

**SURVEY REPORTS ON THE PERCEPTION OF  
GENDER FORMS OF CORRUPTION IN THE  
REPUBLIC OF NORTH MACEDONIA  
- HIGHER EDUCATION AND PUBLIC  
ADMINISTRATION SECTORS**

**Sextortion**

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**TITLE: SURVEY REPORTS ON THE PERCEPTION OF GENDER FORMS OF CORRUPTION IN THE REPUBLIC OF NORTH MACEDONIA - HIGHER EDUCATION AND PUBLIC ADMINISTRATION SECTORS**

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**SURVEY REPORT ON THE PERCEPTION OF GENDER FORMS OF CORRUPTION IN THE HIGHER EDUCATION IN THE REPUBLIC OF NORTH MACEDONIA**

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**SURVEY REPORT ON THE PERCEPTION OF GENDER FORMS OF CORRUPTION IN THE PUBLIC ADMINISTRATION IN THE REPUBLIC OF NORTH MACEDONIA**

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**SURVEY REPORT ON THE  
PERCEPTION OF GENDER  
FORMS OF CORRUPTION  
IN THE HIGHER EDUCATION  
IN THE REPUBLIC OF NORTH MACEDONIA**

**-students-**

August, 2022

Skopje

## SUMMARY

Gender equality means that women and men have equal rights and opportunities to realize their individual potential, while contributing to the economic and social development of their country and in turn benefiting from their participation in society.

Corruption threatens human rights and contributes to increasing social, cultural, political, and institutional discrimination, and at the same time prevents the achievement of gender equality, worsens the gender gap, and increases social inequality in access to public services.

Contemporary research attempts to explain the differences between women and men in understanding and experiencing corruption, the gender of those involved in acts of corruption, the differences in the “currency” used by women and men to pay for acts of corruption, and the different effects of corruption on the lives of men and women.

In the Republic of North Macedonia, there is a lack of empirical data related to gendered forms of corruption, the effects of gendered forms of corruption, the resistance to these forms of corruption, etc. Following a national survey on a representative sample of women in North Macedonia on their perception related to gender-based forms of corruption in 2021, especially sextortion, two sectors of society were identified as the most vulnerable to sextortion as a form of corruption: higher education and the state administration.

The lack of empirical data related to gendered forms of corruption, especially with regard to the situation in higher education, was an additional incentive to conduct this survey.

In order to provide relevant data, we conducted a survey on a representative sample of the population that is still in the educational process in higher education, namely first to sixth year university students and postgraduate students in the Republic of North Macedonia.

The findings of this research can be used for further discussion in order to raise awareness among policy makers about the need to institutionalize and criminalize gendered forms of corruption in the Republic of North Macedonia.

## METHODOLOGICAL REPORT

The survey used a representative sample of the population that is still in the educational process only in higher education, first to sixth year university students and postgraduate students in the Republic of North Macedonia. The survey was conducted on 800 respondents (out of the total of 51,582 students in RNM), students from all accredited higher education institutions in the Republic of North Macedonia (public and private).

CATI telephone interview was used for the purposes of the survey.

### ■ Sample Design

In the sample creation phase, for the higher education sector, the Institute takes the following into account: gender, ethnicity, year of study and university at country level.

The target number of interviews was proportionally distributed according to the total number of students in the country based on the latest available data from the 2021 Census.

According to the data of the State Statistical Office, a total of 51,582 students enrolled in the academic 2021/2022 in the Republic of North Macedonia.

The number of enrolled female students is 29,858 or 58%. The largest number of students (83%) enrolled in state higher education institutions, while 16.8% enrolled in private higher education institutions.<sup>1</sup>

<sup>1</sup> <https://www.stat.gov.mk/PrikaziSoopstenie.aspx?rbtxt=29>

### ■ Selection of Respondents

Each interviewer must make at least three attempts to establish a telephone contact with the selected household. If contact with the household is not established after three attempts, another household is contacted according to the household selection procedure.

The interviewers record the results of all contact attempts in the so-called contact list.

Only one selected person may be surveyed per household.

### ■ Quality Control system

Around 25% of the interviews conducted are subject to control.

### ■ Network of Interviewers and Supervisors

The research was conducted by a developed and experienced network of interviewers (telephone operators) in the Macedonian and Albanian language.

29 experienced interviewers worked on this project.

### ■ Duration of the Research

Prior to the start of the telephone survey, all interviewers received theoretical training on the methodology and work procedure, which included explanation of the meaning and implementation of the following procedures:

- ◆ Household selection
- ◆ Respondent selection
- ◆ Directions for filling out the program questionnaire

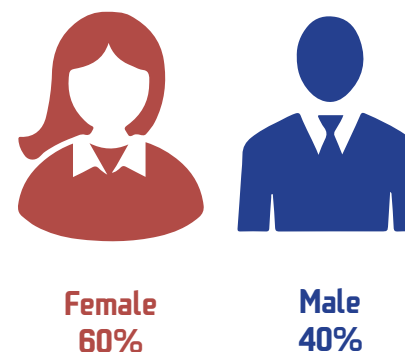
The survey was conducted in the period from 23.06.2022 to 04.07.2022.

A professional statistical data processing software SPSS for Windows was used to process and analyse the data collected.

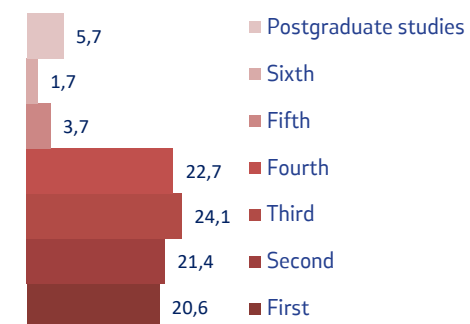
SPSS for Windows and Microsoft Office for Windows (Word and Excel) were used to prepare the report, graphs, and tables.

## DEMOGRAPHIC STRUCTURE OF RESPONDENTS

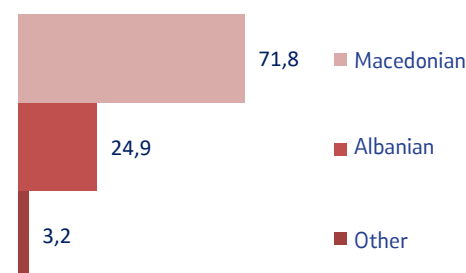
### GENDER



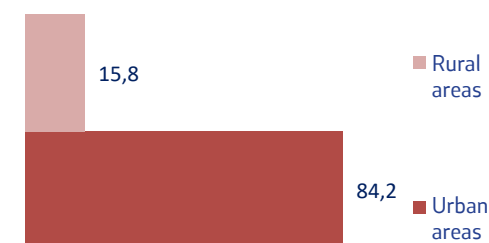
### YEAR OF STUDIES



### NATIONALITY



### PLACE OF RESIDENCE

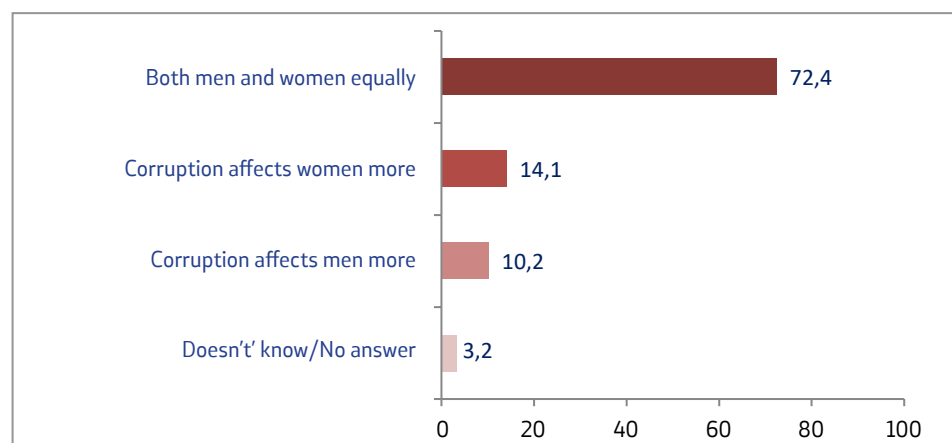


# 1. Effects of Corruption

Seven out of ten respondents believe that corruption affects both women and men equally.

The graph below shows that 14% estimate that women are more affected by corruption, while 10% state that it affects the male population more.

**Graph 1** In your opinion, does corruption have an equally negative effect on both women and men?



Despite the fact that the majority of respondents believe that corruption affects both men and women equally, analysing the answers through the prism of the demographic characteristics, it is noted that women are 6% more prone to believe that corruption affects women more, but twice as many men as women have answered that corruption affects men more. Also, more students belonging to the Albanian ethnic community believe that corruption affects women more (Macedonian 11%, Albanian 25%).

|   |                               | GENDER  |         | Total   |
|---|-------------------------------|---------|---------|---------|
|   |                               | Men     | Women   |         |
| In your opinion, does corruption have an equally negative effect on both women and men? | Corruption affects women more | 10,8 %  | 16,3 %  | 14,1 %  |
|   | Corruption affects men more   | 13,9 %  | 7,7 %   | 10,2 %  |
|   | Both men and women equally    | 71,2 %  | 73,3 %  | 72,4 %  |
|   | No response                   | 4,0 %   | 2,7 %   | 3,2 %   |
|   |                               | 100,0 % | 100,0 % | 100,0 % |

|   |                               | Ethnicity  |          |                            | Total   |
|---|-------------------------------|------------|----------|----------------------------|---------|
|   |                               | Macedonian | Albanian | Smaller ethnic communities |         |
| In your opinion, does corruption have an equally negative effect on both women and men? | Corruption affects women more | 11,1 %     | 24,5 %   |                            | 14,1 %  |
|   | Corruption affects men more   | 8,7 %      | 14,5 %   | 11,5 %                     | 10,2 %  |
|   | Both men and women equally    | 77,1 %     | 57,0 %   | 88,5 %                     | 72,4 %  |
|   | No response                   | 3,1 %      | 4,0 %    |                            | 3,2 %   |
|   |                               | 100,0 %    | 100,0 %  | 100,0 %                    | 100,0 % |

## 2. Corruption as a Problem

In its broader sense, corruption is defined as the abuse of official duty for the purpose of obtaining benefit for oneself or for another. Corruption is also any form of abuse of position or authority for the purpose of obtaining benefit for oneself or another, whether in the public or private sector.

Taking into account the sensitivity of the phenomenon and especially its connection with monitoring cases of corruption and determining the possibilities for an effective fight against corruption, it should be realized and implemented in a non-political, neutral, independent, fair, transparent and above all, lawful way .

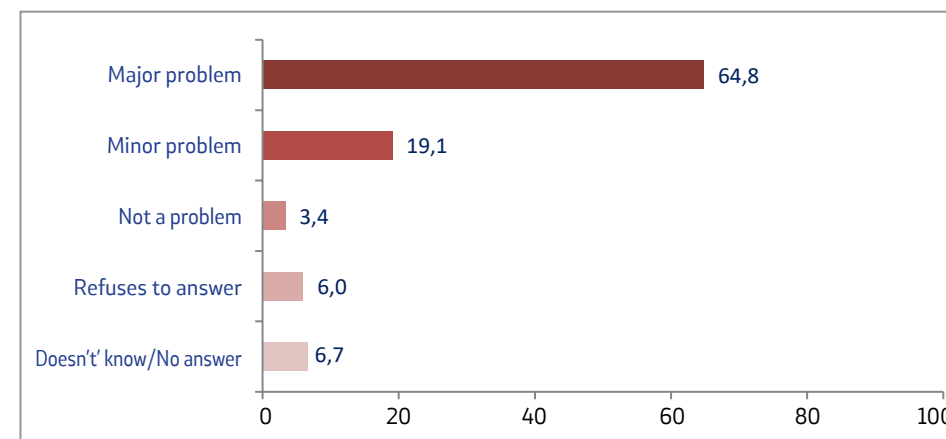
The next question concerns the respondents' perception of the prevalence of corruption in higher education. The graph shows the extent to which corruption is treated as a problem.

It is noted that almost two-thirds, i.e. 65%, consider corruption a major problem, 19% consider it a minor problem, while for 3% of respondents, corruption in higher education is not a problem.

This leads to the conclusion that the majority of the respondents (84%) agree that corruption is a problem in higher education in our country, while six out of ten respondents consider it a major problem.

The respondents who have answered that corruption is a problem in higher education, were additionally asked to rate the intensity of the problem on a scale from 1 to 9, with 1 being the lowest and 9 the highest value. The average grade of their answers is **6.87**, which indicates a perception of high intensity of the problem.

**Graph 2** In your opinion, is corruption in higher education a major problem, a minor problem or not a problem at all?



A lower number of students from the Albanian ethnic community think corruption is a major problem in higher education as compared to their fellow Macedonian students. (Macedonian 69%, Albanian 51%).

|  |                   | Ethnicity  |          |                            | Total   |
|--|-------------------|------------|----------|----------------------------|---------|
|  |                   | Macedonian | Albanian | Smaller ethnic communities |         |
| In your opinion, is corruption a major problem, a minor problem or not a problem at all in higher education? | Major problem     | 68,9 %     | 51,5 %   | 76,9 %                     | 64,8 %  |
|  | Minor problem     | 21,7 %     | 13,5 %   | 3,8 %                      | 19,1 %  |
|  | Not a problem     | 3,1 %      | 4,5 %    |                            | 3,4 %   |
|  | Refuses to answer | 1,7 %      | 18,0 %   | 7,7 %                      | 6,0 %   |
|  | No answer         | 4,5 %      | 12,5 %   | 11,5 %                     | 6,7 %   |
|  |                   |            | 100,0 %  | 100,0 %                    | 100,0 % |

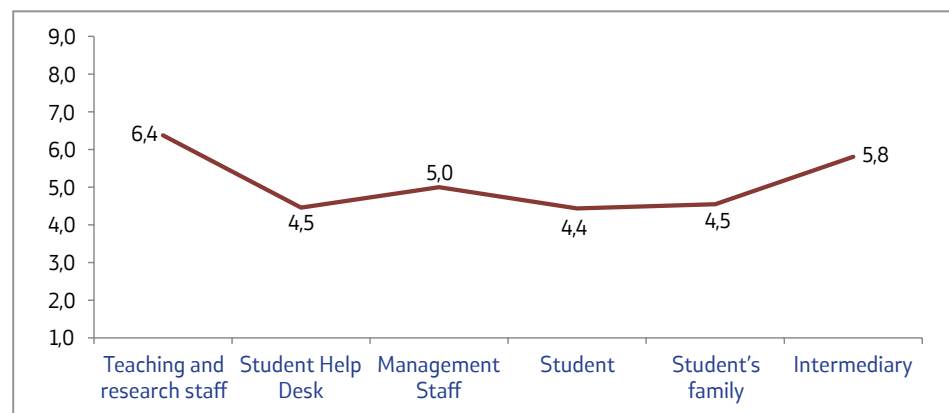


### 3. Instigation of and Susceptibility to Corruption

The next set of questions is related to the instigation of and susceptibility to corruption in higher education. In terms of instigation, respondents rate the various sources of corruption on a scale from 1 to 9, with 1 being the least instigating and 9 the most instigating.

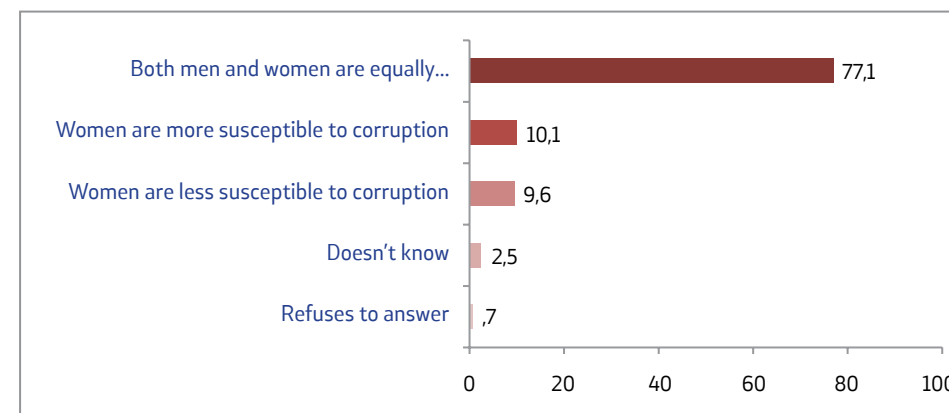
According to the respondents, the **teaching and research staff (professors, assistant professors, assistants) stand out as the main instigators of corruption in higher education**, rated with an average score of 6.4. Next are intermediaries (with an average score of 5.8), followed by the management staff, deans and vice-deans (with an average score of 5). The Student Help Desk (and the rest of the administration) as well as the student's family are equally evaluated with an average score of 4.5. The respondents evaluate the students themselves as the rarest instigators of corruption in higher education (with an average score of 4.4).

**Graph 3** In your opinion, to what extent do you think each of the following instigates corruption in higher education? On a scale of 1 to 9, with 1 being the least instigating and 9 the most instigating.



Susceptibility to corruption, analysed through the prism of the respondents' answers, reveals a gender perspective. More than two-thirds (77%) have stated that they **do not recognize gender aspects of corruption**, that is, that both men and women were equally susceptible to corruption. About 10% of the respondents believe that women are less susceptible to corruption than men, but almost as many respondents (10%) believe the opposite, that women are more susceptible to corruption than men. No statistically significant differences are observed in the answers of the respondents analysed through the prism of their demographic characteristics.

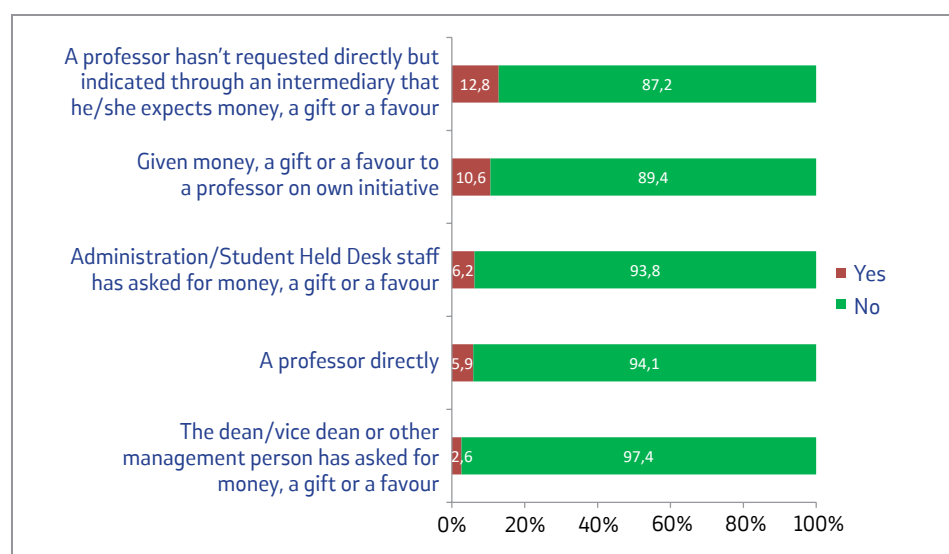
**Graph 4** In your opinion, are women equally susceptible to corruption as men (who is more corrupt)?



## 4. Experience with Corruption

In terms of personal experience with corruption in higher education, as many as 13% of the respondents reported an experience where a professor had asked, through an intermediary rather than directly, for money, a gift, or a favour. About one out of ten respondents have given a professor money, a gift, or a favour on own initiative. 6% of the respondents have been asked by an administration/Student Held Desk staff for money, a gift or a favour, and the same percentage have responded that they have been directly asked by a professor for money, a gift, or a favour. Only 3% of the respondents have had the dean/vice dean or other management person ask them for money, a gift, or a favour, which shows that they are the rarest sources of corruption in higher education.

**Graph 5** During your studies, have you experienced any of the following?

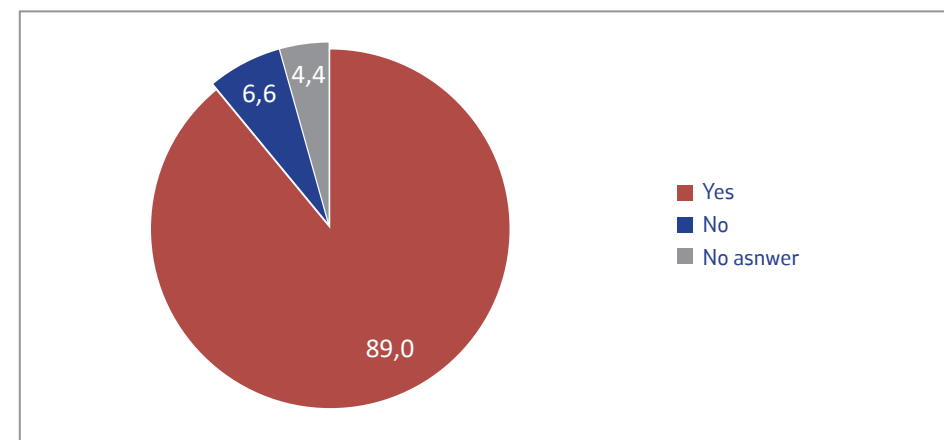


## 5. Sextortion

There are different forms of corruption. Corruption is defined as abuse of office or position for illegal or unethical purposes in order to obtain some benefit. Sextortion by employees in higher education in exchange for a favour is recognized **by 89% of respondents as a form of corruption**.

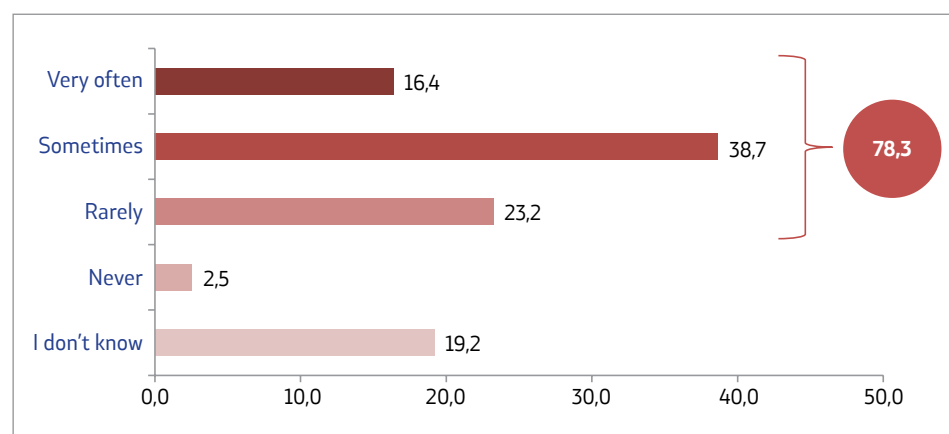
Only 7% of the respondents believe that sextortion by employees in higher education in exchange for a favour does not constitute a form of corruption, while 4% expressed inability to recognize corruption in sextortion.

**Graph 6** Do you think that the sextortion by employees in higher education in exchange for a favour is a form of corruption?



Of the respondents who agree that sextortion is a form of corruption in higher education, as many as **16% believe that it is a frequent occurrence** in our country. More than one third of the respondents (39%) state that this happens sometimes, while 23% think that this is a rare occurrence in higher education. Only 2.5% of the respondents claim that sextortion by persons in a position of power in higher-educational institutions never occurs.

**Graph 7** How often do you think sexual extortion occurs as a form of corruption in higher education (base 714 respondents)?



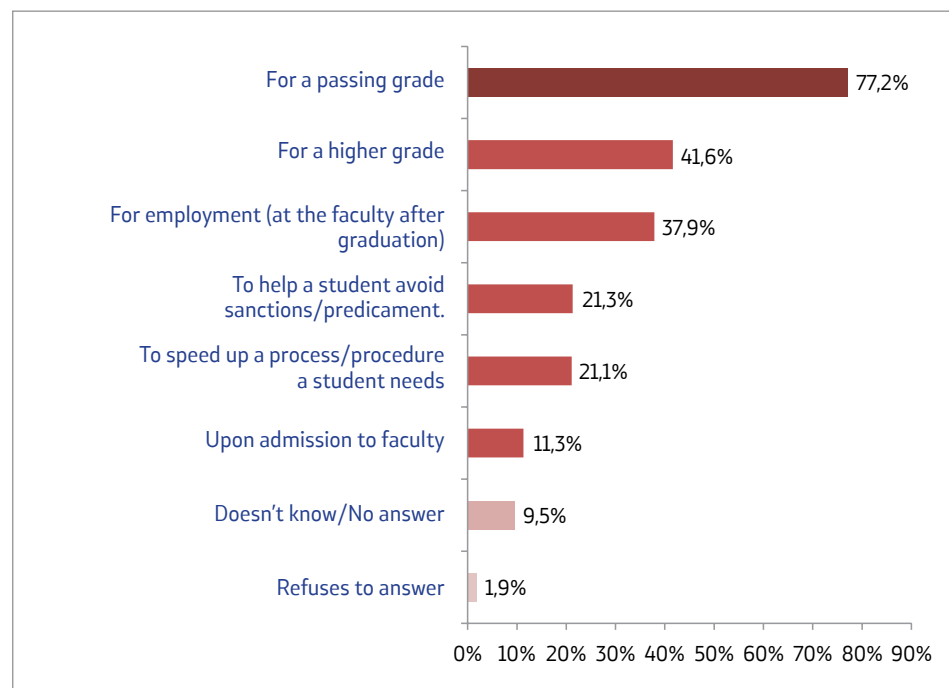
## 6. Presence of Sexual Favours

The most common situations in which persons in a position of power in higher education (professor, head of department, dean...) demand sex in exchange for a favour are shown in the graph below.

To the multiple choice question, most of the respondents (77%) think that sexual favours are most often requested in exchange for a passing grade, 41% claim that they are requested in exchange for a higher grade, while 38% state that the leverage is employment at the faculty after graduation, where a person can commit an unlawful act, especially when applying the discretionary rights of the committee members to choose a candidate based on personal motives and opinions that are mostly irrelevant to the procedure itself or the work that the person is expected to do.

According to the respondents, sextortion can be used to avoid sanctions or predicaments that students are facing (21%) or to speed up a process/procedure they need (21%). The most rarely mentioned situation in which persons in a position of power in higher education seek sexual favours is upon admission to faculty (11%).

**Graph 8** In which situations would you say that people who are in a position of power in higher education (professor, head of department, dean...) most often ask for sexual favours?



Analysing the respondents' answers from the gender perspective, men are more likely to think that persons who are in a position of power in higher education usually ask for sexual favours in order to speed up a procedure or help someone avoid sanctions, while women more often think that this happens in exchange for a higher grade.

|   | GENDER   |        |        |
|---|--|--------|--------|
|   | Men  | Women  |        |
| In which situations would you say that people who are in a position of power in higher education (professor, head of department, dean...) most often seek sexual favours? | To speed up a process/procedure a student needs. | 23,5 % | 19,4 % |
|   | To help a student avoid sanctions/predicament.   | 26,0 % | 18,2 % |
|   | For employment (at the faculty after graduation) | 38,1 % | 37,8 % |
|   | For a passing grade                              | 77,7 % | 76,8 % |
|   | For a higher grade                               | 39,6 % | 43,0 % |
|   | For admission to faculty                         | 12,7 % | 10,4 % |

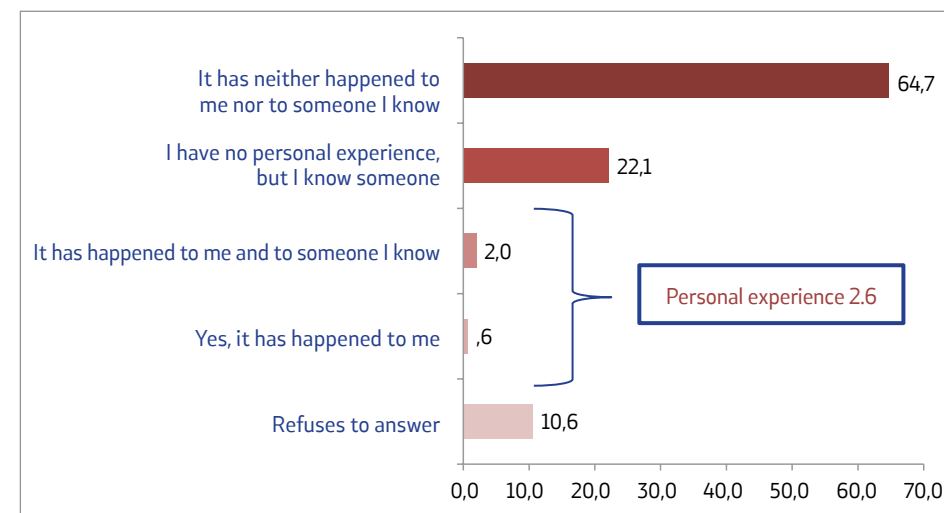
## 7. Personal Experience

The next question detects the respondents' experience related to sextortion by a person in a position of power in higher education, whether personal or of someone they know.

It is noted that almost two-thirds (65%) of the respondents do not state having a personal or knowing of someone else's experience related to this form of corruption, but it must be taken into account that talking about experiences related to sextortion leaves room for social labelling and disconcertment which affects the future life of the victim.

About 22% of respondents stated that they had no personal experience but knew someone who had gone through this form of corruption and 2.6% of respondents stated that they had personally experienced sextortion and had dealt with its consequences. Of these 2.6% or 21 respondents, seven are men and 14 are women. In terms of ethnicity, 10 students are ethnic Macedonians and 11 are members of the Albanian ethnic community.

**Graph 9** Have you or someone you know had any experience with a person in a position of power in higher education (professor, head of department, dean...) asking for sexual favours as a form of corruption?



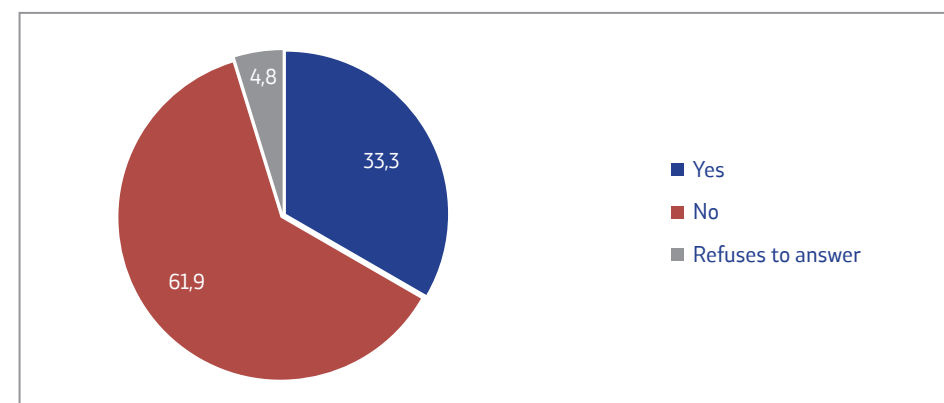
Also, looking at the answers of the respondents through the prism of their ethnicity, there is a noticeably higher number of students belonging to the Albanian ethnic community who refuse to answer this question.

|  |  | GENDER |        | Total   |         |
|--|--|--------|--------|---------|---------|
|  |  | Men    | Women  |         |         |
| Have you or someone you know had any experience with a person in a position of power in higher education (professor, head of department, dean...) asking for sexual favours as a form of corruption? | Yes, it has happened to me   | No.    | 2      | 3       | 5       |
|  |  | %      | 0,6 %  | 0,6 %   | 0,6 %   |
|  | It has happened to me and to someone I know                          | No.    | 5      | 11      | 16      |
|  |  | %      | 1,5 %  | 2,3 %   | 2,0 %   |
|  | I have no personal experience, but I know someone it has happened to | No.    | 68     | 109     | 177     |
|  |  | %      | 21,1 % | 22,8 %  | 22,1 %  |
|  | It has neither happened to me nor to someone I know                  | No.    | 202    | 317     | 519     |
|  |  | %      | 62,5 % | 66,2 %  | 64,7 %  |
|  | No answer  | No.    | 46     | 39      | 85      |
|  |  | %      | 14,2 % | 8,1 %   | 10,6 %  |
| Total  |  | No.    | 323    | 479     | 802     |
|  |  | %      | %      | 100,0 % | 100,0 % |

|  |  |     | Ethnicity  |          |                            | Total   |         |
|--|--|-----|------------|----------|----------------------------|---------|---------|
|  |  |     | Macedonian | Albanian | Smaller ethnic communities |         |         |
| Have you or someone you know had any experience with a person in a position of power in higher education (professor, head of department, dean...) asking for sexual favours as a form of corruption? | Yes, it has happened to me   | No. | 4          | 1        | 0                          | 5       |         |
|  |  | %   | 0,7 %      | 0,5 %    | 0,0 %                      | 0,6 %   |         |
|  | It has happened to me and to someone I know                          | No. | 7          | 9        | 0                          | 16      |         |
|  |  | %   | 1,2 %      | 4,5 %    | 0,0 %                      | 2,0 %   |         |
|  | I have no personal experience. but I know someone it has happened to | No. | 138        | 35       | 4                          | 177     |         |
|  |  | %   | 24,0 %     | 17,5 %   | 15,4 %                     | 22,1 %  |         |
|  | It has neither happened to nor to someone I know                     | No. | 415        | 83       | 21                         | 519     |         |
|  |  | %   | 72,0 %     | 41,5 %   | 80,8 %                     | 64,7 %  |         |
|  | No answer  | No. | 12         | 72       | 1                          | 85      |         |
|  |  | %   | 2,1 %      | 36,0 %   | 3,8 %                      | 10,6 %  |         |
|  | Total  |     | No.        | 576      | 200                        | 26      | 802     |
|  |  |     | %          | 100,0 %  | 100,0 %                    | 100,0 % | 100,0 % |

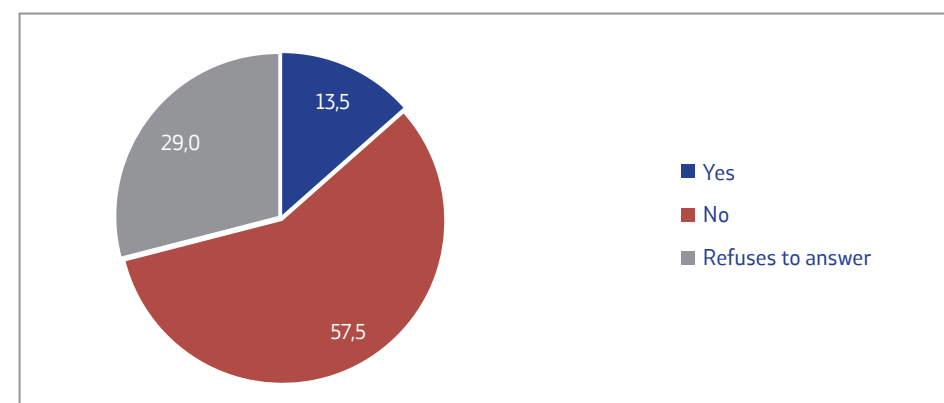
The graph below shows the answers of 21 respondents (as 100%) who have had personal experience with sextortion. Of them, 62% have not reported (13 respondents), while 33% (7 respondents) have reported the sextortion. Only one respondent or 5% refused to answer this question. For comparison, the survey on gender aspects of corruption conducted last year on a representative sample of 1000 women in the Republic of North Macedonia gives an almost identical distribution of answers. Namely, 37% of the women who have had personal experience with sextortion in any area of the social life have reported the sextortion, while 61% haven't. 2% refused to answer the question.

**Graph 9\_1** Have you reported when a person in a position of power in higher education (professor, head of department, dean...) asked you for sexual favours as a form of corruption? (base 21 respondents)



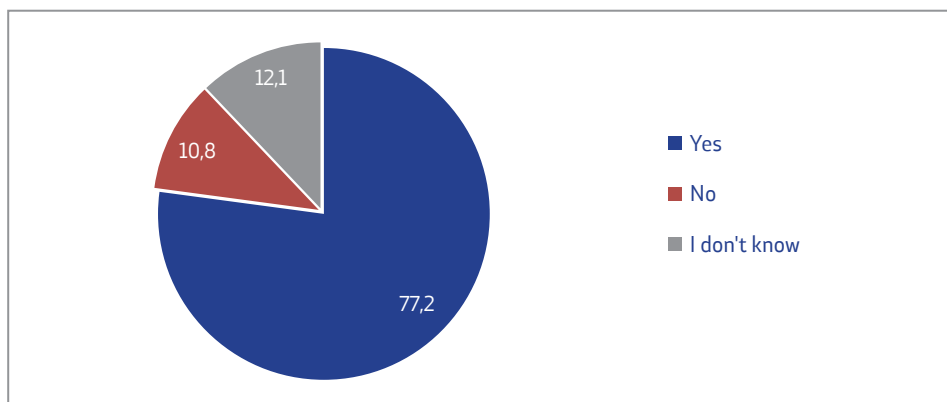
Out of the total of 24% or 193 respondents who know someone who has experienced sextortion, only 13.5% (26 respondents) are aware that the victim has reported the crime.

**Graph 9\_2** Has your acquaintance reported an experience of being asked for sexual favours as opposed to money/bribe as a form of corruption?



The propensity to report sextortion, observed through the respondents' answers, greatly increased when they were asked whether, hypothetically, if something similar happened to them in the future, they would report it. This question was given only to respondents who have not reported any past experience with sextortion. Out of a total of 696 respondents (87% of the total number of respondents), 77% would report the crime, and 11% of the respondents would keep it to themselves. About one-eighth of the respondents expressed their inability to imagine a hypothetical situation of sextortion that they would report.

**Graph 10** If something similar happened to you, would you report it? (base 696 respondents)?



Of the 537 respondents who would report if they witnessed sextortion in the future, 22% would report the case to the institution where it happened (the faculty), and the majority of respondents (78%) would report the case to another appropriate external institution.

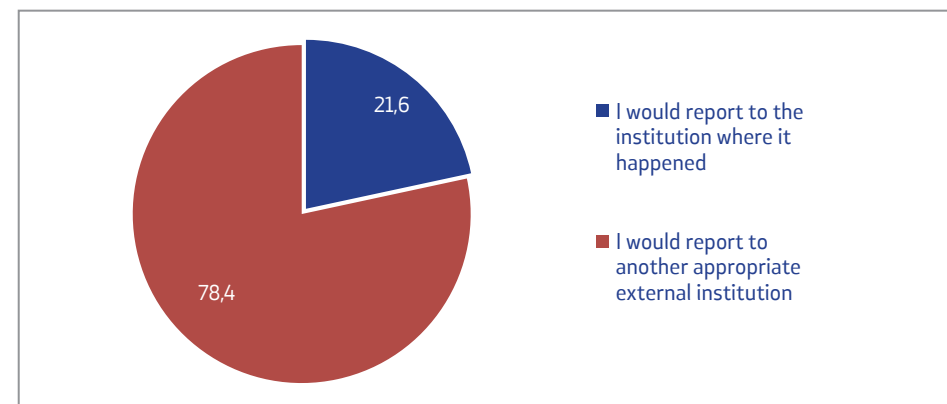
Protected internal reporting is done internally, that is, in the institution or legal entity where the specified illegal action is/will be carried out.

In accordance with the Law, the managing person in the public sector institutions appoints an authorized person to receive reports submitted for

the purpose of protected internal reporting. In institutions where there is no authorized person, the protected internal reporting is done to the managing person.<sup>2</sup>

The authorized person is obliged to inform the whistleblower no later than within 15 days from the day of receipt of the report. In doing so, he/she is obliged to protect the whistleblower's personal information, that is, the information that can reveal the identity of the whistleblower who reports anonymously or confidentially, in accordance with the regulations for the protection of personal information.<sup>3</sup>

**Graph 11** If you decide to report sextortion, where would you report it?



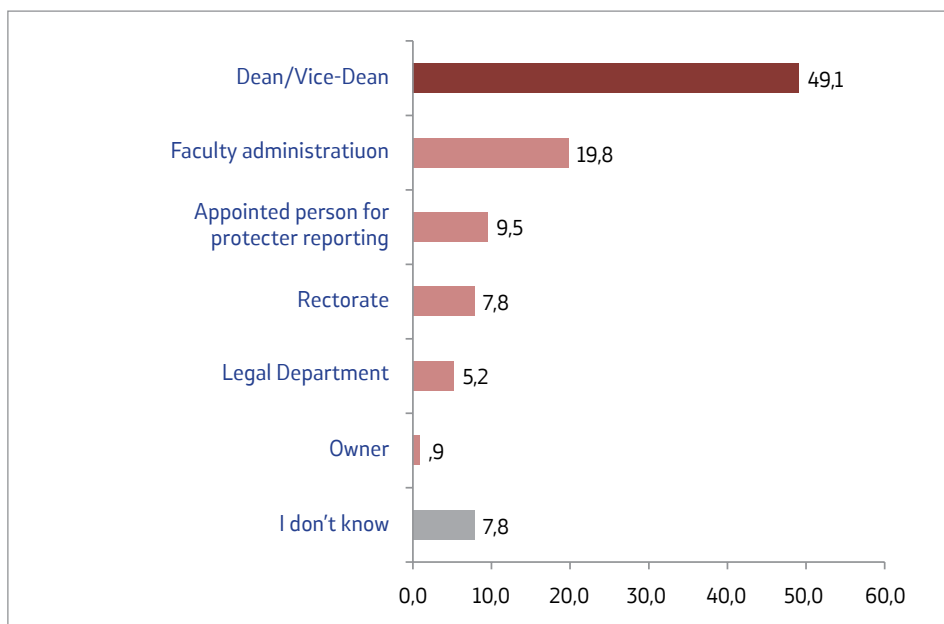
Almost half of the total of 116 respondents who stated that they would report sextortion to the very institution where it had happened, stated that they would report to the dean or vice-dean of their faculty (49%). Of the remaining respondents, 20% would report the case to a specific faculty office, 10% would report it to the designated person at the faculty for protected

<sup>2</sup> Rulebook for protected internal reporting in institutions in the public sector, Official Gazette no. 46 / 2016

<sup>3</sup> Law on Whistleblower Protection, Article 4, Official Gazette no.196/2015, 35/18

reporting, and the rest would contact the rectorate, the legal department, and the owner of the faculty (at private faculties).

**Graph 12** Where in the institutions in which you have experienced sextortion would you report the case?



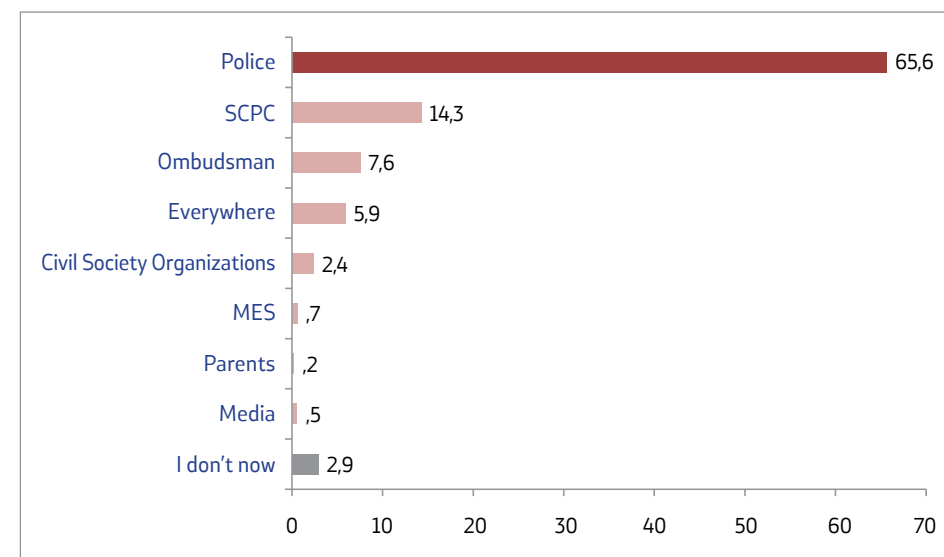
|  | GENDER  |         | Total   |
|--|---------|---------|---------|
|  | Men     | Women   |         |
| Where in the institutions in which you have experienced sextortion would you report the case |         |         |         |
| Sector for protected reporting   | 15,9 %  | 5,6 %   | 9,5 %   |
| Rectorate  | 9,1 %   | 6,9 %   | 7,8 %   |
| Dean/Vice-Dean   | 43,2 %  | 52,8 %  | 49,1 %  |
| Legal Department   | 2,3 %   | 6,9 %   | 5,2 %   |
| Faculty Administration   | 22,7 %  | 18,1 %  | 19,8 %  |
| Owner  | 2,3 %   |         | 0,9 %   |
| I don't know   | 4,5 %   | 9,7 %   | 7,8 %   |
|  | 100,0 % | 100,0 % | 100,0 % |

Protected external reporting is a type of reporting that is carried out outside the institution, i.e. the legal entity where the specified illegal act is/will be carried out. Competent institutions for external reporting are: Ministry of Interior; Public Prosecutor's Office, State Commission for Prevention of Corruption, Ombudsman and other competent institutions.

Regarding the respondents who prefer to report sextortion outside the faculty, the most often mentioned institution is the police. Out of a total of 421 respondents, about two-thirds singled out the police as the institution where they would report the case (66%), 14% would turn to the SCPC, 8% would report to the Ombudsman, and 6% of the respondents stated that they would report the case "everywhere".

The rest of the respondents would report the sextortion to civil society organizations, the Ministry of Education, their parents and the media.

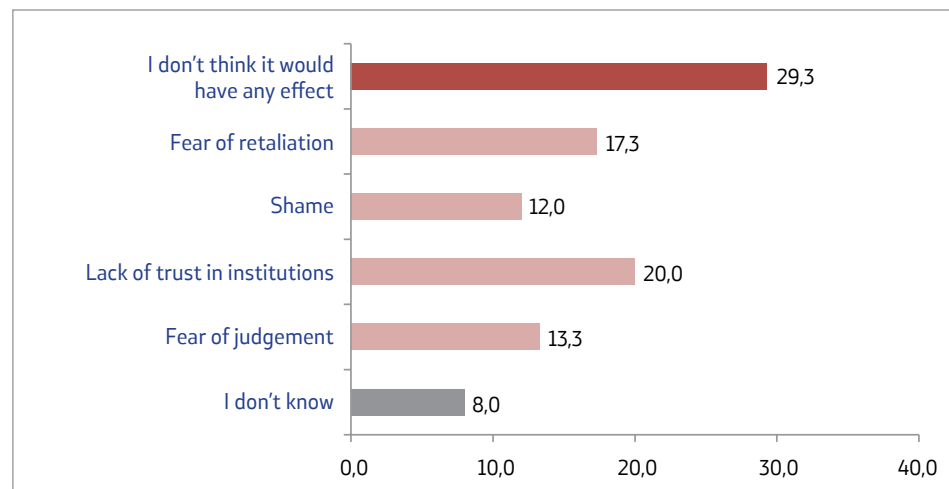
**Graph 13** To which other appropriate external institution would you report sexual extortion?





As previously mentioned, social stigmatization, prejudice, labelling, and taboos come to light through the answers of the respondents who stated that they would not report sextortion. Out of a total of 75 respondents, 29% or 22 of them express distrust in the system with the answer that reporting would not have any effect, while 20% or 15 respondents would not report due to lack of trust in the institution to which they would make the report. In 17% or 13 respondents, the main reason is the fear of retaliation from the person who is in a position of power in higher education. In 12% or 9 respondents, the shame and judgment from the environment would prevail, which would deter them from reporting, while 13% or 10 respondents would not report for fear of being judged that they themselves are to blame or had brought the sextortion upon themselves.

**Graph 14** Why would you not report sextortion?



These data show that our society urgently needs more commitment in creating policies and implementing laws in order to increase the trust in the institutions of the system.

Addressing the consequences that burden the life of the victim of sextortion is certainly the responsibility of the state.

Interestingly, analysing the data through the prism of the gender of the respondents, female students have more frequently answered, as compared to male students, that reporting would have no effect (men 18%; women 38%) and have stated shame as the reason for non-reporting (men 6%; women 17%). Among the male students, the response that they do not trust the institution is more pronounced (men 30%, women 12%). Considering that the total number of respondents for this question is 75, the data should only be taken as an indicator.

Also, analysing the answers of the respondents through the prism of their ethnicity, it is noticed that the most frequent answers among the students belonging to the Albanian ethnic community are: shame (Macedonian 6%, Albanian 17%), fear of judgement (Macedonian 9%, Albanian 17%) and fear of retaliation (Macedonian 9%, Albanian 24%). Among the ethnic Macedonian students, on the other hand, answers referring to lack of trust in the institutions predominate (Macedonian 39%, Albanian 5%). Again, it must be noted that due to the small number of respondents, these data can only be taken as an indicator of the phenomenon without being generalized to the population of interest of this research.

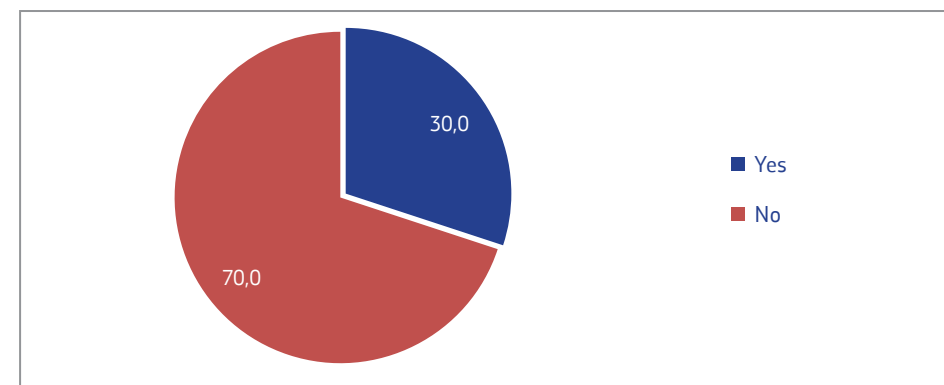
## 8. Protected Reporting

Based on the Law on Protection of Whistleblowers, protected reporting is reporting that conveys **reasonable** suspicion or knowledge that a criminal or other illegal or impermissible act that harms or threatens the public interest has been committed, is being committed, or is likely to be committed.

This law regulates protected reporting, the rights of whistleblowers, as well as the actions and duties of institutions, i.e., legal entities in connection with protected reporting and the provision of protection of whistleblowers.

The fact that even 70% of the student respondents are not informed about the possibility of protected reporting within their faculty is worrying. Only one third of the respondents have heard about the existence of such a service, which obviously indicates that the faculties have not taken the necessary measures to inform their students about the existence of these services.

**Graph 15** Have you heard about the possibility of protected reporting at your faculty (where you can report suspicion or knowledge that criminal or another illegal act has been committed, is being committed or is likely to be committed)?

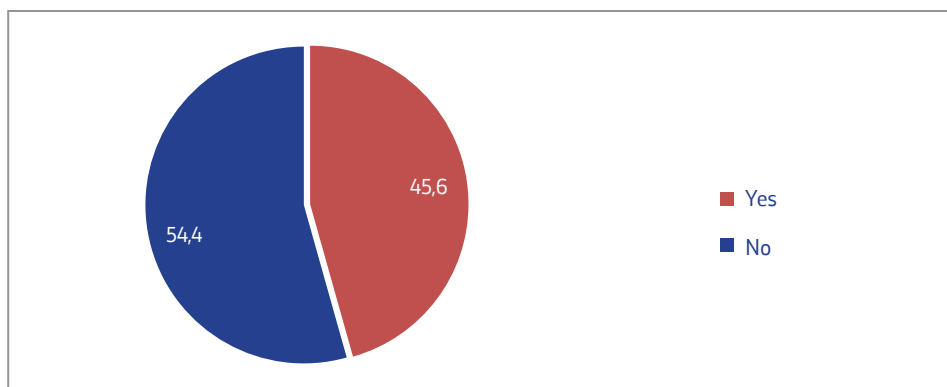


Despite the fact that only one third of the respondents have heard about protected reporting at the faculty, that percentage is noticeably higher among the students belonging to the Albanian ethnic community compared to their fellow students.

|   |     | Ethnicity  |          |                            | Total   |
|---|-----|------------|----------|----------------------------|---------|
|   |     | Macedonian | Albanian | Smaller ethnic communities |         |
| Have you heard about the possibility for protected reporting at your faculty? | Yes | 28,1 %     | 37,5 %   | 15,4 %                     | 30,0 %  |
|   | No  | 71,9 %     | 62,5 %   | 84,6 %                     | 70,0 %  |
|   |     | 100,0 %    | 100,0 %  | 100,0 %                    | 100,0 % |

The respondents' opinions regarding the preferred gender of the designated person to whom corruption can be reported are quite divided. More than half of the respondents (54%) state that they would not have a problem if the designated person was a man, but 45% of the respondents would prefer to report the corruption to a woman.

**Graph 16** (If the designated person is a man), would it be better if the designated person responsible for receiving corruption reports were a woman?



The respondents' responses, analysed through the prism of demographic data, show that for 2/3 of the male students it is not important whether the designated person responsible for receiving corruption reports was a man or a woman. Among the female students, however, the opinion is divided, 56% of them stated that they would prefer if the designated person were a woman.

|  |     | GENDER  |         | Total   |
|--|-----|---------|---------|---------|
|  |     | Men     | Women   |         |
| (If the designated person is a man), would it be better if the designated person responsible for receiving corruption reports was a woman? | Yes | 30,7 %  | 55,7 %  | 45,6 %  |
|  | No  | 69,3 %  | 44,3 %  | 54,4 %  |
|  |     | 100,0 % | 100,0 % | 100,0 % |

It is also noted that for the students belonging to the Albanian ethnic community, it is more important for the designated person to whom corruption can be reported to be a woman.

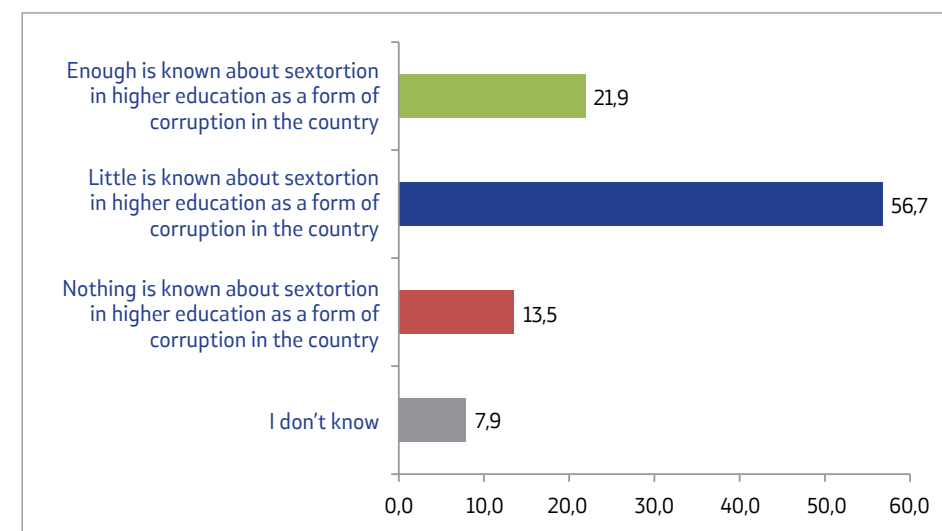
|  |     | Ethnicity  |          |                            | Total   |
|--|-----|------------|----------|----------------------------|---------|
|  |     | Macedonian | Albanian | Smaller ethnic communities |         |
| (If the designated person is a man), would it be better if the designated person responsible for receiving corruption reports was a woman? | Yes | 37,7 %     | 73,0 %   | 11,5 %                     | 45,6 %  |
|  | No  | 62,3 %     | 27,0 %   | 88,5 %                     | 54,4 %  |
|  |     | 100,0 %    | 100,0 %  | 100,0 %                    | 100,0 % |

## 9. Recognizing Specific Forms of Corruption

Most of the respondents believe that sextortion as a specific form of corruption is insufficiently known and recognized by the public - in discussions, in policies and legal regulations in our country. Namely, the aggregated data that "little" or "nothing at all" is known about this topic, represent over 70% of the respondents' answers. This represents a clear signal that mechanisms should be found to promote discussion, monitor the situation, and inform the public about the topics related to sextortion. The answers of 13.5% of respondents who believe that nothing is known about sextortion as a form of corruption in the country shows that the gender aspects of corruption are not recognized by the public. Only 22% of respondents consider that sextortion as a form of corruption is sufficiently known and recognized by the public.

It is important to note that despite the fact that 9 out of 10 respondents recognize the existence of sextortion as a form of corruption, and 7 out of 10 respondents believe that it occurs in higher education, the majority still believes that the topic is little or not talked about in discussions, policies, and legislation in our country.

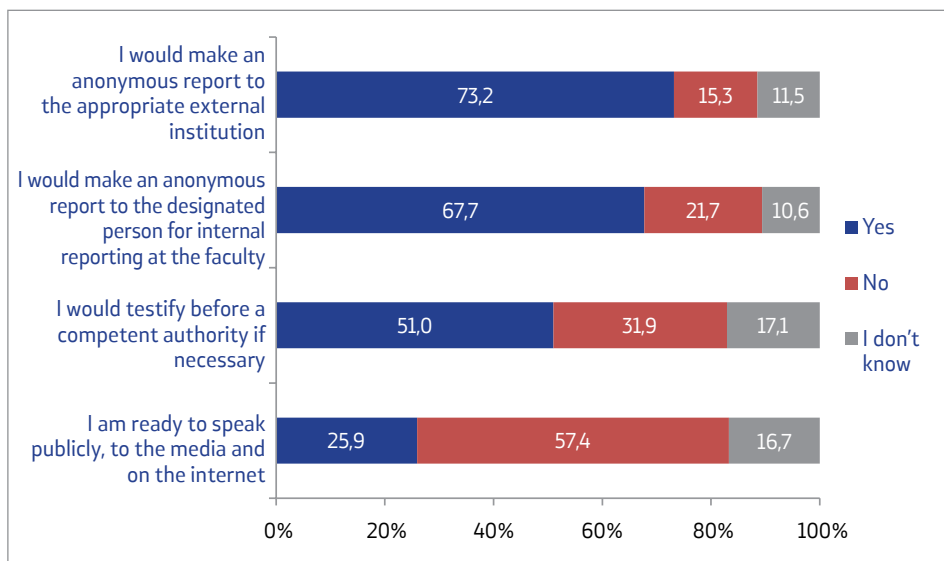
**Graph 17** Do you think that specific forms of corruption such as sextortion in higher education are sufficiently known and recognized by the public - discussions, policies, legal regulations in our country?



The declarative statements of the respondents related to specific activities to combat sextortion as a form of corruption are shown below.

The answers show that the respondents would be most willing to make an anonymous report to an appropriate external institution (73%), and a similar percentage would agree to make an anonymous report to the designated person at the faculties responsible for protected reporting (68%). About half of the respondents would testify before a competent authority, if necessary (51%), but only a quarter of the respondents (26%) are ready to speak publicly, address the media or expose the case on the Internet.

**Graph 18** Please describe your readiness for engagement related to the fight against corruption in higher education.



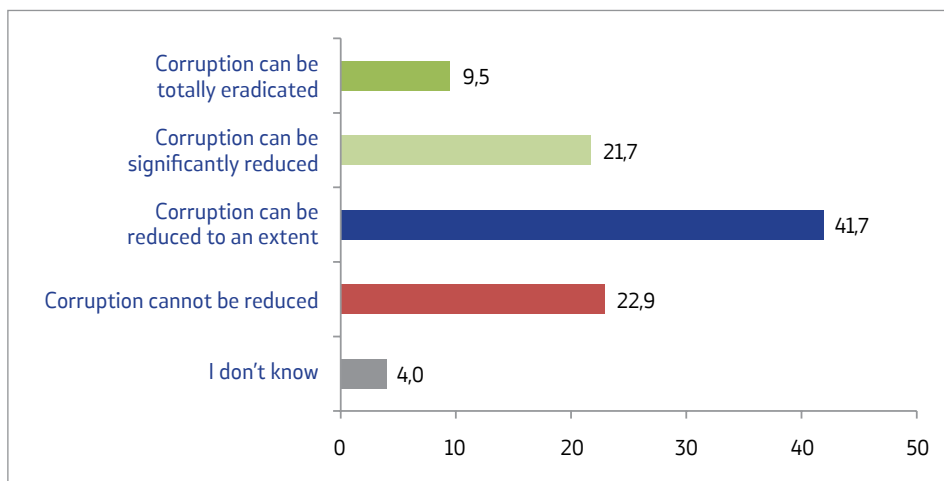
In the answers of the respondents related to the readiness for engagement in the fight against corruption, analysed through the prism of ethnicity, it is noticeable that ethnic Macedonian students express greater willingness to testify before a competent authority, if necessary, to speak publicly and to make an anonymous report to an appropriate external institution.

|   | Macedonian | Albanian | Smaller ethnic communities |
|---|------------|----------|----------------------------|
| I would testify before a competent authority if necessary   | 57,1 %     | 34,5 %   | 42,3 %                     |
| I am prepared to speak to the media or on the internet  | 29,9 %     | 17,0 %   | 7,7 %                      |
| I would make an anonymous report to the designated person for protected reporting at the faculty. | 68,2 %     | 69,0 %   | 46,2 %                     |
| I would send an anonymous report to the appropriate external institution                          | 79,9 %     | 55,0 %   | 65,4 %                     |

## 10. Eradication of Corruption

Regarding the question of whether it is possible to eradicate corruption in higher education, the answers show that respondents express hope in the possibility of dealing with corruption. More than a third of the respondents (31.2%) believe that corruption can be completely eradicated or significantly reduced, while 42% of them believe that it can be reduced to some extent. However, almost a quarter of the respondents (23%) do not believe that corruption in higher education can be reduced at all.

**Graph 19** Is it possible to eradicate corruption in higher education?



The answers of the respondents related to the eradication of corruption in higher education, analysed through the prism of the ethnic background of the respondents, show that students belonging to the Albanian ethnic community are more optimistic that corruption can be significantly reduced.

|   |   | Ethnicity  |          |                            | Total   |
|---|---|------------|----------|----------------------------|---------|
|   |   | Macedonian | Albanian | Smaller ethnic communities |         |
| Is it possible to eradicate corruption in higher education? | Corruption cannot be reduced            | 26,9 %     | 10,5 %   | 30,8 %                     | 22,9 %  |
|   | Corruption can be reduced to an extent  | 40,3 %     | 45,5 %   | 50,0 %                     | 41,9 %  |
|   | Corruption can be significantly reduced | 19,1 %     | 31,0 %   | 7,7 %                      | 21,7 %  |
|   | Corruption can be totally eradicated    | 9,9 %      | 8,5 %    | 7,7 %                      | 9,5 %   |
|   | No response                             | 3,8 %      | 4,5 %    | 3,8 %                      | 4,0 %   |
|   |   | 100,0 %    | 100,0 %  | 100,0 %                    | 100,0 % |

## KEY FINDINGS

### Effects of Corruption

- ◆ Seven out of ten respondents agree that corruption has an equally negative effect on both women and men.
- ◆ One in ten respondents believe that corruption affects men more, while 14% believe that corruption has a greater effect on women.

### Corruption as a problem

- ◆ Two thirds of the respondents often detect corruption in higher education as a **major** problem.
- ◆ 19% of the respondents point out that corruption is a minor problem, while for 3% of the respondents, corruption is not a problem at all in higher education.
- ◆ The respondents who answered that corruption is a problem in higher education, were additionally asked to rate the intensity of the problem on a scale from 1 to 9, where 1 indicates is the lowest and 9 the highest intensity. The average grade of their answers is 6.87, which represents a high intensity of presence of the problem.

### Instigation and Susceptibility to Corruption

- ◆ Out of a total of six options offered as possible instigators of corruption in higher education, students believe that the teaching staff (professors, assistant professors, assistants) instigate corruption to the greatest extent, while the students themselves instigate it to the least extent. Considering that the respondents themselves are students, there is a possibility of influencing their answers related to susceptibility to corruption.
- ◆ Over 77% of the respondents pointed out that they did not recognize gender aspects of corruption, that is, both men and women were equally susceptible to corruption.

### Experience with Corruption

- ◆ 13% of the students pointed out that a professor had not asked directly but indicated through an intermediary that he/she expected money, a gift, or a favour.
- ◆ 11% of the students offered bribe on own initiative in the course of their studies.
- ◆ 50 students, i.e. 6.2% of the respondents had been asked by a person from the faculty administration for money, a gift or a favour in the course their studies.
- ◆ A total of 47 students, i.e. 5.9% of the respondents had been asked directly by a professor for money, a gift, or a favour.
- ◆ 21 students pointed out that they had been asked by a faculty management person for money, a gift or favour.

## Sextortion

- ◆ Sextortion by employees in higher education in exchange for a favour is recognized by 89% of the respondents as a form of corruption.
- ◆ Only one out of ten respondents believes that sextortion by employees in higher education in exchange for a favour is not a form of corruption.
- ◆ About 78% of the respondents believe that sextortion occurs as a form of corruption in higher education, of which 16.4% point out that it happens very often.
- ◆ The most common situations in which persons in a position of power in higher education seek sexual favours are a passing grade (77%) and a higher grade (42%).

## Personal Experience

- ◆ About **65%** of the respondents do not point out either personal or other people's experience related to sextortion as a form of corruption.
- ◆ One fifth of the respondents pointed out that they had no personal experience but knew someone who went through this form of corruption and 3% of the respondents (21 respondents) had personally experienced sextortion by a person in a position of power in higher education (professor, head of department, dean...)
- ◆ Out of 21 respondents who had personal experience with sextortion, only 7 respondents had reported the sextortion.
- ◆ Out of 193 respondents who have an acquaintance with experience of sextortion, only 26 respondents stated that their acquaintance reported the sextortion.
- ◆ Of the 696 respondents who stated not having any experience with sextortion, 77% of them would report sextortion if it happened to them in future, 11% would not report it while 12% did not answer the question.

- ◆ Most of the respondents who stated that they would not report sextortion if it happened to them in the future stated that they wouldn't do that because they didn't believe it would have any effect.
- ◆ Of the respondents (578) who previously stated that they would report sextortion, 78% would report it to an appropriate external institution while 22% would report to the institution itself.
- ◆ Two thirds of the respondents who would report sextortion to an external institution would do so to the Police.
- ◆ Half of the respondents who would report to the institution itself would do so to the dean.

## Protected Reporting

- ◆ About one third of the respondents have heard about the possibility of protected reporting within the faculty.
- ◆ The opinion of the respondents is divided when asked whether they would prefer the designated person for reporting corruption within the faculty to be a man or a woman.



## ■ Recognizing Specific Forms of Corruption

- ◆ Over 70% of respondents (aggregated data, "little" or "nothing at all") consider that sextortion as a specific form of corruption is not sufficiently known and recognized by the public - in discussions, in policies and legal regulations in our country.
- ◆ Over 73% of the respondents express their willingness to **report sextortion anonymously to the appropriate institution** as an expression of their willingness to engage in the fight against corruption in higher education.
- ◆ Two-thirds of the respondents would make an **anonymous report to the designated person for protected reporting at the faculty** as an expression of their willingness to engage in the fight against corruption in higher education.
- ◆ Half of the respondents **would testify before a competent authority** if needed.
- ◆ Only 26% of the respondents express willingness to **speak publicly about the fight against corruption in higher education.**

## ■ Eradication of Corruption in Higher Education

- ◆ About 73% of the respondents express hope that the fight against corruption in higher education can contribute to its reduction.
- ◆ Over 41% believe that corruption can be reduced to a certain extent, while twice as many (22%) believe that it can be significantly reduced.

- ◆ One in ten respondents believe that corruption can be completely eradicated
- ◆ 23% of the respondents believe that corruption in higher education cannot be reduced at all.

**SURVEY REPORT ON THE  
PERCEPTION OF GENDER  
FORMS OF CORRUPTION IN  
THE PUBLIC ADMINISTRATION  
IN THE REPUBLIC OF NORTH MACEDONIA**

**-Public Administration-**

August, 2022

Skopje

## SUMMARY

Gender equality means that women and men have equal rights and opportunities to realize their individual potential thereby contributing to the economic and social development of their country and in return receiving some benefit for their participation in society.

Corruption threatens human rights and contributes to increasing social, cultural, political and institutional discrimination, and at the same time prevents achievement of gender equality, exacerbates gender gaps and increases the social inequality in the access to public services.

Contemporary research attempts to explain the differences between women and men in understanding and experiencing corruption, the gender of those involved in acts of corruption, the differences in the "currency" used by women and men when paying for acts of corruption and the different effects of corruption on the lives of men and women.

In the Republic of North Macedonia, there is a lack of empirical data relating to gender forms of corruption, the effects of gender forms of corruption, the resilience to these forms of corruption, etc. After the national survey conducted on a representative sample of women in the Republic of North Macedonia aimed at examining their perception in relation to gender forms of corruption, especially sextortion, in 2021, two sectors of society were detected as the most vulnerable to sextortion as a form of corruption, namely: higher education and public administration.

The lack of empirical data related to gender forms of corruption, particularly with regard to the situation in the public administration, was an additional incentive for conducting this research.

In order to provide relevant data, a survey was conducted on the population employed in the public administration of the Republic of North Macedonia.

The findings of this research may be used for further discussion in order to raise the awareness among policy makers of the need for institutionalization and criminalization of gender forms of corruption in the Republic of North Macedonia.

## METHODOLOGICAL REPORT

This research was conducted by TIM Institute (hereinafter “the Institute”) on a sample of the population employed in the public administration of the Republic of North Macedonia. The research was conducted on a total of 800 respondents, out of the total of 132,988 persons employed in the public sector of the Republic of North Macedonia in 1,346 active institutions (the education sector has the highest number of employees – 33%, followed by health – 19%, state administration – 13%, communal activities of public enterprises – 9 % of the total number of employees), in accordance with the latest available data published in the Report on the Register<sup>1</sup> of Employees in the Public Sector for 2021 by the Ministry of Information Society and Administration<sup>2</sup>.

For the purposes of this research, a telephone CATI interview was used.

### Sample Design

In the sample design phase, the Institute took into account: gender, age, education and ethnicity of persons employed in the public sector of the Republic of North Macedonia.

<sup>1</sup> <https://www.mioa.gov.mk/?q=mk/node/3226>.

<sup>2</sup> It has to be taken into account that out of the total number of employees in the public sector, the Army of the Republic of North Macedonia, authorized officials in the Ministry of Interior and the body within the Ministry, the Intelligence Agency, the Agency for National Security and the body within the Ministry of Finance – Financial Police Administration (total 19,311) were excluded.

### Selection of Respondents

Each interviewer must have at least three attempts to establish telephone contact with the selected household. If contact with the selected household is not established after three attempts during working hours, another household is contacted as per the procedure for selection of households.

The results of all attempts for contact are registered in a so-called contact list.

Only one selected person can be interviewed in a household.

### Quality Control System

Around 25 % of conducted interviews are subject to control.

### Network of Interviewers and Supervisors

The research was conducted by a developed and experienced network of interviewers (telephone operators) in the Macedonian and Albanian language.

34 experienced interviewers worked on this project.

### Research Duration

Prior to the start of the telephone survey, all interviewers received theoretical training on the methodology and work procedure, which included explanation of the meaning and implementation of the following procedures:

- ◆ Household selection
- ◆ Respondent selection
- ◆ Directions for filling out the program questionnaire

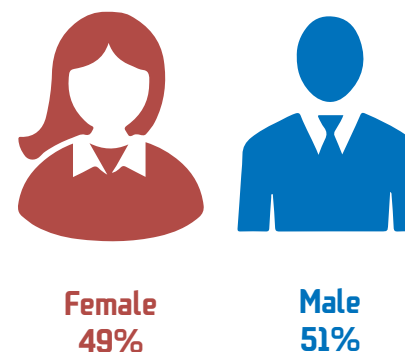
The research was conducted in the period between 9.8.2022 and 16.8.2022.

Professional statistical data processing software SPSS for Windows was used to process and analyse the data collected.

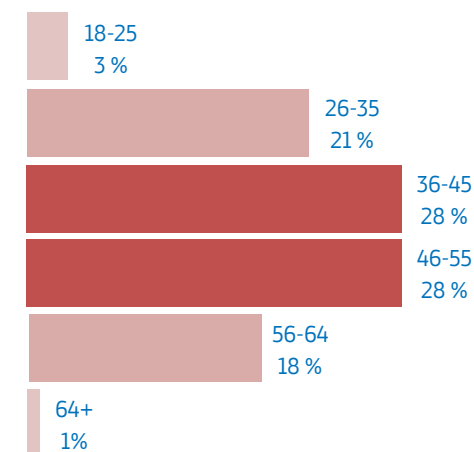
SPSS for Windows and Microsoft Office for Windows (Word and Excel) were used to prepare the report, graphs, and tables.

## DEMOGRAPHIC STRUCTURE OF RESPONDENTS

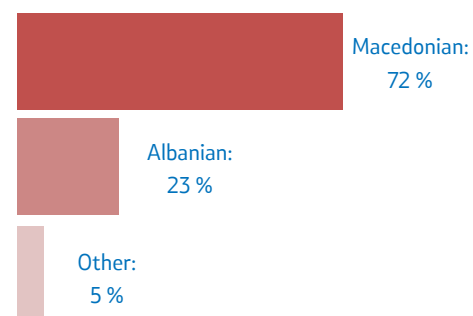
### GENDER



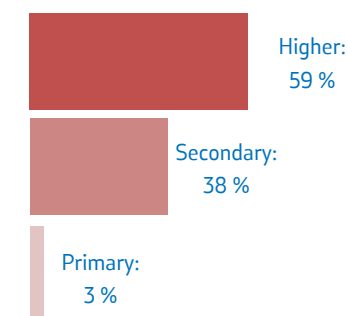
### AGE



### NATIONALITY



### EDUCATION



# 1. Corruption as a Problem

The severity of the problems caused by corruption has a negative effect on democracy, justice, economic and social development, respect for human rights, as well as on moral values and ethical standards. All of this has a negative impact on the stability and security of the country.

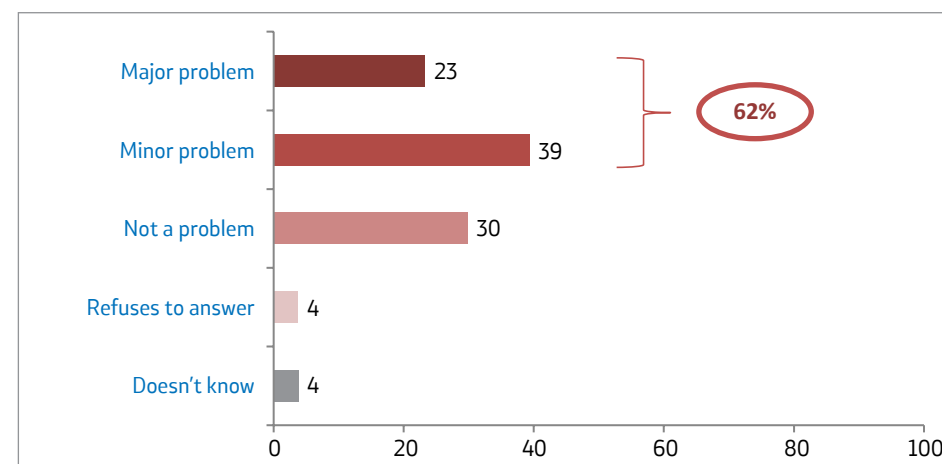
The word corruption means abuse of office or official position and power for one's personal or another person's gain. The responsibility of holders of public office in a democratic society is a rule. They have to be people with strong integrity and resilience to corruption in order to be able defend the public interest and earn and keep the public trust.

The first question in the research refers to the perception of the prevalence of corruption in the workplace in the public administration.

It is noted that almost one fourth, i.e., 23% of the respondents stated that corruption is a major problem, 39% stated that it is a minor problem, while one third of the respondents think that corruption is not a problem in their workplace in the public administration.

This leads to the conclusion that the majority of the respondents (62%) agree that corruption is **a problem** in the public administration in our country, while four out of ten respondents consider it a **minor** problem.

**Graph 1** To what extent is corruption a problem in your workplace?



The respondents' answers analysed through the lens of their workplace show that employees in the health sector are most prone to think that corruption is a major problem in their institution. They are followed by public administration at the local level, where 22% of respondents employed in institutions at the local level consider corruption to be a major problem. Respondents employed in the education sector come third with 18% holding the opinion that corruption is a major problem.

**Table no. 1.**

| To what extent is corruption a problem in your workplace? |               |
|---|---------------|
|   | Major problem |
| Health  | 28,50 %       |
| Public administration – at the local level                | 22,00 %       |
| Education   | 18,30 %       |
| Public administration – at the central level              | 14,00 %       |
| Police  | 11,30 %       |
| Judiciary   | 4,30 %        |
| Social protection   | 1,60 %        |

Also, it is noted that respondents who are members of the smaller ethnic communities are more prone to think that corruption is a major problem compared to the members of other communities, while the members of the Albanian ethnic community are more prone to state that corruption is a minor problem.

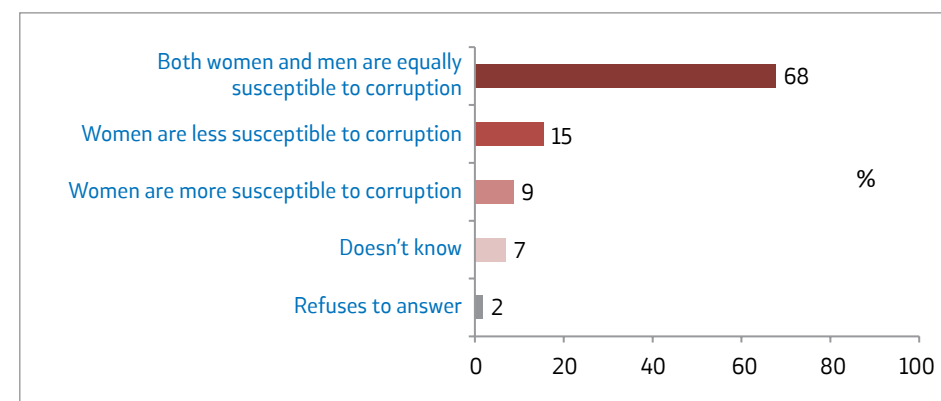
**Table no. 2.**

|   |                   | Ethnicity  |          |                            | Total   |
|---|-------------------|------------|----------|----------------------------|---------|
|   |                   | Macedonian | Albanian | Smaller ethnic communities |         |
| To what extent is corruption a problem in your workplace? | Major problem     | 22,9 %     | 22,6 %   | 31,6 %                     | 23,2 %  |
|   | Minor problem     | 38,0 %     | 46,8 %   | 21,1 %                     | 39,3 %  |
|   | Not a problem     | 34,4 %     | 15,3 %   | 34,2 %                     | 29,8 %  |
|   | Refuses to answer | 2,4 %      | 7,4 %    | 5,3 %                      | 3,7 %   |
|   | Doesn't know      | 2,3 %      | 7,9 %    | 7,9 %                      | 3,9 %   |
| Total:  |                   | 100,0 %    | 100,0 %  | 100,0 %                    | 100,0 % |

## 2. Enticement and Susceptibility to Corruption

About two-thirds of the respondents (68%) stated that **they do not recognize gender aspects of corruption**, i.e., that men and women are equally susceptible to corruption. About 15% of the respondents think that women are less susceptible to corruption than men, but almost one out of ten respondents think the opposite, that women are more susceptible to corruption as opposed to men.

**Graph 2** Which of the following statements best reflects the situation with corruption in the public administration?



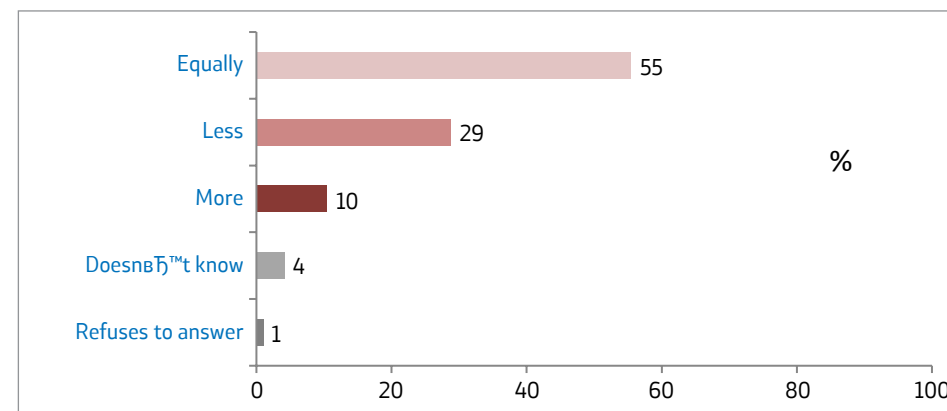
Although the majority of the respondents think that men and women are equally susceptible to corruption, the answers analysed through the lens of the demographic characteristics of the respondents show that female respondents are more prone to think that “women are less susceptible to corruption” by 6%.

**Table no. 3.**

|   |  | Gender  |         | Total   |
|---|--|---------|---------|---------|
|   |  | Male    | Female  |         |
| Which of the following statements best reflects the situation with corruption in the public administration? | Women are less susceptible to corruption                 | 12,0 %  | 18,0 %  | 15,4 %  |
|   | Both women and men are equally susceptible to corruption | 72,5 %  | 63,5 %  | 67,5 %  |
|   | Women are more susceptible to corruption                 | 6,7 %   | 10,1 %  | 8,6 %   |
|   | Refuses to answer  | 2,0 %   | 1,4 %   | 1,6 %   |
|   | Doesn't know   | 6,7 %   | 7,0 %   | 6,9 %   |
| Total   |  | 100,0 % | 100,0 % | 100,0 % |

More than half (55%) of the respondents think that women employed in the public administration are equally corrupt when they hold higher positions of power or managerial positions. About 29% of the respondents think that women are less corrupt when they hold higher positions, but one out of ten respondents think that they are, still, more corrupt when they hold higher or managerial positions

**Graph 3** Would you say that women employed in the public administration are less/more or equally corrupt when they hold higher positions of power/managerial positions?



The respondents' answers analysed through the lens of their gender show that women are more prone to think that women employed in the public administration are less corrupt when they hold higher positions of power/managerial positions as opposed to men.

**Table no. 4.**

|  |                   | Gender  |         | Total   |
|--|-------------------|---------|---------|---------|
|  |                   | Male    | Female  |         |
| Would you say that women employed in the public administration are less/more or equally corrupt when they hold higher positions of power/managerial positions? | More corrupt      | 10,9 %  | 10,1 %  | 10,5 %  |
|  | Less corrupt      | 22,7 %  | 33,6 %  | 28,7 %  |
|  | Equally corrupt   | 61,9 %  | 50,2 %  | 55,4 %  |
|  | Refuses to answer | 1,1 %   | 1,1 %   | 1,1 %   |
|  | Doesn't know      | 3,4 %   | 5,0 %   | 4,2 %   |
| Total:   |                   | 100,0 % | 100,0 % | 100,0 % |



The answers to the same question viewed through the lens of the respondents' work position show that the respondents who hold managerial positions more frequently state that women are less corrupt when they hold managerial positions.

**Table no. 5.**

|  |                   | Are you holding a managerial position |               | Total   |
|--|-------------------|---------------------------------------|---------------|---------|
|  |                   | Yes                                   | No            |         |
| Would you say that women employed in the public administration are less/more or equally corrupt when they hold higher positions of power/managerial positions? | More corrupt      | 8,8 %                                 | 10,7 %        | 10,5 %  |
|  | Less corrupt      | <b>37,5 %</b>                         | <b>27,7 %</b> | 28,7 %  |
|  | Equally corrupt   | 50,0 %                                | 56,0 %        | 55,4 %  |
|  | Refuses to answer | 1,3 %                                 | 1,1 %         | 1,1 %   |
|  | Doesn't know      | 2,5 %                                 | 4,4 %         | 4,2 %   |
| Total:   |                   | 100,0 %                               | 100,0 %       | 100,0 % |

It is also interesting to analyse the answers to this question only through the lens of the female respondents who took part in this research. Of the total of 444, 45 hold managerial positions. Of them, only 4 stated that women are more corrupt when they hold higher positions of power. The others shared the opinion that women are less or equally corrupt.

**Table no. 6.**

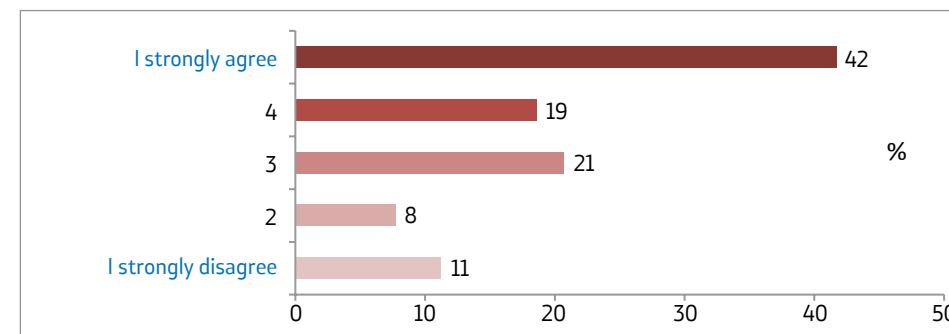
| Only women respondents   |                   | Do you hold a managerial position? |     | Total |
|--|-------------------|------------------------------------|-----|-------|
|  |                   | Yes                                | No  |       |
| Would you say that women employed in the public administration are less/more or equally corrupt when they hold higher positions of power/managerial positions? | More corrupt      | 4                                  | 41  | 45    |
|  | Less corrupt      | 20                                 | 129 | 149   |
|  | Equally corrupt   | 19                                 | 204 | 223   |
|  | Refuses to answer | 0                                  | 5   | 5     |
|  | Doesn't know      | 2                                  | 20  | 22    |
| Total:   |                   | 45                                 | 399 | 444   |

### 3. Sextortion by Employees in the Public Administration against Citizens as Service Users

Corruption can take many different forms. In essence, the ultimate goal of corruption is personal gain. Sextortion by employees in the public administration in exchange for provision of a service as a **form of corruption is recognized by 61% of respondents-employees in the public administration**. The respondents were asked to answer to what extent they agreed with the statement: "Sextortion in return for a service in the public administration is a form of corruption" on a scale from 1 to 5, 1 meaning "I strongly disagree", and 5 meaning "I strongly agree". About 42% of the respondents expressed strong agreement with the statement, while 19% of the respondents partially agree with the statement.

Contrary to these respondents, 11% think that sextortion in exchange for a service in the public administration is not a form of corruption, while 8% express some doubt. One fifth of the respondents-employees in the public administration (21%) have a neutral position regarding recognition of sextortion as a form of corruption. These respondents neither agree, nor disagree with the above statement.

**Graph 4** On a scale of 1 to 5, 1 being "I strongly disagree", and 5 being "I strongly agree", to what extent do you agree with the statement: "Sextortion in exchange for a service in the public administration is a form of corruption".



Looking at the answers of respondents through the lens of their ethnicity, it is noted that almost twice as many respondents-members of the Albanian ethnic community strongly agree that sextortion in exchange for a service in the public administration is a form of corruption compared to the respondents of Macedonian ethnicity.

**Table no. 7.**

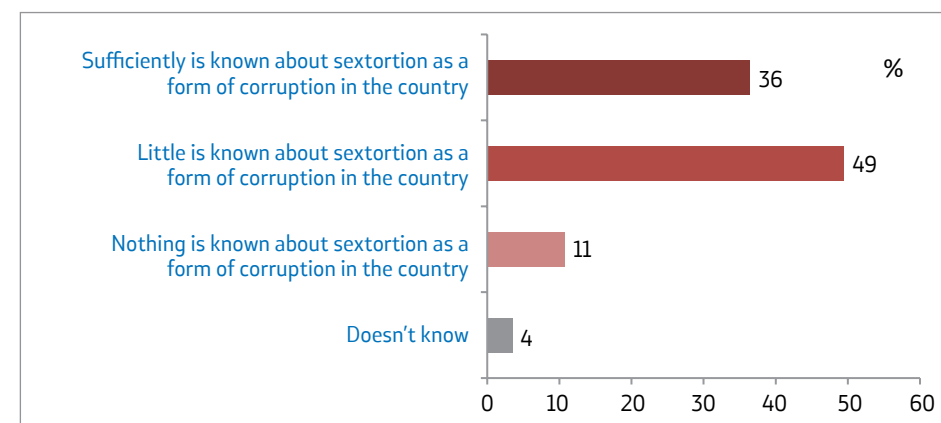
|   |                     | Ethnicity  |          |                            | Total   |
|---|---------------------|------------|----------|----------------------------|---------|
|   |                     | Macedonian | Albanian | Smaller ethnic communities |         |
| "Sextortion in exchange for a service in the public administration is a form of corruption" | I strongly disagree | 14,5 %     |          | 18,4 %                     | 11,2 %  |
|   | 2                   | 6,5 %      | 11,1 %   | 10,5 %                     | 7,7 %   |
|   | 3                   | 16,9 %     | 34,7 %   | 7,9 %                      | 20,7 %  |
|   | 4                   | 14,0 %     | 31,6 %   | 23,7 %                     | 18,6 %  |
|   | I strongly agree    | 48,2 %     | 22,6 %   | 39,5 %                     | 41,7 %  |
|   | Total:              | 100,0 %    | 100,0 %  | 100,0 %                    | 100,0 % |

## 4. Recognizing Specific Forms of Corruption

Most of the respondents think that sextortion as a specific form of corruption is insufficiently known and recognized by the public – in discussions, policies and legal regulations in our country. Namely, aggregated data that “little” or “nothing at all” is known about this topic represent more than 60% of the respondents’ answers. The answers of 11% of respondents who think that nothing is known about sextortion as a form of corruption in the country show that the gender aspects of corruption are not recognized by the public. Over one third of the respondents-employees in the public sector think that sextortion as a form of corruption is sufficiently known and recognized by the public.

No statistically significant differences are noticed in the respondents’ answers analysed through the lens of their demographic characteristics, i.e., an equal number of men and women respondents and members of the Macedonian and Albanian ethnic community share the same opinion.

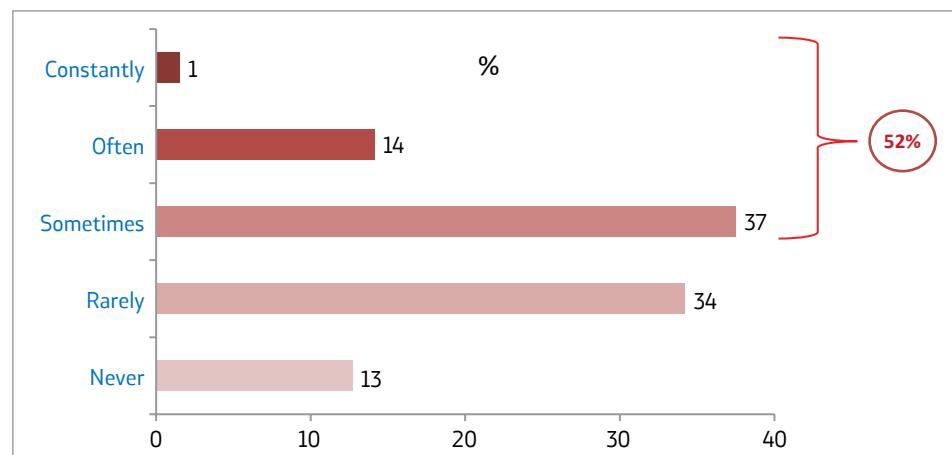
**Graph 5** Do you think that the specific forms of corruption such as sextortion in exchange for a public service are sufficiently known and recognized by the public – in discussion, policies and legal regulations in our country?



When asked about how likely it is for persons holding higher positions to seek sexual favours instead of other forms of corruption (money/bribe), the majority of the respondents-employees in the public administration stated that it happens “sometimes” (37%). About one third or 34% stated that such situations are “rare”, while 13% of the respondents are completely doubtful that persons holding higher positions would seek sexual favours instead of other forms of corruption (money/bribe).

Contrary to these respondents, 14% state that this is a frequent occurrence and 1% think that it is a constant practice for persons holding higher positions to seek sexual favours instead of other forms of corruption.

**Graph 6** How likely do you think it is for persons holding higher positions to seek sexual favours instead of other forms of corruption (money/bribe)



The answers to the same questions analysed through the lens of the respondents' work position show that those respondents who hold managerial positions are more prone to state that persons holding higher positions "rarely" or "sometimes" seek sexual favours instead of other forms of corruption.

**Table no. 8.**

|   |            | Do you hold a managerial position? |         | Total   |
|---|------------|------------------------------------|---------|---------|
|   |            | Yes                                | No      |         |
| On a scale from 1 to 5, how likely do you think it is for persons holding higher positions to seek sexual favours instead of other forms of corruption (money/bribe)? | Never      | 15,0 %                             | 12,5 %  | 12,7 %  |
|   | Rarely     | 37,5 %                             | 33,8 %  | 34,2 %  |
|   | Sometimes  | 37,5 %                             | 37,4 %  | 37,5 %  |
|   | Often      | 10,0 %                             | 14,6 %  | 14,1 %  |
|   | Constantly |                                    | 1,7 %   | 1,5 %   |
| Total:  |            | 100,0 %                            | 100,0 % | 100,0 % |

The data is interesting when looked at through the lens of managerial position and gender. Namely, men holding managerial positions are more likely to state that persons holding higher positions "rarely" seek sexual favours instead of other forms of corruption in comparison to the same answer given by women holding managerial positions. Men holding managerial positions, however, have chosen "constantly" (2.8%) as an answer, as opposed to very few women who have selected that option.

**Table no. 9.**

| Are you holding a managerial position? |   | Gender     |         | Total   |         |
|--|---|------------|---------|---------|---------|
|  |   | Male       | Female  |         |         |
| YES                                    | On a scale from 1 to 5, how likely do you think it is for persons holding higher positions to seek sexual favours instead of other forms of corruption (money/bribe)? | Never      | 14,3 %  | 15,6 %  | 15,0 %  |
|  |   | Rarely     | 42,9 %  | 33,3 %  | 37,5 %  |
|  |   | Sometimes  | 31,4 %  | 42,2 %  | 37,5 %  |
|  |   | Often      | 11,4 %  | 8,9 %   | 10,0 %  |
|  |   | Total:     | 100,0 % | 100,0 % | 100,0 % |
| NO                                     | How likely do you think it is for persons holding higher positions to seek sexual favours instead of other forms of corruption (money/bribe)?                         | Never      | 10,2 %  | 14,3 %  | 12,5 %  |
|  |   | Rarely     | 32,0 %  | 35,3 %  | 33,8 %  |
|  |   | Sometimes  | 40,7 %  | 34,8 %  | 37,4 %  |
|  |   | Often      | 14,3 %  | 14,8 %  | 14,6 %  |
|  |   | Constantly | 2,8 %   | 0,8 %   | 1,7 %   |
| Total:                                 |   | 100,0 %    | 100,0 % | 100,0 % |         |

## 5. Presence of Sextortion in Institutions

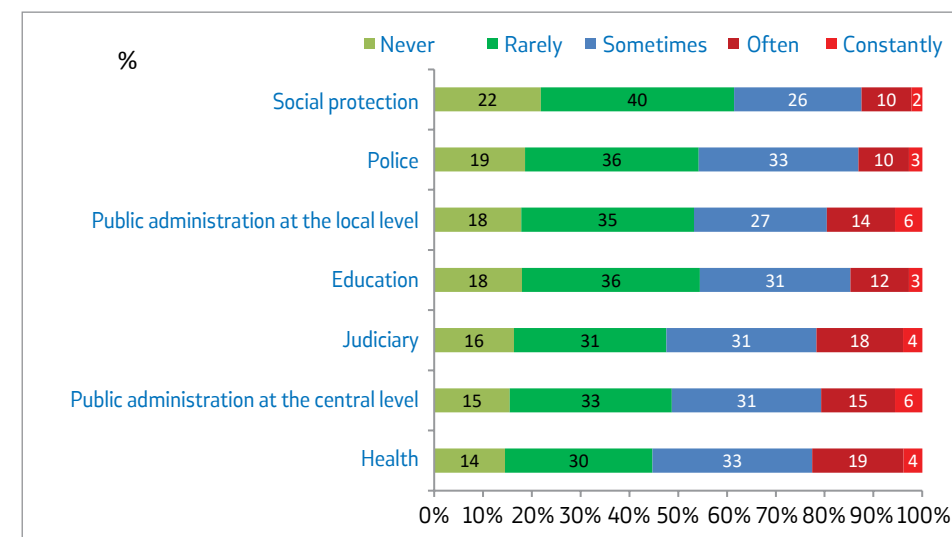
Institutions in which respondents-employees in the public administration think that sextortion as a form of corruption happens most often belong to the health sector. Aggregate answers of "constantly" and "often" comprise 23% of the respondents who detect abuse of public function or authority for the purpose of obtaining sexual favours (by employees in the public administration who have sought sexual favours from citizens in return for a service they have been responsible to provide).

One fifth of the respondents-employees in the following institutions also believe that sextortion happens "constantly" or "often":

- ◆ Judiciary, 22% (aggregate answers "constantly" or "often");
- ◆ Public institutions at the central level, 21% (aggregate answers "constantly" or "often");
- ◆ Public institutions at the local level, 20 % (aggregate answers "constantly" or "often").

Areas where the highest percentage of answers "never" – 22% and "rarely" – 40% are the institutions for social protection.

**Graph 7** How often do you think sextortion as a form of corruption happens in the institutions in the below areas (by employees in the public administration who have sought sexual favours from citizens in return for a service they have been responsible to provide)?

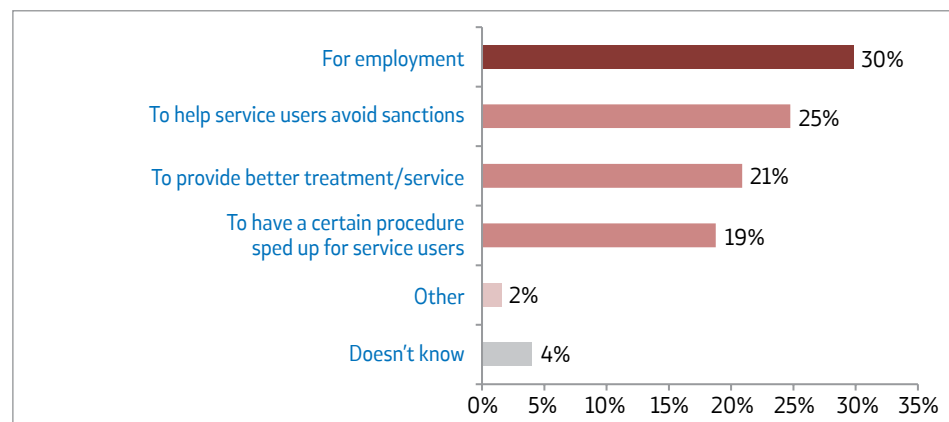


The most common situations in which persons holding a position of power seek sexual favours are in exchange for employment (30%) and avoiding a sanction or a problem by service users (25%).

One fifth of the respondents think that persons holding a position of power most often seek sexual favours in exchange for providing a better treatment (21%) and helping speed up a certain procedure needed by service users.

These answers are given in Graph no. 8 below.

**Graph 8** In what situation would you say that people holding a position of power most often seek sexual favours in exchange for provision of a public service they are responsible to provide (by employees in the public administration who have sought sexual favours from citizens in return for a service they have been responsible to provide)?



**Table no. 10.**

| In what situation would you say that people holding a position of power most often seek sexual favours in exchange for provision of a public service they are responsible to provide (by employees in the public administration who have sought sexual favours from citizens in return for a service they have been responsible to provide)? | Gender |        |
|--|--------|--------|
|  | Male   | Female |
| To have a certain procedure sped up for service users  | 40,6 % | 38,8 % |
| To help service users avoid sanctions  | 52,4 % | 52,1 % |
| To provide better treatment/service  | 43,1 % | 44,9 % |
| For employment   | 62,7 % | 63,2 % |
| Other  | 3,1 %  | 3,4 %  |
| Refuses to answer  | 3,9 %  | 2,5 %  |
| Doesn't know   | 6,2 %  | 5,6 %  |

The respondents' answers analysed through the prism of ethnicity show an interesting distribution. Namely, ethnic Macedonians are more prone to state that persons holding a position of power most often seek sexual favours in exchange for employment (73%), while ethnic Albanians more often state that persons holding a position of power seek sexual favours mainly in exchange for helping service users avoid sanctions/problems (69%).

**Table no. 11.**

| In what situation would you say that people holding a position of power most often seek sexual favours in exchange for provision of a public service they are responsible to provide (by employees in the public administration who have sought sexual favours from citizens in return for a service they have been responsible to provide)? | Ethnicity  |          |                            |
|--|------------|----------|----------------------------|
|  | Macedonian | Albanian | Smaller ethnic communities |
| To have a certain procedure sped up for service users  | 39,3 %     | 40,5 %   | 39,5 %                     |
| To help service users avoid sanctions  | 48,4 %     | 68,9 %   | 26,3 %                     |
| To provide better treatment/service  | 43,5 %     | 46,8 %   | 39,5 %                     |
| For employment   | 73,1 %     | 29,5 %   | 78,9 %                     |
| Other  | 3,8 %      | 2,1 %    |                            |
| Refuses to answer  | 3,1 %      | 2,6 %    | 5,3 %                      |
| Doesn't know   | 6,6 %      | 4,2 %    | 2,6 %                      |

## 6. Sextortion within Public Institutions (by employees holding a position of authority against other employees)

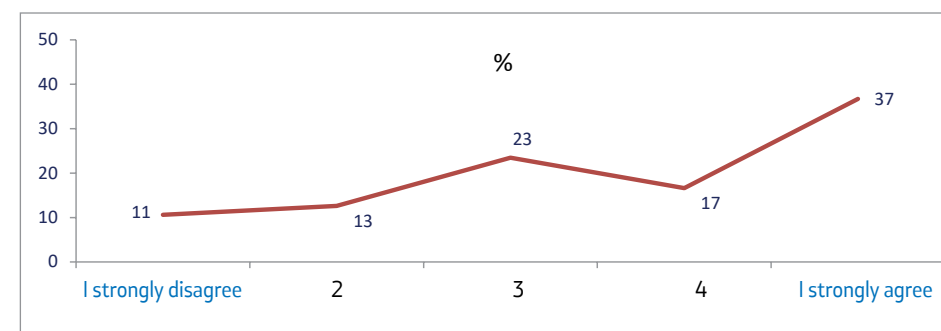
More than half of the respondents-employees in the public administration (54%) agree that sextortion by employees in the public administration from a position of authority and power against other employees within the institution itself is a form of corruption.

23% of the respondents-employees in the public administration remain neutral in relation to recognizing sextortion as a form of corruption.

The fact that almost 25% of respondents do not recognize sextortion as a form of corruption and have chosen answers 1 and 2 as a reflection of their disagreement with the statement is a cause for concern.

Graph no. 9 below shows the distribution of the answers on a scale from 1 to 5, 5 denoting the highest level of agreement with the statement, and 1 denoting total disagreement with the statement.

**Graph 9** On a scale from 1 to 5, 1 being “I strongly disagree”, and 5 being “I strongly agree”, to what extent to do agree with the following statement: **Sextortion by employees in the public administration from a position of authority and power against other employees within the institution itself is a form of corruption** (when a person holding a position of power and authority to make decisions extorts a sexual activity from another person employed in the same institution)?



Also, analysing the answers of the respondents through the lens of their ethnicity, it is noted that members of the Albanian ethnic community are five times less prone to strongly agree that sextortion by employees in the public administrations is a form of corruption, compared to the respondents from Macedonian ethnicity.

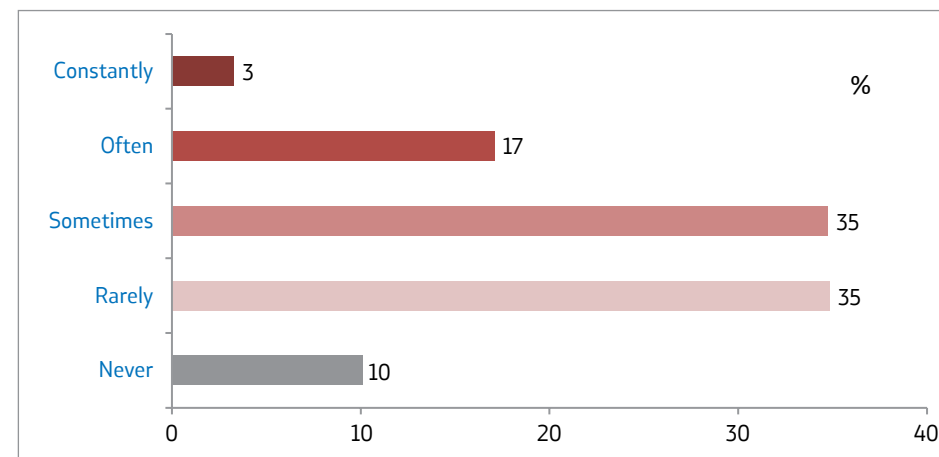
**Table no. 12.**

|  |                     | Ethnicity  |          |                            | Total   |
|--|---------------------|------------|----------|----------------------------|---------|
|  |                     | Macedonian | Albanian | Smaller ethnic communities |         |
| Sextortion by employees in the public administration from a position of authority and power against other employees within the institution itself is a form of corruption. | I strongly disagree | 12,2 %     | 4,7 %    | 15,8 %                     | 10,6 %  |
|  | 2 2                 | 8,9 %      | 24,7 %   | 7,9 %                      | 12,6 %  |
|  | 3 3                 | 19,5 %     | 35,8 %   | 21,1 %                     | 23,5 %  |
|  | 4 4                 | 13,4 %     | 25,8 %   | 18,4 %                     | 16,6 %  |
|  | I strongly agree    | 45,9 %     | 8,9 %    | 36,8 %                     | 36,7 %  |
| Total:   |                     | 100,0 %    | 100,0 %  | 100,0 %                    | 100,0 % |

Sextortion by employees in the public administration from a position of authority and power against other employees within the institution itself, according to the respondents' answers, is not a frequent occurrence in our country. Namely, one tenth of the respondents stated that it never happens in our country, while seven out of ten respondents stated that those are isolated incidents that happen sometimes (35%) or rarely (35%) in our country.

Sextortion by employees in the public administration is noticed by 17% of the respondents, but for 3% of them or 26% in total, this phenomenon is common and all-present in our country.

**Graph 10** Sometimes employees in the public administration seeks sexual favours from a position of power and authority from other employees in the institution itself. How often do you think this happens in our country?



Crossed analysis of the respondents' answers regarding their personal experience with sextortion and their opinion about how often, in general, it happens in our country, shows that the respondents who have had personal experience with sextortion or know someone who has experienced sextortion are more prone to state that it is a constant occurrence in our country.

On the other hand, the majority of those who have no personal experience, but know someone who has experienced sextortion, state that is a frequent occurrence in our country.

Finally, the respondents who haven't experienced sextortion themselves and know no one with such an experience mostly answer that it happens rarely or never.



## 7. Personal Experience

The next question related to sextortion by a person holding a position of power in the public administration identifies the experience of respondents, regardless of whether it is personal or of someone they know.

It is noted that almost two thirds (65%) of the respondents state neither personal nor someone else's experience related to this form of corruption, but it has to be taken into account that talking about experiences related to sextortion leaves room for social labelling and moral disqualification, so it is not reported as such.

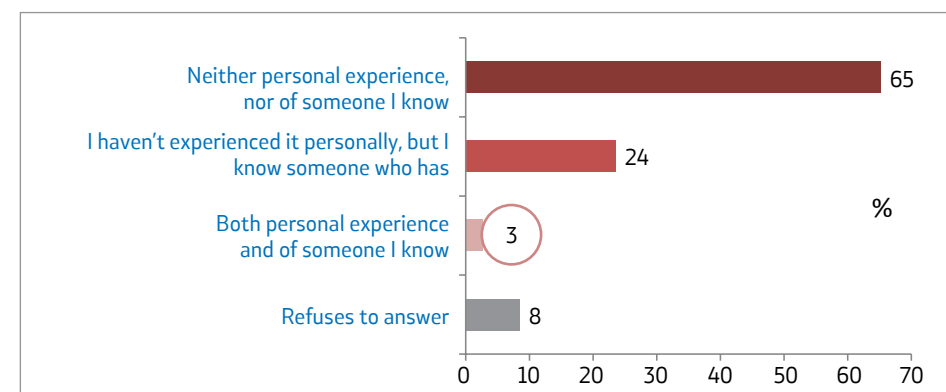
About 24% of the respondents stated that they do not have personal experience but know someone who has gone through this form of corruption, while 3% of the respondents stated having a personal experience with sextortion. Of these 3% or 22 respondents, seven are men and 15 are women. Regarding ethnicity, 5 respondents are ethnic Macedonians, and 17 are members of the Albanian ethnic community.

It is interesting that the research on the gender aspects of corruption conducted in 2021 over a representative sample of 1000 women in the Republic of North Macedonia produces similar distribution of answers. A difference of 2% is noted regarding the respondents' answers to all offered questions.

Table no. 13.

|   | Research in 2021 | Research in 2022 |
|---|------------------|------------------|
| Neither I, nor someone I know have experienced sextortion       | 63               | 65               |
| I haven't experienced it personally, but I know someone who has | 25,8             | 24               |
| Both I and someone I know have experienced sextortion           | 5,4              | 3                |

**Graph 11** Have you or someone you know experienced a situation when a person holding a position of power and authority (boss, manager, director...) has sought sexual favours from employees who are their subordinates?



The answers to the same question analysed through the lens of the respondents work position show that the respondents holding managerial positions are more prone to state that they have had personal experience and that they know someone who has experienced sextortion compared to the respondents-employees in the public administration who are not holding managerial positions. Although this fact is interesting, it has to be taken into account that those 7.5% of the respondents holding managerial positions who had personally experienced sextortion comprise only 6 respondents.

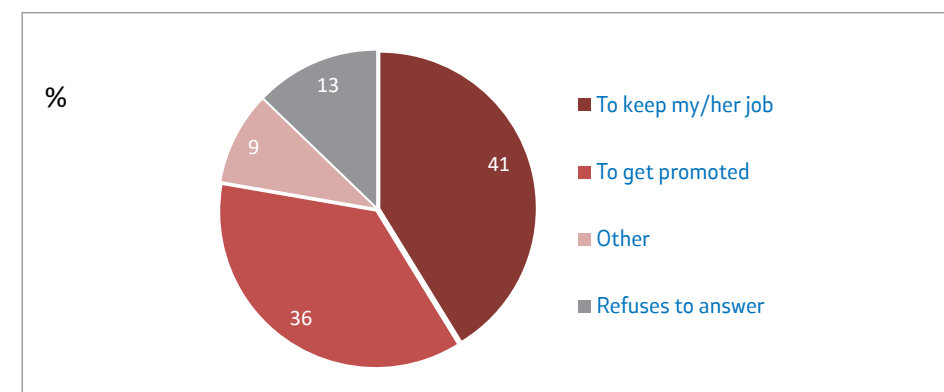
**Table no. 14.**

|  |   | Are you holding a managerial position? |         | Total   |
|--|---|--|---------|---------|
|  |   | Yes                                    | No      |         |
| Have you or someone you know experienced a situation when a person holding a position of power and authority (boss, manager, director...) has sought sexual favours from employees who are their subordinates? | Both personal experience and of someone I know                  | 7,5 %                                  | 2,2 %   | 2,7 %   |
|  | I haven't experienced it personally, but I know someone who has | 28,8 %                                 | 23,0 %  | 23,6 %  |
|  | Neither personal experience, nor of someone I know              | 62,5 %                                 | 65,5 %  | 65,2 %  |
|  | Refuses to answer   | 1,3 %                                  | 9,3 %   | 8,5 %   |
| Total:   |   | 100,0 %                                | 100,0 % | 100,0 % |

The respondents (a total of 27 % or 211 respondents) who have answered that a person holding a position of power and authority (boss, manager, director...) has sought sexual favours (from them or from someone they know) were asked to describe the situations in which that happened.

The most common situations in which a person holding a position of power and authority (boss, manager, director...) has sought sexual favours from employees who are their subordinates are shown in Graph no. 12. Four out of ten respondents think that such situations are most frequently related to keeping one's job (41%), while 36% think that it most often related to promotion at work.

About 13% of the respondents refused to describe the situation in which sextortion has occurred.

**Graph 12** In exchange for what service were you/was she extorted?

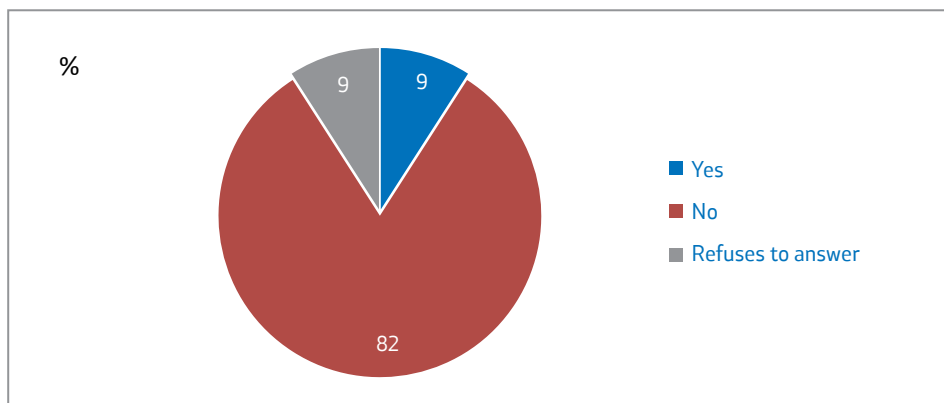
No significant differences are noted in the respondents' answers analysed through the lens of the respondents' gender.

**Table no. 15.**

| Number of answers                                      |                    | Gender |        | Total |
|--|--------------------|--------|--------|-------|
|  |                    | Male   | Female |       |
| In exchange for what service were you/was she extorted | To get promoted    | 40     | 37     | 77    |
|  | To keep my/her job | 40     | 47     | 87    |
|  | Other              | 9      | 11     | 20    |
|  | Refuses to answer  | 11     | 16     | 27    |
| Total  |                    | 100    | 111    | 211   |

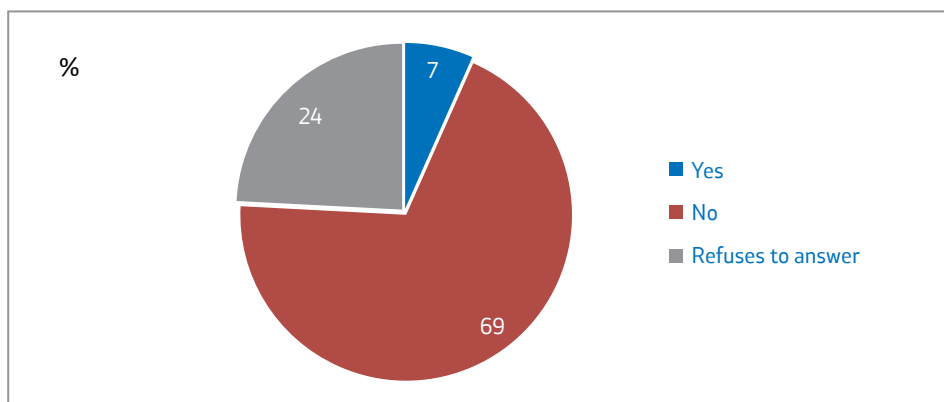
The graph below shows the answers of 22 respondents (as 100%) who had personal experience with sextortion with regard to the action they have taken. Of them, 82% have not reported the incident (18 respondents), while 9% (2 respondents) have reported the sextortion. Two respondents or 9% have refused to answer the question.

**Graph 13** Have you reported it when a person from a position of power and authority (boss, manager, director...) sought sexual favours from you as a form of corruption? (a base of 22 respondents)



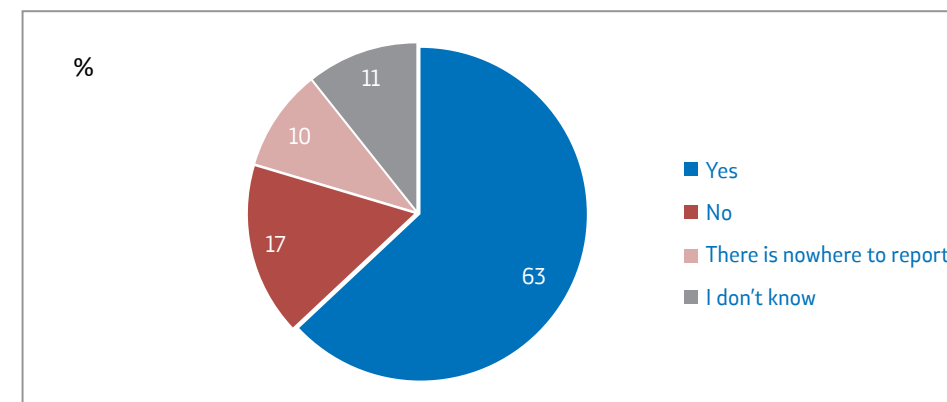
Of the total of 27% or 211 respondents (as 100%) who know someone who has experienced sextortion, only 7% (14 respondents) have knowledge whether the person has reported the act.

**Graph 14** Whether she (the person you know) has reported the sextortion?



The tendency to report sextortion, noticed though the respondents' answers, increases by a large extend when they are asked hypothetically: Would you report if something similar happened to you in the future? This question was only posed to the respondents who stated that they had not reported their previous experience with sextortion. Out of the total of 711 respondents (89% of the total number of respondents), 63% would pluck up the courage to report the act, while 17% would remain silent. It can be concluded that a significant percentage of the population is willing to report sextortion if it happened to them. One out of ten respondents think that there is nowhere to report this type of offence, while 11% of the respondents have expressed inability to imagine a hypothetical situation of sextortion which they would report.

**Graph 15** If something similar happened to you, would you report it?



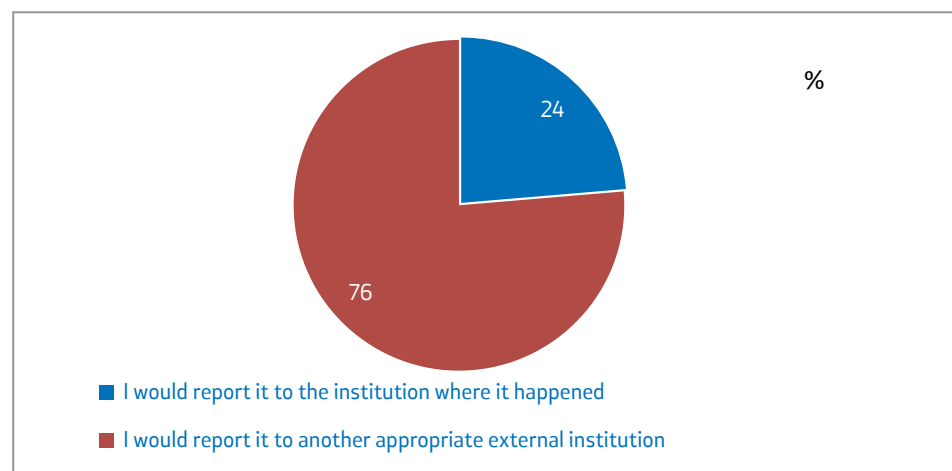
Of 448 respondents who would report if sextortion happened to them in the future, 24% (106 respondents) would report the case to the institution where the incident happened, while the majority of the respondents (76% or 342 respondents) would report the case to another appropriate external institution.

Protected internal reporting or whistleblowing is done internally, i.e., in the very institution or legal entity where a certain unlawful act has taken place.

In accordance with the Law, the head of the public sector institution appoints an authorized person for receipt of reports filed in relation to the protected internal reporting. In the institutions where there is no appointed person, the head of the institution is responsible for the protected internal reporting.<sup>3</sup>

The authorized person is obligated to inform the whistleblower no later than 15 days from the day of receipt of the report. In doing so, the authorized person is obligated to protect the personal information of the whistleblower, i.e., the information that might reveal the identity of the whistleblower who makes the report anonymously or confidentially, in accordance with the Law on Protection of Personal Data<sup>4</sup>.

**Graph 16** If you would report sextortion, where would you report it?

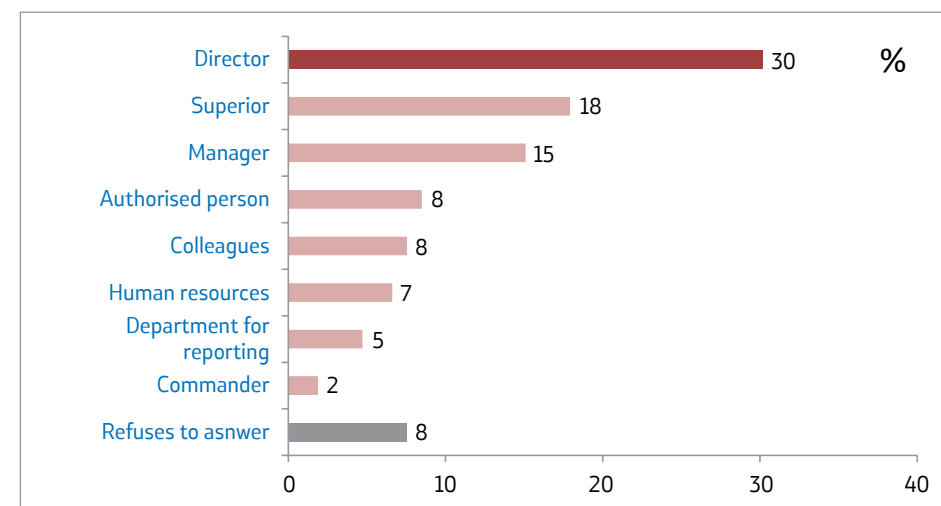


<sup>3</sup> Law on Whistleblower Protection, Article 4.

<sup>4</sup> Law on Whistleblower Protection, Article 4, "Official Gazette of the Republic of Macedonia" no. 196/2015, 35/18

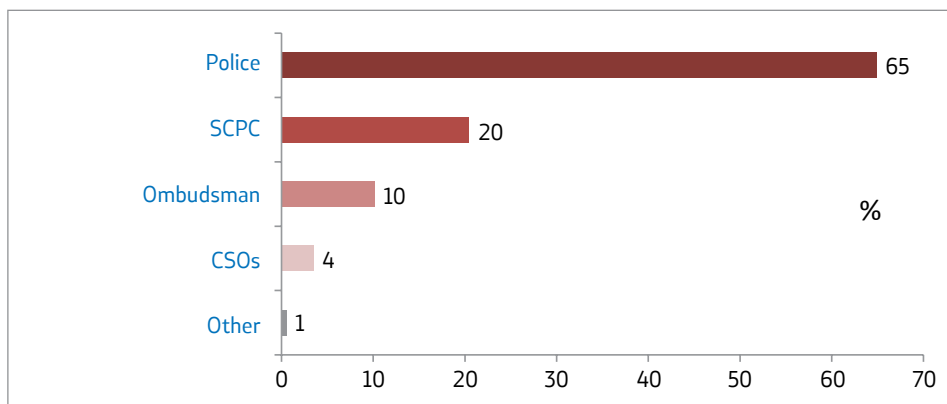
One third of the total of 106 respondents who would report sextortion to the very institution where it happened, would do so to the director. About 40% of the respondents would report the case to their superiors, and 8% would only share the experience with their colleagues. Only 5% of the respondents would contact the Department for Protected Internal Reporting.

**Graph 17** Where in the very institution where the sextortion happened would you report the case?



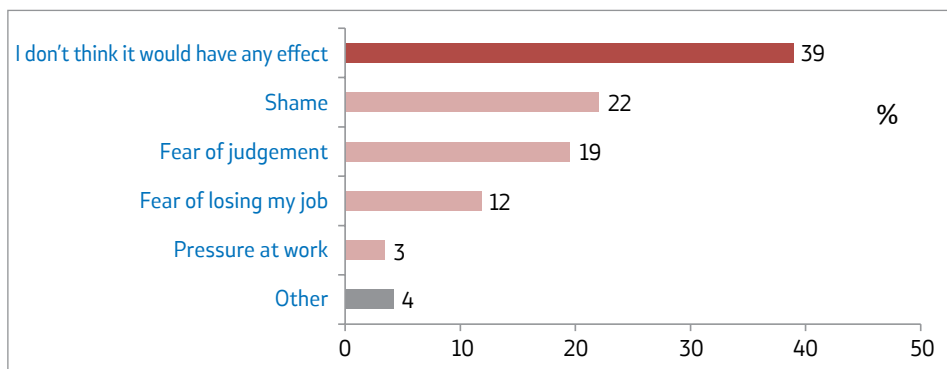
Regarding the respondents who stated that they would report the sextortion to an external institution, the most frequently mentioned one was the police (65%). Out of the total of 342 respondents, about two thirds singled out the police as the institution where they would report the case (65%), 20% would contact the SCPC, 10% would report to the Ombudsman and 4% would report the case to CSOs.

**Graph 18** To which other appropriate institution would you report sextortion?



The main reasons given by respondents for non-reporting sextortion are the lack of trust in the system, stigmatization, prejudices, labelling and taboos. Out of the total of 118 respondents, 39% express lack of trust in the system with the answer that the reporting would have no effect, while 22% of the respondents wouldn't report out of shame. For 19% of the respondents, the main reason is the fear of judgement, while 12% fear that they might lose their job. About 3% of the respondents wouldn't report sextortion in order to avoid further pressure at work.

**Graph 19** Why wouldn't you report sextortion?



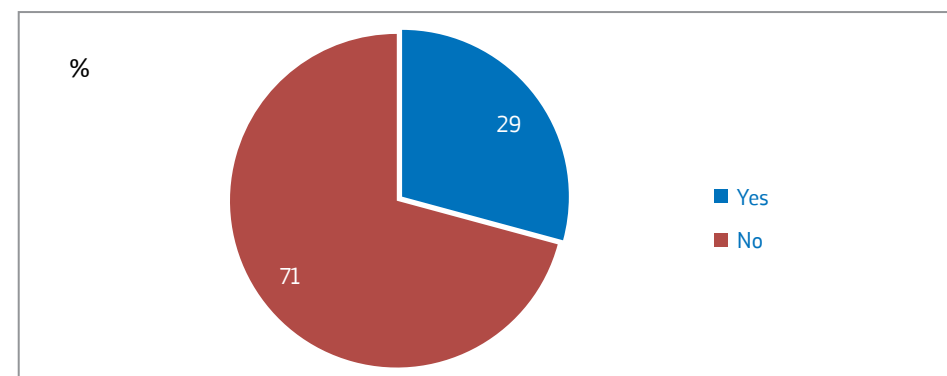
## 8. Protected Reporting

Based on the Law on Whistleblower Protection, protected reporting is reporting which conveys **reasonable** suspicion or knowledge that a criminal or other illegal or impermissible act which violates or threatens the public interest, has been, is being or is likely to be committed.

This Law regulated protected reporting, the rights of whistleblowers, and the actions and duties of institutions, i.e., legal entities in connection with protected reporting and ensuring protection of whistleblowers.

The fact that 71% of the respondents employed in the public administration are not informed about the possibility of protected reporting in the institution where they work is worrying. Only three out of ten respondents have heard about the existence of an authorized person for receipt of reports for protected internal reporting.

**Graph 20** Have you heard about the possibility of protected reporting in your institution?



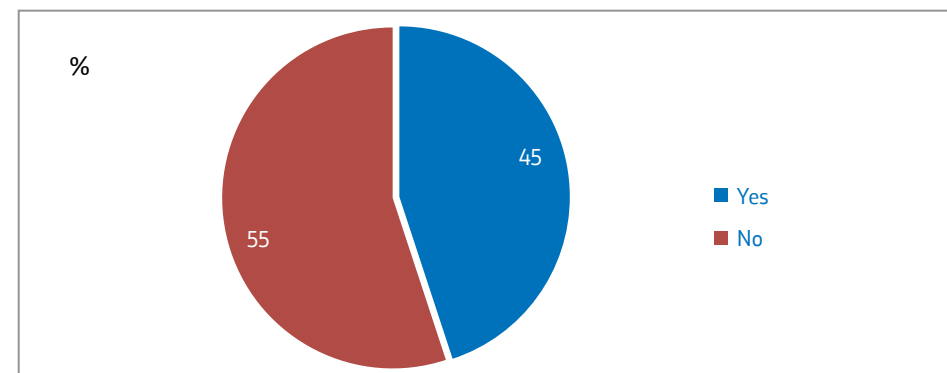
Although only about one third of the respondents have heard of the possibility of protected internal reporting in the institution, this percentage is noticeably higher among the respondents who are ethnic Macedonians compared to their colleagues from the other ethnic communities.

**Table no. 16.**

|   |     | Ethnicity  |          |                            | Total   |
|---|-----|------------|----------|----------------------------|---------|
|   |     | Macedonian | Albanian | Smaller ethnic communities |         |
| Have you heard about the possibility of protected internal reporting? | Yes | 31,4 %     | 24,2 %   | 21,1 %                     | 29,2 %  |
|   | No  | 68,6 %     | 75,8 %   | 78,9 %                     | 70,8 %  |
| Total:  |     | 100,0 %    | 100,0 %  | 100,0 %                    | 100,0 % |

The respondents' opinion regarding the preferred gender of the appointed person to whom corruption can be reported are rather divided. More than half of the respondents (55%) state that they wouldn't mind if the appointed person was a man, but 45% of the respondents would prefer to report the corruption case to a woman.

**Graph 21** Do you think that it would be better if the appointed person for receiving reports of corruption were a woman?



The answers of the respondents analysed through the lens of their demographic characteristics show that the majority (80%) of the male respondents have answered that it is not important to them whether the appointed person for receiving reports of corruption were a woman. Two thirds of the female respondents-employees in the public administration, on the other hand, have answered that it would be better if the appointed person for receiving reports of corruption were a woman.

**Table no. 17.**

|  |     | Gender  |         | Total   |
|--|-----|---------|---------|---------|
|  |     | Male    | Female  |         |
| Do you think that it would be better if the appointed person for receiving reports of corruption were a woman? | Yes | 22,7 %  | 62,8 %  | 44,9 %  |
|  | No  | 77,3 %  | 37,2 %  | 55,1 %  |
| Total:   |     | 100,0 % | 100,0 % | 100,0 % |

Regarding ethnicity, it is noted that 6% more respondents who are members of the Albanian ethnic community would prefer that the appointed person for receiving reports of corruption were a woman compared to the respondents who are ethnic Macedonians.

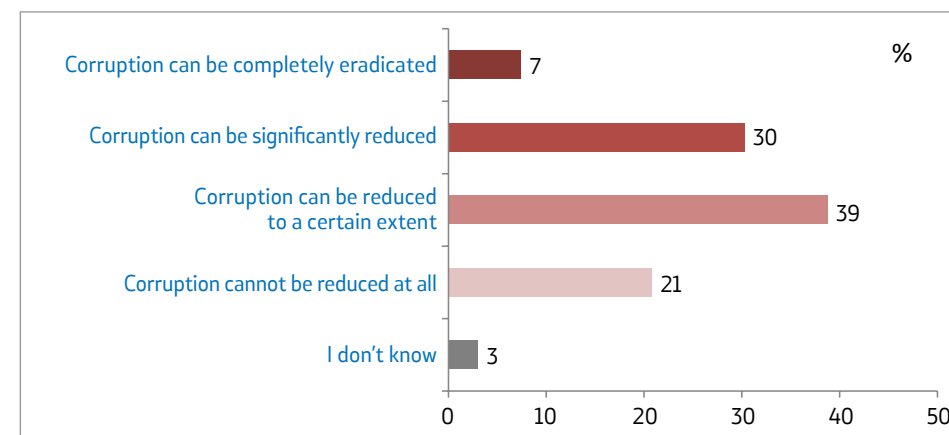
**Table no. 18.**

|  |     | Ethnicity  |          |                            | Total   |
|--|-----|------------|----------|----------------------------|---------|
|  |     | Macedonian | Albanian | Smaller ethnic communities |         |
| Do you think that it would be better if the appointed person for receiving reports of corruption were a woman? | Yes | 44,0 %     | 50,0 %   | 34,2 %                     | 44,9 %  |
|  | No  | 56,0 %     | 50,0 %   | 65,8 %                     | 55,1 %  |
| Total:   |     | 100,0 %    | 100,0 %  | 100,0 %                    | 100,0 % |

## 9. Eradication of Corruption

Regarding the question: Is it possible to eradicate corruption in the public administration, answers show that the respondents express hope in the possibility of dealing with corruption. More than one third of the respondents (37%) think that corruption can be completely eradicated or significantly reduced, while 39% think that it can be reduced to a certain extent. However, almost one fifth of the respondents-employees in the public administration (21%) don't believe that corruption in the public administration can be reduced at all.

**Graph 22** Is it possible to eradicate corruption in the public administration?



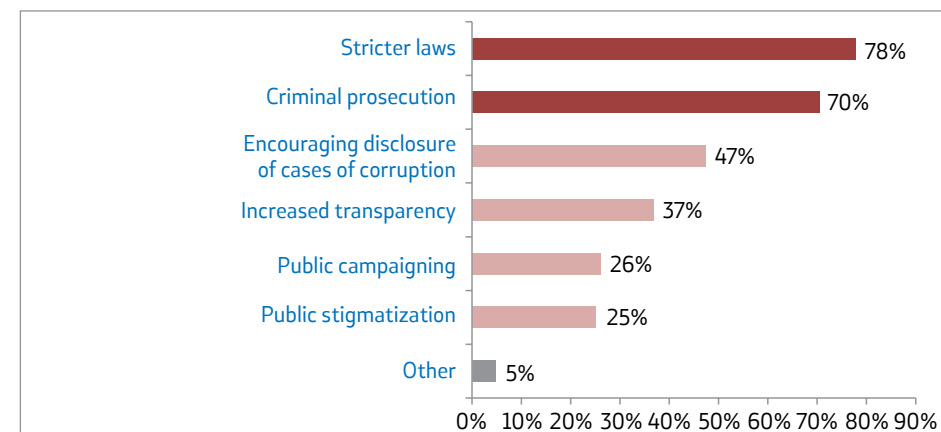
The respondents' answers analysed through the lens of their ethnicity show that members of the Albanian ethnic community express higher optimism that corruption can be significantly reduced.

**Table no. 18.**

|  |   | Ethnicity  |          |                            | Total   |
|--|---|------------|----------|----------------------------|---------|
|  |   | Macedonian | Albanian | Smaller ethnic communities |         |
| Is it possible to eradicate corruption in the public administration? | Corruption cannot be reduced at all           | 22,5 %     | 12,6 %   | 36,8 %                     | 20,8 %  |
|  | Corruption can be reduced to a certain extent | 39,8 %     | 38,9 %   | 23,7 %                     | 38,8 %  |
|  | Corruption can be significantly reduced       | 27,9 %     | 38,9 %   | 23,7 %                     | 30,3 %  |
|  | Corruption can be completely eradicated       | 6,8 %      | 7,9 %    | 13,2 %                     | 7,4 %   |
|  | I don't know                                  | 3,0 %      | 1,6 %    | 2,6 %                      | 2,6 %   |
| Total:   |   | 100,0 %    | 100,0 %  | 100,0 %                    | 100,0 % |

Respondents who have expressed optimism that corruption can be reduced or eradicated, were additionally asked about the ways in which they think it can be done. They were given a multiple-choice question and the majority of the respondents chose stricter laws (78%) and criminal prosecution (70%) as the most appropriate ways to fight and eradicate corruption within the public administration. Moreover, the following were stated as effective ways of reducing corruption: encouraging disclosure of cases related to corruption (47%), increasing the level of transparency (37%), public campaigning (26%) and public stigmatization (25%).

**Graph 23** In what way do you think it is possible to reduce or eradicate corruption in public administration? (multiple-choice question, the sum of the percentages can exceed 100%)

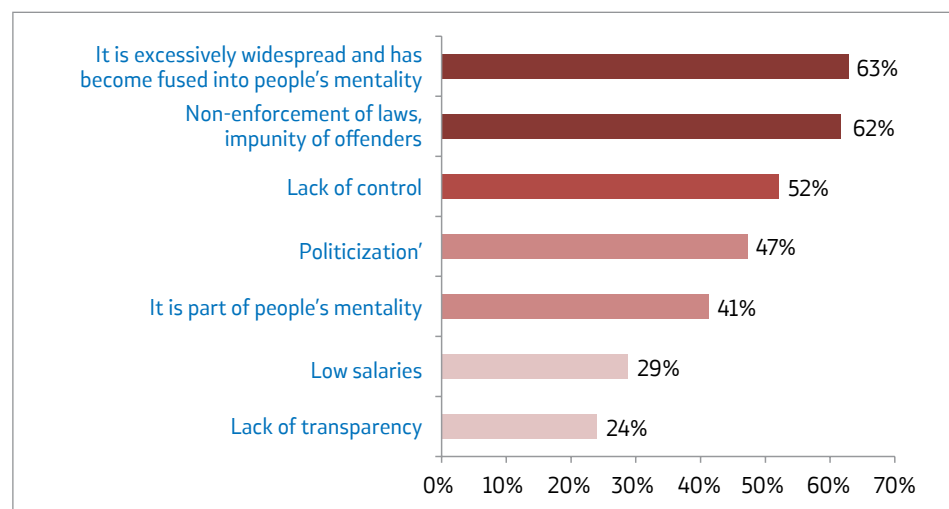


Respondents who have expressed pessimism that corruption can be reduced or eradicated (21% or 167 respondents) were additionally asked about the reasons behind their opinion.

They were given a multiple-choice question and most of the respondents attributed the failure to reduce corruption to its excessive prevalence and the fact that has been fused into people's mentality (63%). Also, more than 60% of the answers are related to non-enforcement of laws and impunity of offenders. According to the respondents, processed cases should be disclosed, in order to show that the system is fighting and is addressing and fully processing cases of corruption.



**Graph 24** Why do you think that corruption in the public administration cannot be reduced?



## KEY FINDINGS

### Corruption as a problem

- ◆ Almost one fourth, i.e., 23% of the respondents stated that corruption is a **major problem**, 39% stated that it is a minor problem, while one third of the respondents think that corruption is not a problem in their workplace in the public administration.

### Enticement and Susceptibility to Corruption

- ◆ About two-thirds of the respondents (68%) stated that **they do not recognize gender aspects of corruption**, i.e., that men and women are equally susceptible to corruption. About 15% of the respondents think that women are less susceptible to corruption than men, but almost one out of ten respondents think the opposite, that women are more susceptible to corruption as opposed to men.
- ◆ More than half (55%) of the respondents think that women employed in the public administration are **equally corrupt** when they hold higher positions of power or managerial positions. About 29% of the respondents think that women are less corrupt when they hold higher positions, but one out of ten respondents think that they are, still, more corrupt when they hold higher or managerial positions.

## ■ Sextortion by employees in the state administration against citizens as service users

- ◆ Corruption can take many different forms. In essence, the ultimate goal of corruption is personal gain. Sextortion by employees in the public administration in exchange for provision of a service as a **form of corruption is recognized by 61% of respondents-employees in the public administration** (42% of the respondents expressed strong agreement with the statement, while 19% of the respondents partially agree with the statement).
- ◆ 11% of the respondents think that sextortion in exchange for a service in the public administration is not a form of corruption, while 8% express some doubt. One fifth of the respondents-employees in the public administration (21%) have a neutral position regarding recognition of sextortion as a form of corruption.
- ◆ Mechanisms are needed to promote discussion, monitor the situation and inform the public about topics related to sextortion as a form of corruption.

## ■ Recognizing specific forms of corruption

- ◆ More than 60% of the respondents state that sextortion as a specific form of corruption is insufficiently known and recognized among the public - in discussions, policies and legal regulations in our country (aggregated data - "little" or "nothing at all" is known about this topic).
- ◆ 11% of respondents think that nothing is known about sextortion as a form of corruption in the country.

- ◆ Over one third of the respondents-employees in the public sector think that sextortion as a form of corruption is sufficiently known and recognized by the public.
- ◆ The probability that persons holding higher positions seek sexual favours instead of other forms of corruption (money/bribe) is that it happens sometimes (37%).

About one third or 34% stated that such situations are "rare", while 13% of the respondents are completely doubtful that persons holding higher positions would seek sexual favours instead of other forms of corruption (money/bribe).

14% of respondents state that this is a frequent occurrence and 1% think that it is a constant practice for persons holding higher positions to seek sexual favours instead of other forms of corruption.

## ■ Presence of sextortion in public institutions

- ◆ Institutions in which respondents-employees in the public administration think that sextortion as a form of corruption most often happens belong to the **health sector**. Aggregate answers of "constantly" and "often" comprise 23% of the respondents who detect abuse of public function or authority for the purpose of obtaining sexual favours (by employees in the public administration who have sought sexual favours from citizens in return for a service they have been responsible to provide).
- ◆ About one third of the respondents think that the most common situations in which persons holding a position of power seek sexual favours are in exchange for **employment** (30%) and avoiding a **sanction** or a problem by service users (25%).

- ◆ One fifth of the respondents think that persons holding a position of power most often seek sexual favours in exchange for providing a **better treatment** (21%) and helping **speed up a certain procedure** needed by service users.

## ■ Sextortion within public institutions (by employees holding a position of authority against other employees)

- ◆ More than half of the respondents-employees in the public administration (54%) agree that sextortion by employees in the public administration from a position of authority and power against other employees within the institution itself is a form of corruption.
- ◆ 23% of the respondents-employees in the public administration remain neutral in relation to recognizing sextortion as a form of corruption.
- ◆ One out of ten respondents stated that it never happens in our country, while seven out of ten respondents stated that those are isolated incidents that happen sometimes (35%) or rarely (35%) in our country.
- ◆ Sextortion by employees in the public administration is noticed by 17% of the respondents, but for 3% of them or 26% in total, this phenomenon is common and all-present in our country.

## ■ Personal experience

- ◆ Almost two thirds (65%) of the respondents state neither personal nor someone else's experience related to sextortion as a form of corruption.

About 24% of the respondents stated that they do not have personal experience but know someone who has gone through this form of corruption, while 3% of the respondents stated having a personal experience with sextortion. Of these, 3% or 22 respondents, seven are men and 15 are women.

- ◆ Four out of ten respondents think that such situations in which a person holding a position of power and authority (boss, manager, director...) has sought sexual favours from employees who are their subordinates are most frequently related to keeping one's job (41%), while 36% think that it most often related to promotion at work.
- ◆ Of 22 respondents (as 100%) who had personal experience with sextortion, 82% have not reported the incident (18 respondents), while 9% (2 respondents) have reported the sextortion. Two respondents or 9% have refused to answer the question.
- ◆ Of the total of 27% or 211 respondents (as 100%) who know someone who has experienced sextortion, only 7% (14 respondents) have knowledge whether the person has reported the act.
- ◆ If faced with sextortion in the future, 63% would pluck up the courage to report the act, while 17% would remain silent.
- ◆ One out of ten respondents think that there is nowhere to report this type of offence, while 11% of the respondents have expressed inability to imagine a hypothetical situation of sextortion which they would report.

- ◆ Of 448 respondents who would report if sextortion happened to them in the future, 24% (106 respondents) would report the case to the institution where the incident happened, while the majority of the respondents (76% or 342 respondents) would report the case to another appropriate external institution.
- ◆ One third of the total of 106 respondents who would report sextortion to the very institution where it happened, would do so to the director. About 40% of the respondents would report the case to their superiors, and 8% would only share the experience with their colleagues. Only 5% of the respondents would contact the Department for Protected Internal Reporting.
- ◆ The respondents who stated that they would report the sextortion to an external institution, most of them would do so to the police (65%), 20% would contact the SCPC, 10% would report to the Ombudsman and 4% would report the case to CSOs.
- ◆ Out of the total of 118 respondents, 39% express lack of trust in the system with the answer that the reporting would have no effect, while 22% of the respondents wouldn't report out of shame. For 19% of the respondents, the main reason is the fear of judgement, while 12% fear that they might lose their job. About 3% of the respondents wouldn't report sextortion in order to avoid further pressure at work.

## Protected reporting

- ◆ 71% of the respondents employed in the public administration are not informed about the possibility of protected reporting in the institution where they work. Only three out of ten respondents have heard about the existence of such a service.
- ◆ More than half of the respondents (55%) state that they wouldn't mind if the appointed person was a man, but 45% of the respondents would prefer to report the corruption case to a woman.

- ◆ Additional efforts are needed to inform employees about the existence of and acting in accordance with the mechanisms for protected internal reporting.

## Eradication of corruption

- ◆ More than one third of the respondents (37%) think that corruption can be completely eradicated or significantly reduced, while 39% think that it can be reduced to a certain extent. However, almost one fifth of the respondents-employees in the public administration (21%) don't believe that corruption in the public administration can be reduced at all.
- ◆ Possible ways of eradication corruption are: stricter laws (78 %), criminal prosecution (70%) encouraging disclosure of cases related to corruption (47%), increasing the level of transparency (37%), public campaigning (26%) and public stigmatization (25%).
- ◆ Failure to reduce corruption is due to its excessive prevalence and the fact that it has been fused into people's mentality (63%), non-enforcement of laws and impunity of offenders.
- ◆ Respondents consider repressive measures more effective than prevention.



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