.
3. The number of corruption cases will remain the same.
4. The number of corruption cases will rather decrease.

Repeat Q23 to Q31 for each of the following policies

2. Regulating the activities of employees through additional orders and instructions as a reaction to certain offenses which are not regulated by any existing law or regulation (for example, Border Police employees are not allowed to ask citizens to buy goods for them).
3. Anticorruption training at the Police Academy.
4. Information campaigns – promoting positive examples, informing employees about quarterly reviews (corruption problems and the measures that have been taken).
5. Annual submission of declarations of assets and income.
6. Direct supervisors are advised about the asset declarations of employees. In order to certify that they have been advised done so, direct supervisors are required to sign every declaration.

7. Immediate reactions to each corruption complaint – carrying out inspections/ investigations, initiating disciplinary proceedings and informing the relevant departments.
8. Information campaigns among the general public to advertise phone numbers and internet addresses where people can report cases of corruption.
9. Change of shift schedules and rotation of shifts at border checkpoints.
10. Constant video surveillance of work places at border checkpoints.
11. Interviews with passengers crossing the border and detained illegal immigrants, refugees, etc.
12. Unannounced visits (audits) by heads of units.

Part 4. General corruption pressure

A12. IN WORKING WITH CITIZENS OR EMPLOYEES OF OTHER INSTITUTIONS, HOW OFTEN IN THE PRECEDING YEAR HAVE THEY:

One answer for each row.

- 1 In all cases
- 2 In most of the cases
- 3 In isolated cases
- 4 In no cases

A12A	<u>Directly offered</u> something to you (money, gift, favour) in return for you doing some service for them.	1	2	3	4	9
A12B	Not offered directly, but <u>showed that they would give</u> something (cash, gift or favour) in return for you doing some service for them.	1	2	3	4	9