Institute for Democracy and Mediation

Police Integrity and Corruption in Albania 3.0

Tirana, 2020

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Instituti për Demokraci dhe Ndërmjetësim

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This study was conducted in the framework of the project "Building integrity to improve performance and sustainability of anti-corruption in the Albanian State Police" supported by the Dutch Ministry of Foreign Affairs. The objectives, proper implementation and results of this project constitute the responsibility of the implementing organisation – the Institute for Democracy and Mediation. Any views or opinions presented in this project are solely those of the implementing organisation and do not necessarily represent those of the Dutch government.

EXECUTIVE SUMMARY

This report aims to support the anti-corruption efforts of the Albanian State Police by (i) understanding the public perception of police corruption and identifying the main factors that lead to corrupt practices; (ii) taking opinions from respondents within the State Police on corruption and the factors, be they legal, institutional or cultural, that lead to corruption in the police force; and (iii) assessing the situation regarding corruption and drivers of corruption over time, by identifying areas of progress or regression.

A comparison of the public and police perception on corruption in the State Police consistently shows a gap between what is perceived by the general public and what police officers perceive themselves. Over time the perception of corruption, as measured by survey results, can be plotted as an inverted U-shape, with corruption perceived as improving between 2014 and 2016, and slightly deteriorating in the 2020 survey.

The general public confirmed that it was very common to hear news regarding corruption in the State Police. Of those surveyed, 86.7% confirmed that they had heard about police corruption in the last 12 months. While the public stated that they had frequently heard about police corruption, police respondents reported that they rarely heard about it. Moreover, the proportion of members of the public who affirmed that there is corruption in the State Police was 89%. By contrast, the survey reveals that the perception among the police of corruption is only moderate.

In addition, the public saw corruption as systemic and spread among all structures and ranks of the State Police. The perception of police respondents on the severity and spread of corruption provided an opposite picture, with most seeing corruption as a matter of a few isolated cases.

Both surveys provide more detailed information on the typology of police corruption. The general public saw corruption as generally more pervasive among the higher ranks than low- and middle-ranking officers. Also, the public cited the narcotics and drug-trafficking department and the Traffic Police as the divisions with the highest incidence of corruption. The General Patrol Police and the Department on Crime Investigation and Prevention were seen by the public as the structures with comparatively lower levels of corruption.

Furthermore, when asked about their personal experiences of corruption with police specific structures, the public respondents most often said that they had offered bribes to the Financial Crime department, the Border and Migration Police as well as Traffic Police. A moderate level of corruption was reported for the State Police administration and the Department on Crime Prevention and Investigation. The State Police structures with the lowest reported levels of bribery were the General Patrol Police and the Service on Internal Affairs and Complaints (SIAC).

The majority of police respondents reported that they have never been offered a bribe nor been given a non-monetary favour by a citizen. An even higher proportion of officers reported that they have never witnessed such behaviour. This contradicts the public survey, in which more than 60% of respondents said that bribery and favours are a form of corruption that occurs either 'often' or 'very often'.

Additionally, police officers appeared to see corruption as being an individual behaviour and not systemic. Police respondents also felt that individual police officers become corrupt once they get into the police structures. The police survey also diverges from the public perception with respect to the typical profile of corrupt officers – the police survey identified female, young, office-based, and low-ranking officers as more likely to be corrupt than male, experienced, field officers and those in higher ranks.

One in two citizens that have interacted with the State Police in the last 12 months, responded that they knew where to report corruption. However, only 6% of the interviewed individuals said that they have reported an act of corruption from a State Police officer. It seems that citizens are reluctant to report and choose to resolve their problem through bribery. Lack of information on where to report corruption or the idea that reporting corruption is time-consuming have also been listed as reasons for failing to report instances of corruption. The public survey indicates that the Digital Commissariat and the green number of SIAC are important tools to aid the reporting of corruption, with the public also reporting that corrupt practices are reported through the General Prosecution Office (GPO) or Police Commissariat.

Half of the citizens surveyed believed that corruption is 'often' or 'very often' manifested in the misuse of State Police funds. A similar proportion of the general public believed that corruption 'often' or 'very often' leads police officers to alter evidence or use violence. The opposite is reported in the police survey, where acts of corruption such as bribing, favours, misuse of public funds, abuse of power or manipulation of evidence, are seen as phenomena that are either 'never' or 'rarely' observed.

The public and police surveys revealed similar perceptions of the impact of recruitment and human resource management practices on corruption. The public and police surveys both supported the idea that low salaries have a 'strong' or 'very strong' impact on corruption. The public also felt that non merit-based recruitment and promotion, or poor management, play a 'strong' and 'very strong' impact on corruption.

Among the most influential factors leading to corruption, as reported by the public survey, are the general acceptance of corruption in Albanian society and political influence. However, acceptance and tolerance of corruption was actually said to be lower among the public respondents than the police. Other factors thought to lead to corruption were the State Police's institutional culture, and the management or professionalism of police officers, but to a lesser degree.

The public survey showed a high level of trust in the police's capability to fight corruption internally. This trust appears to be stronger among the younger population. The police survey indicated that the legal framework to fight corruption needs to be improved. Belief in the ability to fight corruption the State Police is also strengthened by trust in the vetting process.

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INTRODUCTION

Despite ongoing reforms, the Albanian State Police (ASP) continues to be an institution exposed to corruption and misconduct. The current vetting process is a key instrument to strengthen public trust in law enforcement bodies; to guarantee and promote integrity; and to enhance the professional capabilities of employees working in institutions responsible for maintaining public order and safety.

This research report explores the contours of police integrity in the ASP over time. For the purposes of this report, police integrity is defined as police officer's resistance to temptations to abuse the rights and privileges of their office.[1] The main objective is to provide insights on the need to strengthen the integrity of the State Police as a means to curb corruption. Moreover, it generates evidence that feeds into the assessment of the efficacy of anti-corruption measures taken thus far in the ASP.

This report presents the findings of a survey conducted by the Institute for Democracy and Mediation (IDM) during July–August 2020 showing public and police employees' perceptions of corruption. The survey involved a nationally representative sample of citizens and employees in the State Police structures in Albania. This research report has been conducted for the third time (2014, 2016, and 2020) employing similar survey instruments.

The report begins with an assessment of the legal and policy frameworks developed for strengthening the integrity of the State Police between 2016 and 2020, followed by an outline of the methodology, the approach to the data and the dynamic analyses, as well as the survey's sample demography and socioeconomic characteristics. The report is then divided into six further sections, each addressing and comparing particular aspects of the public and police surveys conducted since 2014.

The first section focuses on the sources of information on police corruption and aims to capture how the public and police's perception of integrity and corruption is received by different media.

The second section provides insights on the public and police perception of the spread of corruption by police unit. The subsequent section focuses on corruption and corrupt practices as experienced by both public and police. The fourth section gives information on the typology and frequency of corrupt acts as reported by the public and police respondents.

1 S. Kutnjak Ivković, M. R. Haberfeld and R. Peacock, 'Overlapping Shades of Blue: Exploring Police Officer, Supervisor, and Administrator Cultures of Police Integrity' in *Exploring Police Integrity Novel Approaches to Police Integrity Theory and Methodology* (Springer 2019), p. 35

The fifth part elaborates on the responses on the influence of cultural, behavioural and institutional factors on police corruption. Given the ongoing policy and legal reforms in the State Police, the final section gives relevant insights on public and police knowledge and perception of the anti-corruption framework.

The appendices in the final section of the report offer integral descriptive statistics of both surveys to enable further analysis of the collected data.

I. INTRODUCTION AND CONTEXTUALISATION OF THE REPORT ON POLICE INTEGRITY AND CORRUPTION

I.1 Legal and policy framework for strengthening the integrity of the State Police 2016–2020

The fight against police corruption is crucial in maintaining the rule of law and strengthening trust in public institutions. Aligning Albanian legislation with European Union standards is one of the most important aspects of the anti-corruption framework. This increased engagement at the international level is an important consequence of recent reforms in the State Police, such as the introduction of the vetting process,[2] which aim to eradicate corruption in all its forms.

In 2017, following media reports and mounting accusations regarding the involvement of the State Police in drug trafficking, the Ministry of Internal Affairs was forced to take measures to resolve this worrying situation. The minister set up a working group to conduct a comprehensive analysis of corruption within the structures of the State Police, the Republican Guard and the Service for Internal Affairs and Complaints Service (SIAC).[3] Based on a full analysis of the situation, it proposed the introduction of police vetting as an anti-corruption instrument. The primary purpose of vetting in the State Police would

2 See Law no. 74/2020 (18/6/2020), with amendments and changes to Law no. 12/2018, "On the transitional and periodic evaluation of employees of the State Police, the Guard of the Republic of Albania and the Service of Internal Affairs and Complaints in the Ministry of Internal Affairs" Official Gazette of the Republic of Albania, 39, 2379–2435, https://qbz.gov.al/eli/fz/2018/39/e052fc58-ab5d-4f90-ae18-9cfcc907f678.

3 Minister of Interior, Order No. 904 (15/9/2017)

be to guarantee and promote integrity, as well as increase professionalism, in the ranks of employees of Albanian agencies responsible for public order and safety.[4] The evaluation process would be implemented by independent bodies and would be based on evaluating personal integrity, auditing personal assets and assessing the professionalism of police officers.

This policy objective resulted in the adoption of Law no. 12/2018 "On the transitional and periodic evaluation of employees of the State Police, Guard of the Republic of Albania and SIAC, in the Ministry of Internal Affairs", which entered into force on 4 April 2018.[5] Under the transitional phase of the process, the External Evaluation Committee (EEC) would first conduct the evaluation of high-ranking police officers, comprising almost 300 senior members of the State Police, Republican Guard and SIAC. With the legal changes adopted in August 2020, successfully vetted members of SIAC will then assist the EEC in the evaluation of 12,000 middle-and low-ranking employees. These provisions were anticipated by new legal changes to the operation of SIAC to enable it to carry out this task.[6]

This transitional evaluation of police officers has proceeded slowly, starting 9 months after the deadline. The delay has been due to the constitution of the evaluation bodies, the need to issue bylaws for the smooth running of the whole process, the capacity building of the members of the EEC and the Technical Secretariat, as well as establishing the necessary financial and logistical infrastructure for the process.[7]

As part of the efforts to strengthen the integrity of the police force, the law "On the State Police" underwent several amendments in 2017 and 2018. The approved changes enabled the regulation of staffing procedures in the Albanian State Police (ASP), including defined processes for obtaining ranks, the addition of two ranks at the basic level of the police with their own criteria, the change of some designations, and defining the standards for appointment, tenure, credibility certification and voluntary policing, etc. Recent legal amendments provide the possibility for university graduates in some subjects such as economics, informatics and law to be integrated into the investigative structures of the State Police after passing a period of education and training at the Academy of Security.

Moreover, according to Law no. 60/2016,[8] the new provisions on whistleblowing in the public sector apply to the police service. The State Police, in particular, will have to develop internal channels that allow police officers to report misconduct within the workplace, guarantee their confidentiality and shield whistleblowers from any retaliation or discrimination.

4 Ministry of Internal Affairs, 'Vetting in the Police: Guide for the evaluation of employees of ASP, GR, SIAC', p.4.
5 Law no. 12/2018, "On the transitional and periodic evaluation of employees of the State Police, Guard of the Republic of Albania and SIAC, in the Ministry of Internal Affairs".
6 Law no. 70/2014, "On the Service for Internal Affairs and Complaints in the Ministry of Internal Affairs".
7 Institute for Democracy and Mediation, 'Monitoring Report on the Police Vetting Process 2020', available at: *https://idmalbania.org/download/7927/*
8 Law No. 60/2016, "On Whistleblowing and the Protection of Whistleblowers".

Furthermore, a policy framework was established in Albania for preventing and combating corruption as well as strengthening the integrity of the State Police.[9] The Public Order Strategy (POS) 2015–2020,[10] is the main strategic document of the State Police in the anti-corruption framework. The purpose of the POS is to reassess law enforcement and improve security standards in the country. The objectives of the strategy include: i) approximation of legislation and organisation of the ASP with EU standards; ii) training and qualification of police officers; iii) improving working conditions; and iv) improving the internal management of the ASP. The POS envisages a series of anti-corruption measures involving organisational changes in the State Police such as: reforming the management system to develop accountability mechanisms; changing the management of human resources (in recruitment and promotion); establishing a complaints system for citizens; and institutionalising and strengthening public transparency within the ASP. Some of these objectives formed part of the legislative reforms to the State Police in 2018.

The Inter-sectoral Strategy Against Corruption (ISAC) 2015–2020, is the main anti-corruption policy document.[11] According to this it is crucial that in some government sectors which are prone to corruption (e.g. police, procurement, taxation, judiciary, etc.), the personnel sectors adopt and apply methods to test the integrity of prospective candidates and also of current employees. The Action Plan 2020–2023 implements this objective of ISAC by providing for the drafting and approval of an integrity plan and anti-corruption mechanism for each public institution in the country, including the ASP. An integrity plan will provide the conceptual framework for policies and measures to prevent breaches in the integrity of police officers and to monitor the effects of measures once they have been implemented in an institution.

Practice so far has shown that, despite the many policy documents and adopted legislative reforms, the fight against corruption continues to be a key priority for Albania. However, these policy and legal frameworks should enable the State Police to fight corruption more effectively, by strengthening in particular the transparency, integrity and accountability of police officers in the country.

9 The main strategic documents are: Priority policy document in the field of order and security, approved by the Ministry of Interior, September 2017; Inter-sectoral Strategy Against Organized Crime, Illegal Trafficking and Terrorism 2013–2020; Public Order Strategy and Action Plan 2015–2020; Cross-sectoral Strategy against Corruption 2015–2020; Action Plan 2018–2020; and National Plan for European Integration 2017–2020.

10 Decision of the Council of Ministers no. 702 (dated 26/8/2015), "On the approval of the Public Order Strategy 2015–2020 and the Action plan 2015–2017", available at: https://mb.gov.al/wp-content/uploads/2018/07/Strategjia_e_Rendit_Publik_2015%E2%80 % 932020_dhe_Plani_i_Veprimit_2015% E2% 80% 932017.pdf

11 Decision of the Council of Ministers no. 247 (dated 20/03/2015), "On the Approval of the Cross-cutting Anti-Corruption Strategy for the Period 2015–2020", Official Journal, 31 March 2015, available at: http://www.qbz.gov.al/botime/fletore_zyrtare/2015/PDF-2015/472015.pdf

II. METHODOLOGICAL NOTE

This report summarises and compares the public perception of integrity and corruption with the police, and the self-assessment of the spread and seriousness of corruption among individuals and structures in the State Police. Two surveys were conducted, a public survey with a national representative sample and a survey among police officers with an adequate sample to ensure representativeness and statistical confidence in the results. The assessment of the integrity of the State Police has been undertaken by the Institute for Democracy and Mediation (IDM) for a third consecutive round (the previous two rounds were in 2014 and 2016). The report also brings a dynamic perspective by comparing the public and the police perception of integrity in the State Police from 2014–2020. This section outlines the methodology of this report which is based mainly on the surveys, the approach on data analyses and the dynamic analyses.

II.1 Public survey sampling design

The national survey on "State Police Integrity and Corruption" aims to give an indication of the public perception of corruption in the Albanian State Police. The questionnaire was designed to capture corruption as a perception, corruption as information and corruption as experienced by the public. Corruption has diminished the integrity of the State Police and efforts to restore it have been at the core of key reforms at the national level. Thus, the survey provides important insights regarding the impact of anti-corruption reforms on police integrity.

The public survey was implemented at national level, with a representative sample, selected through the stratified probabilistic sampling methodology. Stratification of the sample is based on the population distribution properties which were used to define representative sample quotas per stratum. The characteristics of the population used for the sample strata and quotas are: population distribution for each region, combined with urban/rural distribution, and the gender distribution of the population aged over 18 years old.

The identification of the sample quotas for each region was based on a randomised selection function, which distributed the region quotas for each administrative unit. The randomised function was based on a normal distribution probability function with the probability of selection equal to the sample quota with the population. The sample identification units were based on the administrative map of each region. A random selection procedure was applied to select among administrative units until the quotas were satisfied. Once the administrative units were selected, the interviewers were provided with the sample distribution for each administrative unit and its gender quotas, for field selection. Thirty trained field interviewers administered the questionnaire in face-to-face interviews using PAPI (paper-assisted personal interview).

The detailed table of sample distribution and identification is given at Appendix 1. We combined population data from the national civil register of 2019, while urban/rural distribution and gender quotas were implemented using the demographic distributional properties derived from the population data published by the National Institute of Statistics (INSTAT).

The sample is designed to be representative of the population and ensures that statistics and information provided through this survey are relevant to the entire population. The margin of error defines the range where population statistics could deviate from the sample statistics. The sample size is rounded to 1100 observations, given the probability of selection, giving statistical confidence in the results of 95%, the margin of error of this survey results is estimated to be ± 2.15%.

The field work for this survey was performed during July–August 2020, while the survey instrument used was tested and consulted with key stakeholders particularly with representatives from the State Police, partner organisations working on anti-corruption, civil-society representatives and other experts on anti-corruption.

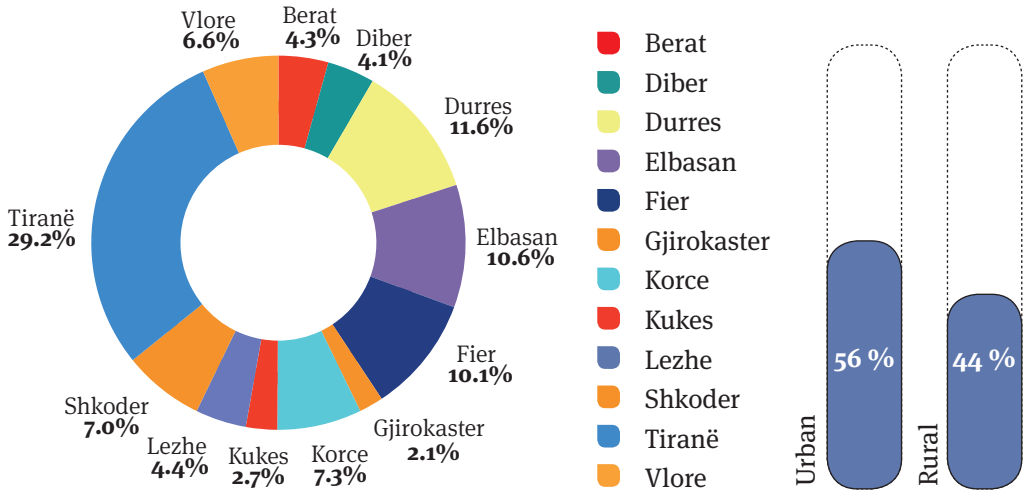
The survey on the integrity of the State Police is being implemented for the third time, with the first round in 2014 and the second in 2016. The need to have comparable data across the rounds has been taken into account in the sample design and questionnaire review to ensure that the core properties of the sample distribution and content of the questionnaire are kept comparable to those applied in 2014 and 2016. The sample properties ensure that the results are comparable, as they are randomly drawn from the same population. However, the datasets are not fully integrated into the panel, with the same individual reporting in 2014, 2016 and 2020. This will be reflected in the dynamic analyses and time comparison of key indicators.

The statistical analyses of the survey report and the analyses of the public perception of State Police integrity will be based on descriptive sample inference statistics. Cross-tabulation and analyses of the patterns has been performed using the ANOVA methodology, which is a relevant methodology to identify differences that are statistically significant.

II.2 Public survey sample demography and socioeconomic characteristics

The sample distribution geographically mimics the population distribution with no discrepancy between population share per region and the sample share. Tirana represents the largest sample share, with 29% of observations. The regions of Elbasan, Durres and Fier represent respectively 11%, 12%, and 10% of the sample surveyed. The northern regions of Dibër, Kukes, Shkodër and Lezhë altogether represent 18% of the sample, while the southeast regions of Korca, Berat, Gjirokaster and Vlora make up the remaining 20% of the sample. Urban areas represent 56% of the sample, with 44% of respondents from rural areas. (See Figure 1).

Figure 1: Public survey sample distribution by regions and urban/rural (in %, N=1099)



Female respondents represent 51% of surveyed individuals, while across age groups the distribution is almost even. Individuals aged 26–35 years old have the highest share in the sample at 22%. Younger and elderly individuals are well represented, with young people aged 18–25 making up 15% of the sample and the elderly (above 65 years old) representing 9% of the sample. The rest of the surveyed individuals fall into the age category 36–45 years old (18.6%) and 46–55 years old (15.0%). (See Figure 2).

Figure 2: Sample distribution per Gender and Age (in %, (N=1099)

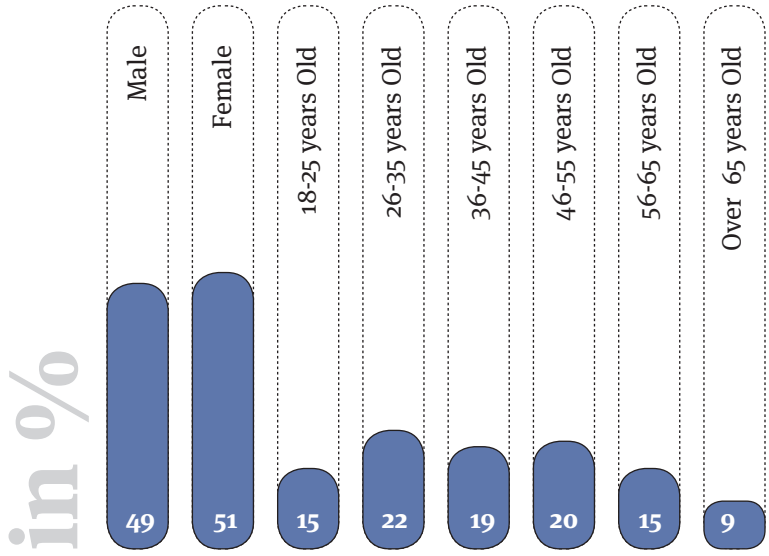
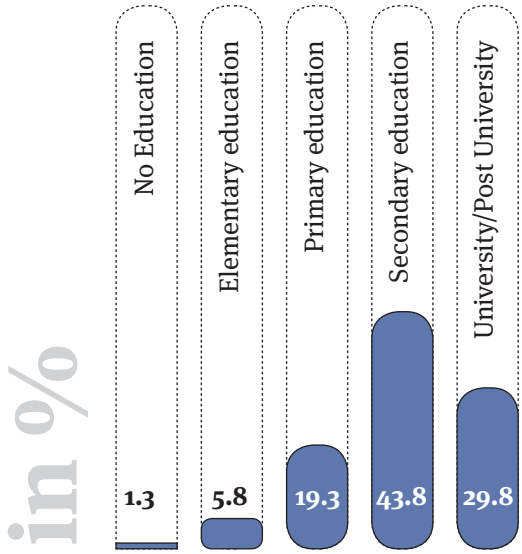


Figure 3: Sample distribution per educational level (in %, N=1097)

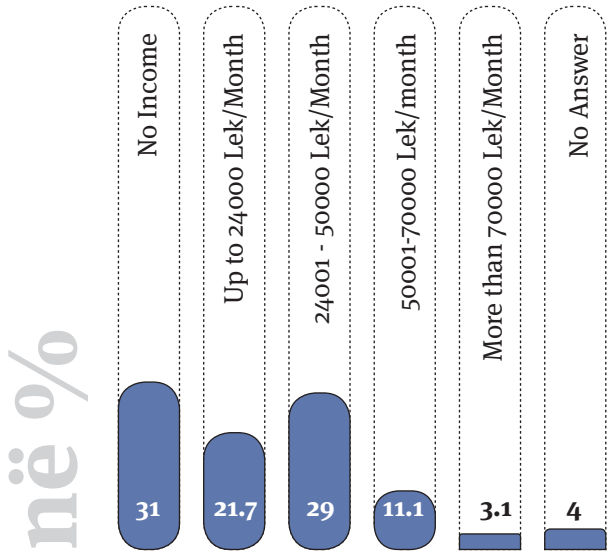


Only a minor share (1.3%) of surveyed individuals reported having no formal education. Individuals having completed elementary and primary education represent 25.1% of the sample, while 43.8% of sample respondents have completed the secondary education. A further 29.8% of the surveyed individuals reported having completed university or post-university education. (See Figure 3).

Overall, 56% of the surveyed individuals are employed; private sector employees represent 44% of the sample, while 12% of employed people work in the public sector. Another 23% of the sample report that they are non-participants in the labour market as they are students or retired individuals. Unemployed respondents make up 21% of surveyed sample. The unemployment rate is slightly higher among women compared to men. Women also appear to have a higher prevalence of being employed in the public sector. (Appendix 1).

Income distribution among the surveyed sample appears skewed, with higher representation among lower income levels. This income distribution is quite typical for developing countries. 31% of the population reports to have no source of income. The "no income category" includes the unemployed and the working-age population not participating in the labour market (around 30% of surveyed individuals are either students or unemployed, having no source of income, see Appendix 1). The lower income end of the distribution, those who report to have an income up to 50 000 ALL/per month (or 409 Euros per month), includes around 50% of the surveyed individuals. After this, 11.1% of respondents have an income above the average, while the share of those reporting to have an income at the higher end of the distribution (an income above 580 Euros per month) is only 3.1% of the sample. Women's income is statistically lower than men's income in the surveyed sample. Large differences in the distribution of income are also observed among urban/rural areas and according to sector of employment. (See Figure 4 and Appendices).

Figure 4: Sample distribution by income level (in %, N=1099)



II.3 Sample properties for the police survey

The public perception survey on State Police integrity and corruption will be compared with the police perception. Any difference between the self-perception of the police and the public perception needs to be analysed and understood. Sometimes such a gap can arise from a lack of communication. Sometimes it reflects a lack of involvement of stakeholders in strategic reforms. Whatever the reason is, it is important to strengthen engagement and communication between public and State Police in order to improve integrity and public trust.

The sample for the police survey was designed to meet statistical confidence, the probability of each police officer (whether high or low rank) being included in the sample was 2.3%; thus from a population of 10,958 police officers, 255 were included in the sample. Field identification was a random process, while the survey was completed through a face-to-face interview. The sample size and probability of selection ensure that the error in measurement is similar to the public survey, estimated to ±2.4%.

Male respondents in the police survey constituted 72% of the sample. Young police officers (18–24 years old) were only 6% of the sample; police officers aged 25–34 and 44–55 years old represent the bulk of the sample surveyed, together representing 60% of the sample. The remaining 17% of the sample are officers aged over 55 years old. (See Table 1).

Officers with university and post-university education made up 60% of the sample. 20% of the officers surveyed have less than 5 years' work experience, 43% of those surveyed have 5 to 20 years of work experience, and only 7% of officers have been working for more

than 30 years in the State Police. 66% of the surveyed officers are field officers, with the remaining 34% being office-based police. The sample distribution by structure or division is: Traffic Police (7%); criminal police (15%); public order and safety police (48%); border and migration police (19%); while the rest of the departments make up 11% of the sample. (See Table 1).

Table 1: Police Sample Characteristics

Category	Frequency (in no)	Frequency (in %)	Category	Frequency (in no)	Frequency (in %)
Gender			**Field/Office Officer**		
Male	182	72%	Yes	167	66%
Female	72	28%	No	85	34%
Age (years)			**Grades**		
18–24	15	6%	Inspector	153	60%
25–34	79	31%	Vice-Commissar	53	21%
35–44	44	17%	Commissar	14	5%
44–55	73	29%	Chief-Commissar	13	5%
Over 55	43	17%	Leader	2	1%
			Non-uniformed personnel	20	8%
Education			**Type of service**		
Secondary Education/ High School	100	39%	Criminal Police	38	15%
University Education	115	45%	Traffic Police	17	7%
Post-University Education	39	15%	Border and Migration Police	49	19%
Experience			Public Order and Safety Police	122	48%
Less than 5 years	51	20%	Support Services	13	5%
5–10 years	44	17%	Security Academy	1	0%
11–20 years	67	26%	Other (Civilian employee)	15	6%
21–30 years	74	29%			
Over 30 years	19	7%			

III. PUBLIC AND POLICE INFORMATION ON STATE POLICE INTEGRITY AND CORRUPTION

The information and the source of information are important in determining public perception. This part of the questionnaire tried to capture how the public and police's perception on integrity and corruption is received through different sources of information.

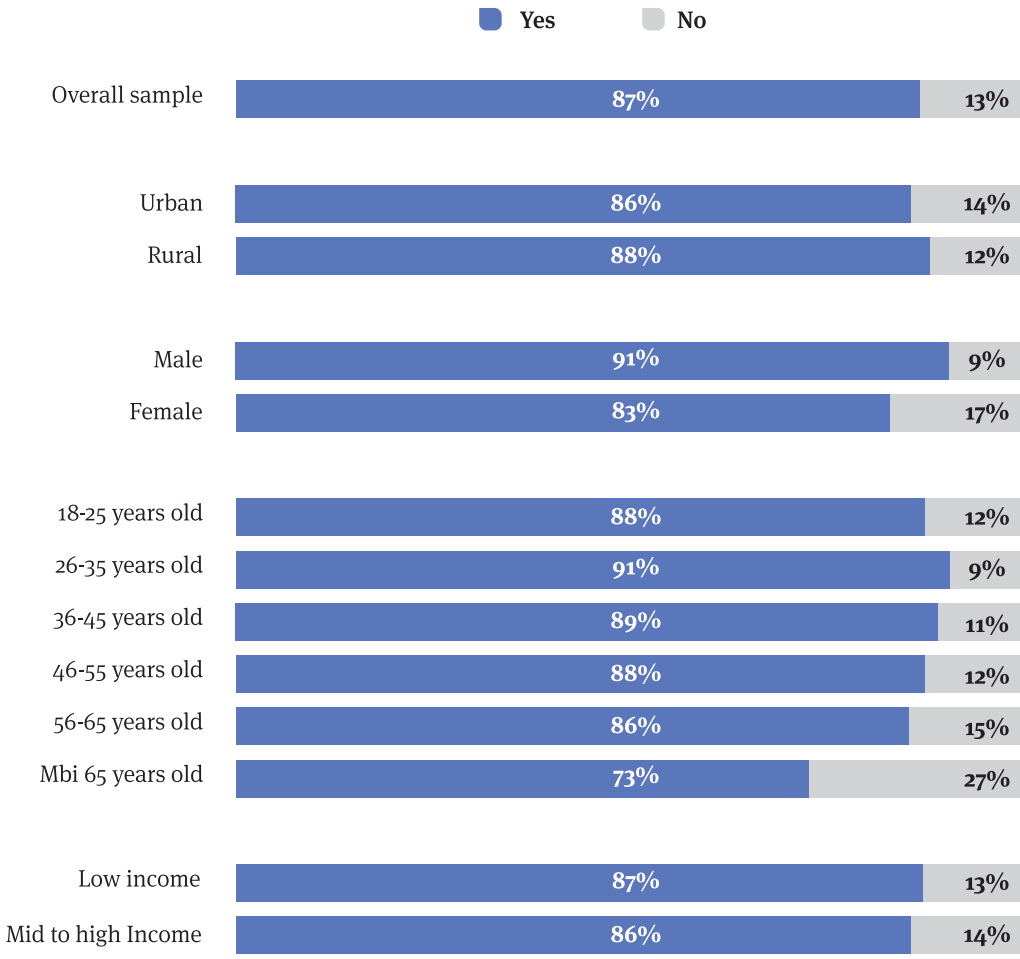
Main Highlights

- The public confirmed that it is very common to hear about State Police corruption. 86.7% of surveyed individuals confirmed to have heard about police corruption in the last 12 months.
- Even among police respondents the proportion of those having heard about police corruption is high; 72% of police officers in the survey confirmed they have heard about corruption.
- While the public thinks that such news is frequent and they hear it either 'very often' or 'often', police participants reported that such news is not frequent, but rather rare. The proportion of individuals reporting to have heard about police corruption 'always' or 'very often' is 53%.
- Only 13% of police respondents report that they have 'very often' or 'often' heard about police corruption in the last 12 months.
- Little has changed over time; the proportion of the public respondents that reported hearing about police corruption 'always/often/sometimes' is double that of State Police respondents. While the share of the public 'very often' and 'often' hearing about police corruption slightly increased between 2014 –2020, the share of police officers has shrunk by 3%.
- Both surveys confirm that the most common media source for information on police corruption is TV, with 73% of public and 53.5% of police officers have heard news/information on police corruption through TV broadcasts. Other important sources of information for the public are said to be friends/colleagues and social media, while for police officers it is online media (online portals) that distribute news/information on police corruption. The type of media reported as a source of information differs according to the demographics or characteristics of the respondents. Younger respondents for example show a stronger preference for social media as source of information.

III.1 Sources of information on police corruption

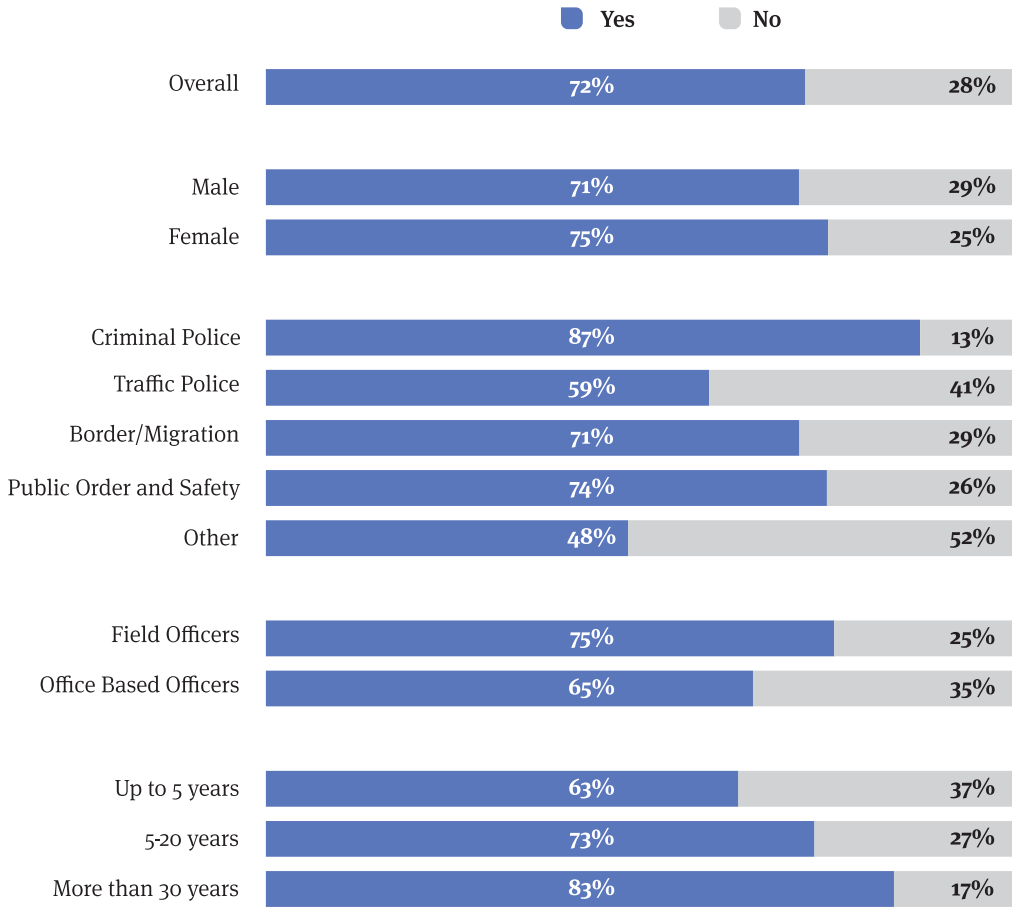
Public respondents confirmed that it is very common to hear news regarding State Police corruption. As many as 86.7% of surveyed individuals responded 'yes' when asked if they have heard news about State Police corruption in the last 12 months. This proportion is slightly lower among women and elderly people, while being equally frequent for urban/rural areas. (See Figure 5).

Figure 5: Proportion of public confirming to have heard about State Police corruption in the last 12 months (in %, N=1099)



Even among police respondents the proportion of those that heard news about police corruption was high, with 72% of respondents confirming this. This was higher among respondents from the criminal police (87%) compared to other divisions; field officers vs office-based police officers (75% compared to 65%); as well as police officers with more than 30 years of work experience (83%). (See Figure 6).

Figure 6: Proportion of police confirming they have heard about corruption during the last 12 months (in %, N=253)



The frequency of hearing about corruption as reported through the public survey supports the finding that most people have heard about corrupt practices in the State Police. The proportion of individuals reporting to 'always' or 'often' hear about corruption in the State Police is twice (53%) the proportion of individuals reporting they have heard about corruption 'rarely' or 'never' (21%). The proportion of individuals that 'always' or 'often'

heard about police corruption was higher among men, people living in urban areas, people 55–56 years old, the unemployed, or those employed in private sector, as well as individuals with mid and high income levels. (See Figure 7).

The frequency of hearing about corruption as reported in the police survey is comparatively low. Only 13% of police respondents reported that they have 'always' or 'often' heard news on police corruption in the last 12 months. Female police officers report hearing about corruption more often than male officers. Other sections of the police that reported to have 'often' or 'very often' heard news about corruption were officers with less than 5 years of work experience and those working in the criminal police. (See Figure 8).

Figure 7: Frequency of hearing about State Police corruption as reported by the public (in %, N=1099)

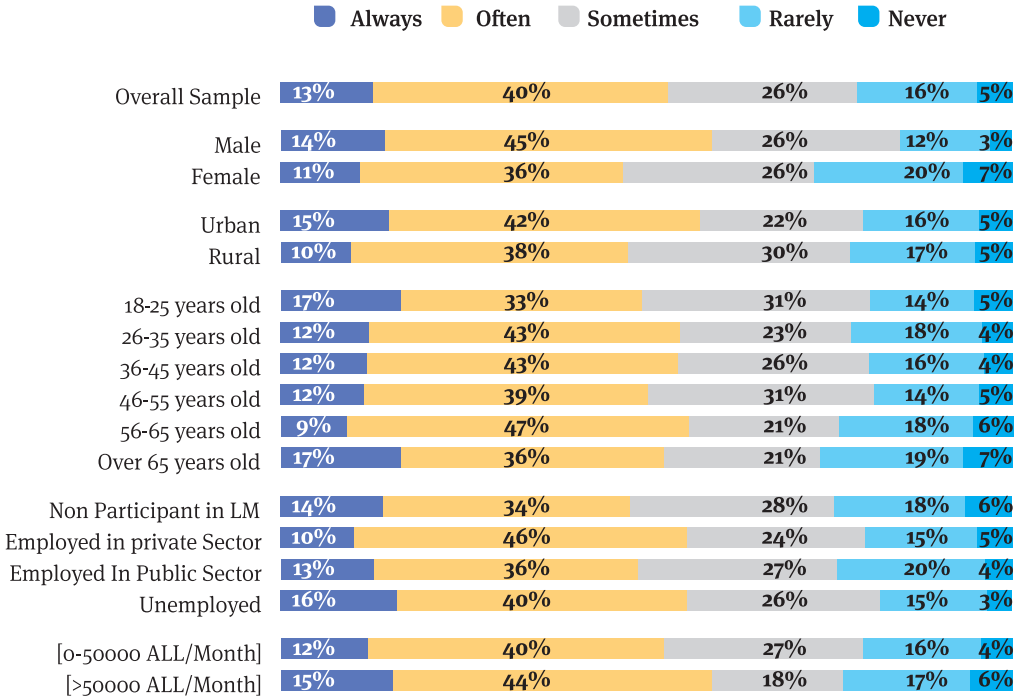
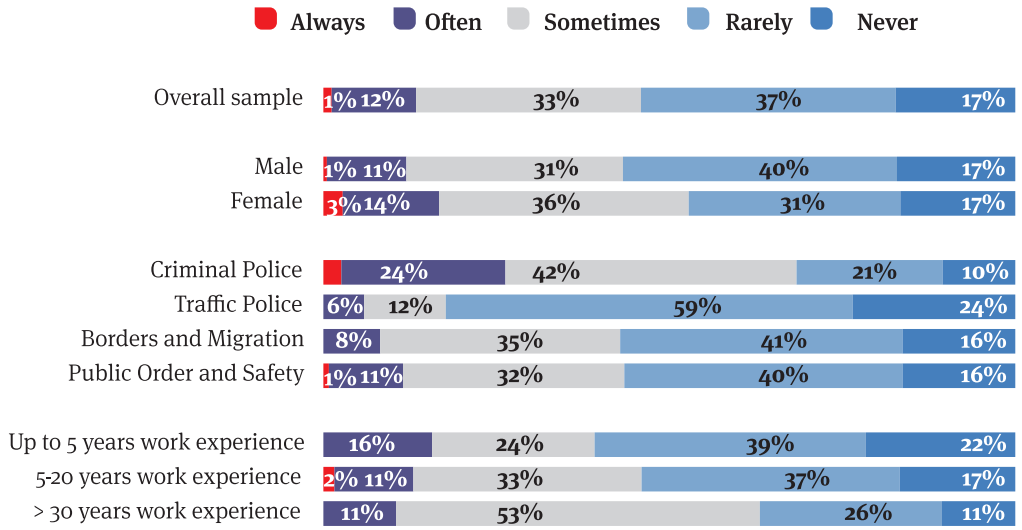
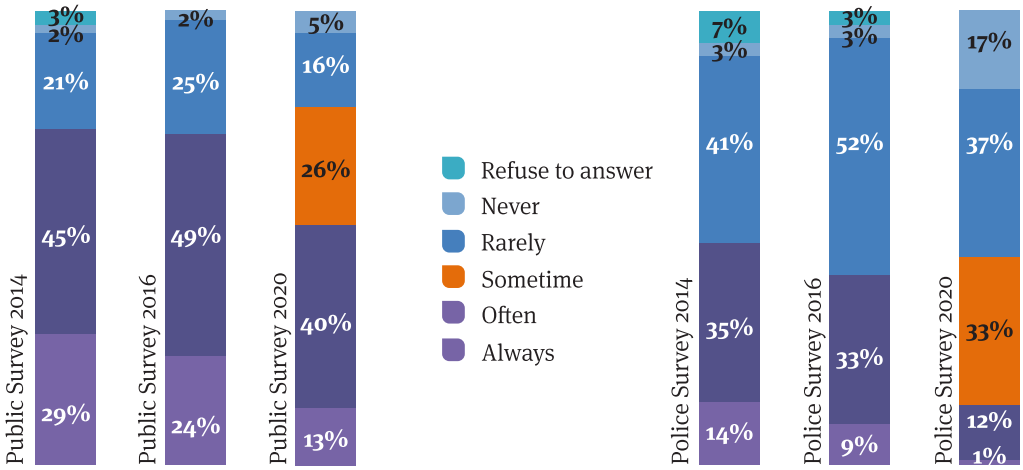


Figure 8: Frequency of hearing news/information about police corruption, as reported by police survey (in %, N=253)



The proportion of public respondents who reported hearing news or stories about police corruption always/often/sometimes has been double that of the State Police in all years surveyed. In 2020, the share of the population that always heard news/information about police corruption decreased by 16 percentage points (p.p.) when compared to 2014 and by 11 p.p. if compared to 2016 (from 29% in 2014 and 24% in 2016 to 13% in 2020). Meanwhile, the share of police officers that reported hearing always news/information on police corruption reduced in both rounds consecutively. This frequency reduced by 3 p.p. in 2016 compared with 2014, and 8 p.p in 2020 vs. 2016.(See Figure 9). While citizens and police officers have continued to hear news/information on police corruption, it is clear from the results that they reach the public less frequently. Moreover, the frequency of the public and police officers responding 'always' has declined for the second consecutive survey round.

Figure 9: Frequency of information received on police corruption, as reported by public and police surveys 2014–2020 (in %)

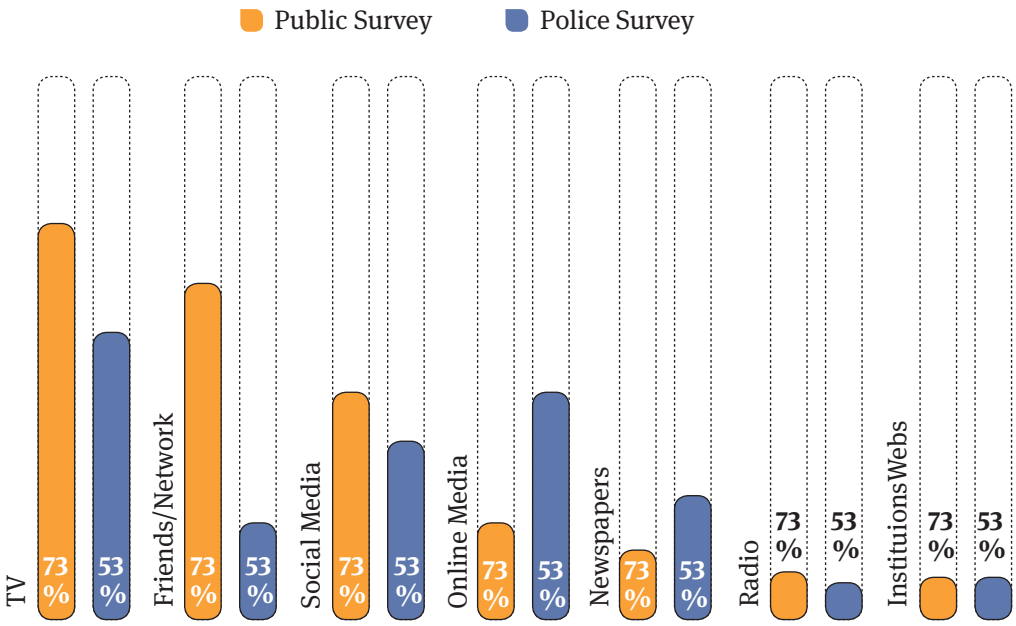


The public and police respondents reported on the main type of media used to receive news about police corruption during the last 12 months. The two most common channels of information for the public are TV and word of mouth. 73% of the public respondents reported that the information they received in the last 12 months on police corruption was received via TV, while 62% of the public said that such news/information was provided by their friends/colleagues.

The police survey shows that the two main sources of information on corruption for police themselves are TV, as reported by 53.3% of respondents, and online media (portals) as cited by 41.6% of the respondents.

Social media is referred to as a source of information in a similar fashion by both the public and police; 42% of public and 32.9% of surveyed police respondents referred to social media for information on police corruption. (See Figure 10).

Figure 10: Prevalence of media type through which public and police are informed about police corruption (in %, N=1091, N=255)



IV. SPREAD OF CORRUPTION BY LEVEL OF POLICE MANAGEMENT

Main Highlights

- 70% of the respondents from the public survey thought police corruption was either 'very widespread' or 'widespread', while only a minority of respondents (14%) saw police corruption as being confined to a few isolated incidents or not very widespread.
- Corruption is perceived by the public as systemic, spread among all structures and ranks of the State Police. 61% of public respondents report that corruption is widespread and very widespread among the high-ranking leadership of the "General Directorate of State Police"; 64% of respondents perceived corruption to be widespread and very widespread among high-ranking police employees at the Regional Directorate.
- The public ranks the Department against Narcotics and Trafficking as well as the Traffic Police as the structures with very widespread and widespread corruption. 64% of respondents reported that corruption is widespread or very widespread within the Department against Narcotics and Trafficking, and 66% of the public reported that corruption is mostly spread among the Traffic Police.
- The public ranks the General Patrol Police and the Department on Crime Investigation and Prevention, as the structures with the lower spread of corruption. The proportion of respondents that indicated corruption is not widespread or not at serious levels in the General Patrol Police was 65% and for the Department on Crime Investigation and Prevention, 63%.

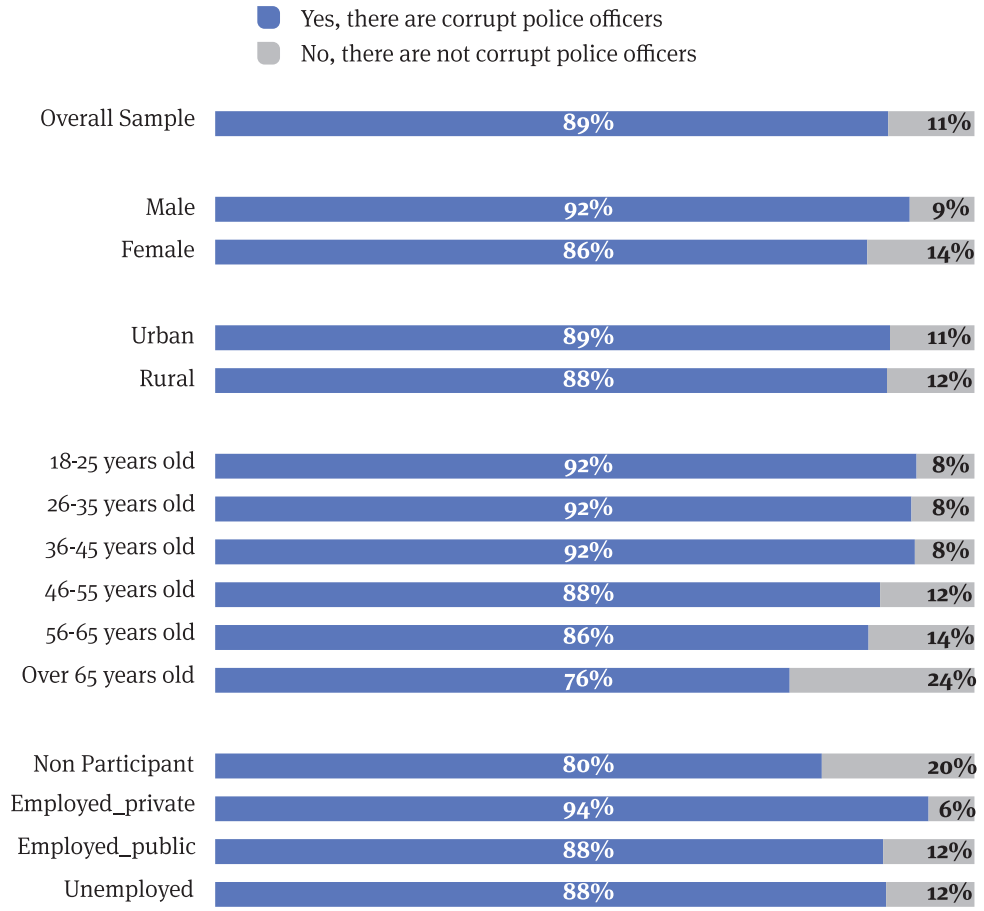
The perception of police respondents, however, on the severity and spread of corruption paints the opposite picture. Respondents from the police survey mostly (87%) saw corruption as being isolated cases, or, if it exists, it is not at any serious level, although some degree of corruption is perceived for the Traffic Police and the Border and Migration Police.

- Among the surveyed police officers there is a strong agreement with the statement "the majority of State Police officers are motivated to enforce the law". Corruption is perceived as being an individual behaviour and not a systemic issue where 66% of the police respondents agree with the statement that the State Police is not corrupt but rather individuals are.

IV.1 Public and police perception of the spread of corruption

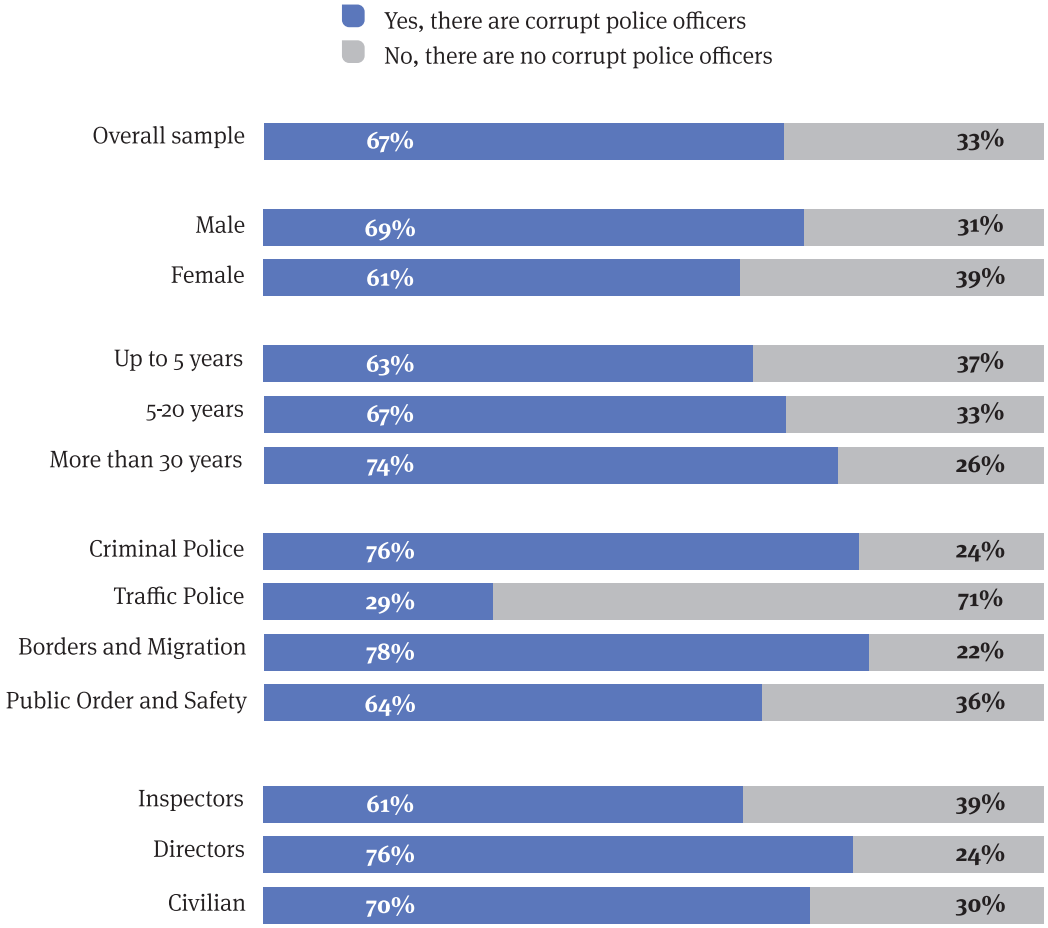
The proportion of the public that agree that "there are corrupt police officers in the State Police" is high at 89% (N=1091). This perception is highest among males, younger age groups, and those employed in the private sector. Among individuals working in the public sector, the proportion of those agreeing with the same statement is similar at 88%. (See Figure 11).

Figure 11: Public perception on the question "Are there are corrupt individuals in the State Police?" (in %, N=1091)



The survey among the police officers showed that the perception of corruption is moderate. Overall, 67% of the respondents agreed that there are corrupt individuals in the State Police. This confirmation is much weaker than the general public, at 22 percent points lower. Male respondents more often perceived corruption than women. The older the police officers in the survey, the more often they tended to think there are corrupt officers. Indeed, officers with no more than 5 years of work experience confirmed corruption less often than those with more experience. Across departments, those from the Criminal Police and Border and Migration Police most often confirmed that there are corrupt police officers in the police structures (respectively 76% and 78%). However, the Traffic Police had the lowest proportion of officers agreeing that there are corrupt officers in the State Police, at only 29%. (See Figure 12).

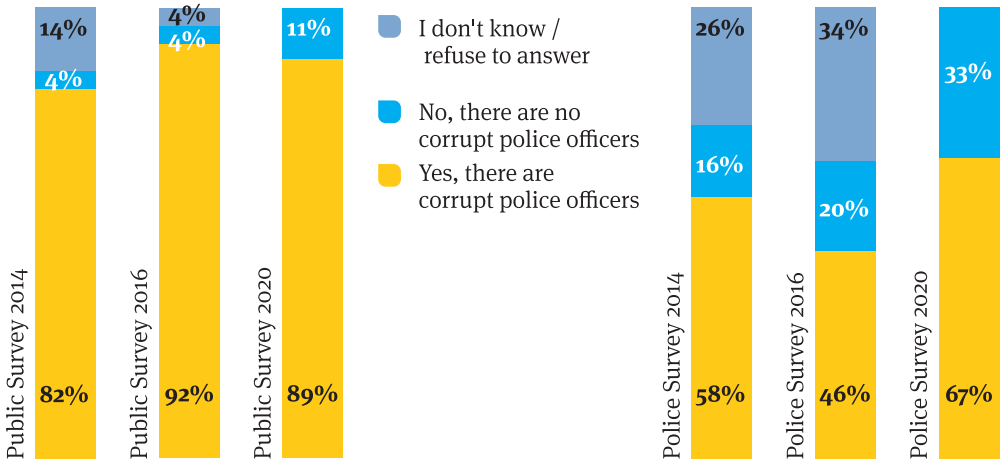
Figure 12: Police respondents reporting that there are corrupt officers in the State Police (in %, N=253)



The perception of corruption among the public and police representatives has changed over the observed timeframe, so between 2016 and 2020, among the public there has been a decline of 3 percent points on the prevalence of those answering 'yes' to "are there corrupt police officers?". However, the perception has increased among police representatives. The share of the police respondents confirming corruption has increased by 20 p.p. in 2020 when compared to 2016.

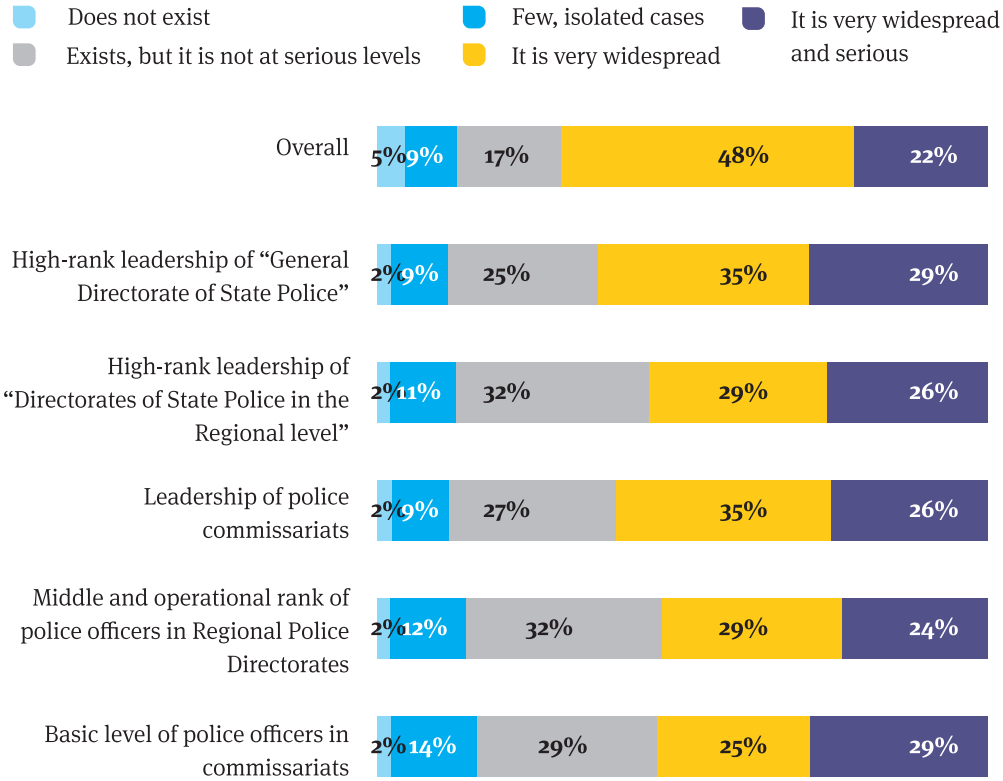
It is important to note that this increment is also affected by the methodology used. In 2020, the respondents had no option to refuse to answer, while in 2016 they had the option not to answer, an option taken by 34% of the respondents. (See Figure 13).

Figure 13: Proportion of respondents responding to the question: "Are there corrupt individuals in the State Police? (2014–2020, in %)



The public was asked to indicate on a scale their perception of corruption so that a better understanding of the situation can be drawn by cross-comparing this with the plain reporting on a yes or no question. 70% of the respondents from the public survey reported that they perceive police corruption to be very widespread or very widespread and serious, only a minority of respondents (14%), perceive police corruption to be either a few isolated cases or non-existent. Overall, 17% of respondents selected a neutral answer indicating that there is corruption, but it is not seriously widespread. (See Figure 14).

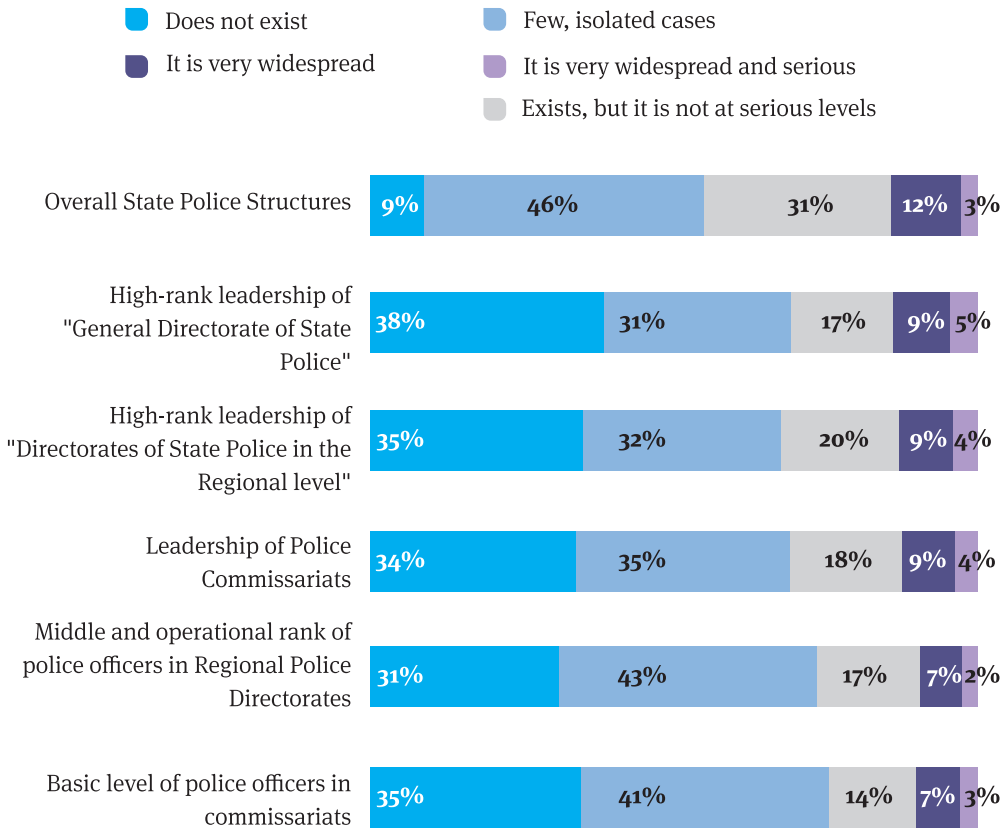
Figure 14: Public perception of degree of police corruption overall and by different ranks (in %, N=1091)



Efforts were made to understand if corruption is perceived as a systemic problem or is a phenomenon within specific structures within the State Police. As such, the public was asked to identify how they perceived corruption in different ranks within the State Police structure. It appears that there is little variation in the perception of corruption by rank in the State Police, confirming that corruption is seen to be systemic. Corruption is particularly reported as being 'very widespread'/'very widespread and serious' among high-rank officers of the General Police Directorate, with 64% of respondents of the public survey. 56% of the respondents also reported 'very widespread' and 'very widespread and serious' corruption among high-rank officers at the Regional Police Directorates. The share of those reporting 'very widespread'/'very widespread and serious' among mid-rank officers at commissariats or the basic-level police officers at the commissariats lowers by almost 10 p.p., compared to the reported prevalence among the high-rank officers. The proportion of the public reporting that corruption among the leadership of commissariats is 'very widespread'/'very widespread and serious' was 61%. This also appeared to be most perceived at the regional level; compared to the 17% that said corruption exists but is not seriously widespread in the overall police structure, this jumped to 32% among high-rank leadership and mid-level police officers of regional directorate according to the public.

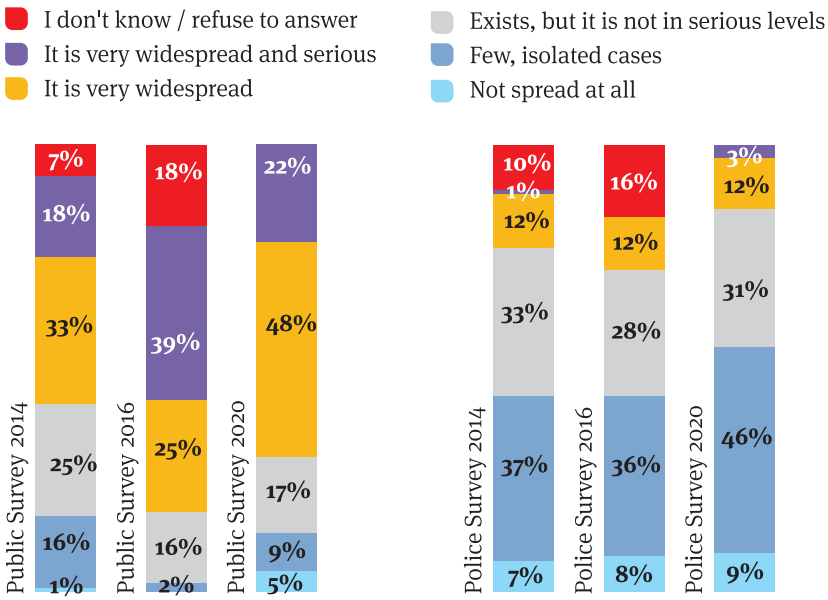
The perception within the State Police, however, on the severity and spread of corruption within the organisation once again provides an opposite picture. Most police respondents reported corruption as a phenomenon that exists, but not at serious level (31% of respondents), or as confined to a few isolated cases (46%). However, only 9% of police respondents reported that corruption does not exist. The perception that it does not exist was much higher when broken down by rank and structure but was almost uniformly distributed by different levels of rank. A slightly higher level of corruption is perceived among high-rank officers if compared to the middle and lower ranking officers working in commissariats. (See Figure 15).

Figure 15: Police survey perceived corruption by different ranks (in %, N=253)



The perception of the spread and severity of police corruption has shown little change over time. The general public has continuously reported that corruption is very widespread, whereas the police believes that corruption is not so widespread or, if it exists, is confined to isolated cases. The share of the respondents among the public that believe corruption is very widespread and serious/very widespread has increased from 51% in 2014, to 68% in 2016, and 70% in 2020, with a total increase of 36% between 2020 and 2014. On the other hand, the proportion of the police respondents reporting that corruption is not widespread or if it exists is not serious has increased by 10.9 percent points or improved by 24% in 2020 compared to 2014. (See Figure 16).

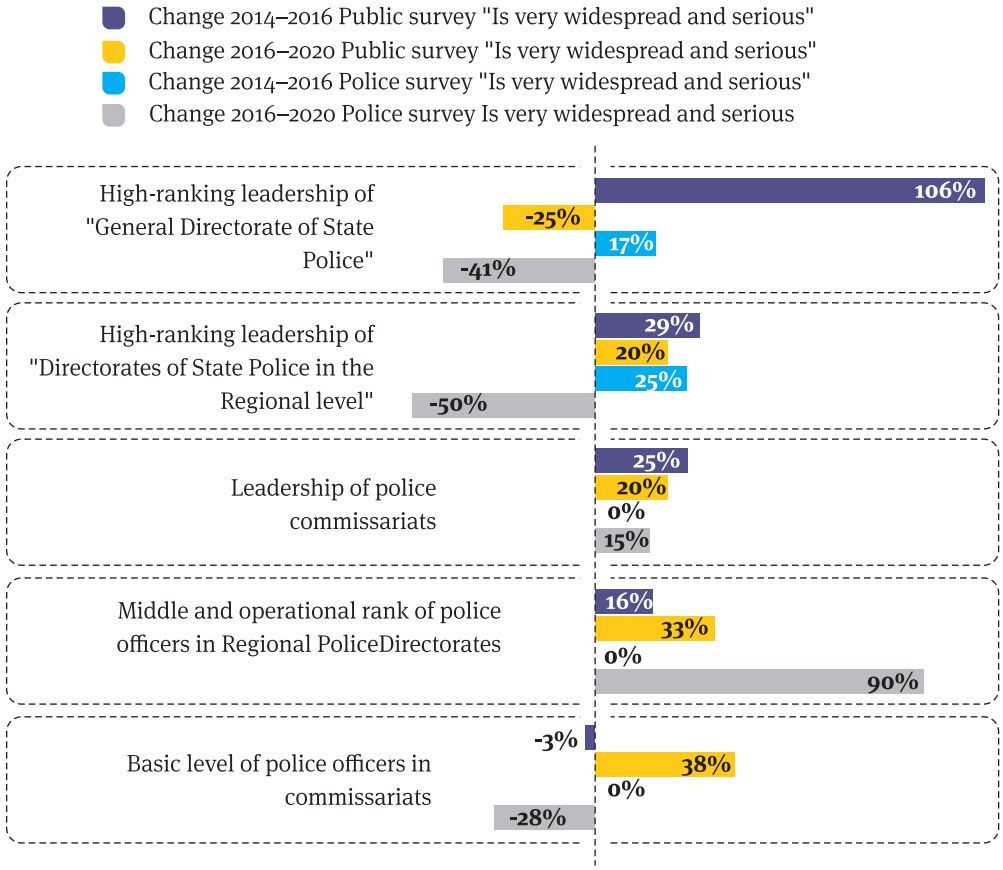
Figure 16: Perceived police corruption as reported by the public and police surveys 2014–2020



The proportion of the public that reported corruption among the high-ranking leadership of the General Directorate of State Police increased in 2016 compared with 2014, but decreased in 2020. The proportion of police officers reporting that corruption among the senior members of the General Directorate of State Police is widespread and serious also increased in 2016 and decreased again in 2020. The proportion of public respondents reporting that corruption is very widespread and serious among the higher ranks of the regional State Police directorates, the leadership of police commissariats, as well as the middle and operational ranks of police officers in the regional police directorate increased consecutively in 2016 and 2020. While corruption among the basic level of police officers in commissariats is still perceived as less widespread, the proportion of the public reporting corruption is very widespread and serious increased by 38% in 2020 compared with 2016.

The proportion of police survey respondents that reported that corruption is very widespread and serious among the high-ranking members of the General Directorate of State Police, the directorates of State Police at the regional level, and basic level of police officers in commissariats increased in 2016 from 2014 and decreased in 2020 compared with 2016. A greater number of police officers reported in 2020 that corruption among the leadership of the police commissariats and middle and operational ranks of regional police officers is very widespread and serious. (See Figure 17 and Appendix 2).

Figure 17: Change in the proportion of respondents saying corruption as 'very widespread' and 'serious' by rank, 2014–2020 (in %)

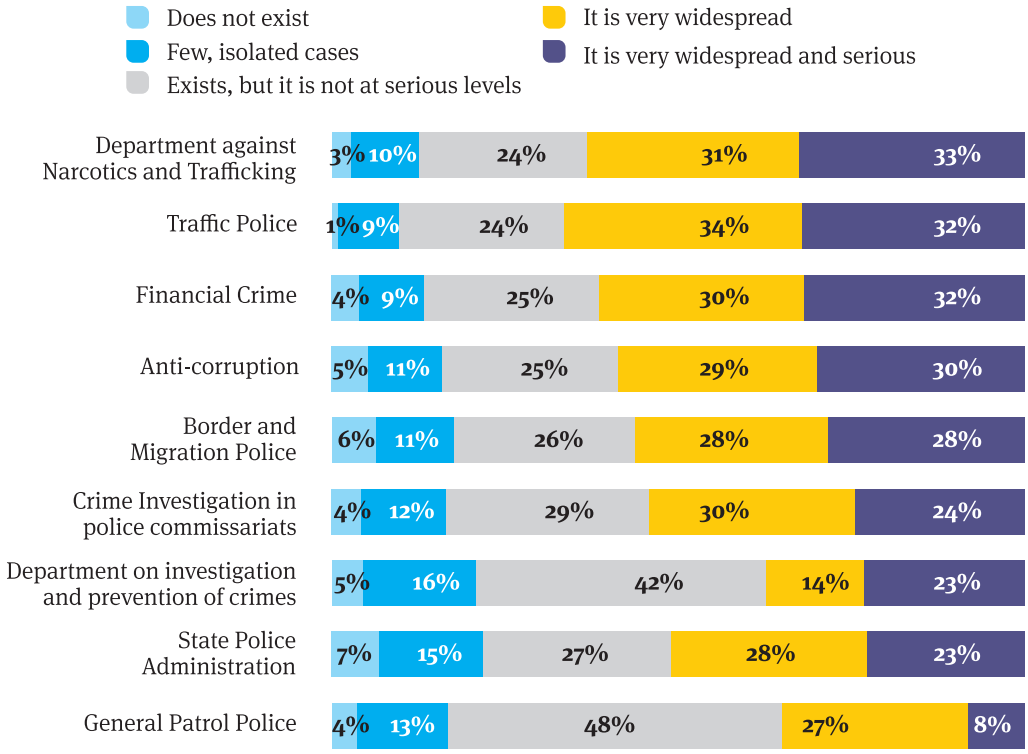


The public was also asked to report on how they perceived the spread of corruption among different structures and departments of the State Police. The proportion of the public reporting that corruption is 'very widespread' or 'very widespread and serious' was the highest in the Department against Narcotics and Trafficking, the Traffic Police, and Financial Crime, with 64%, 66% and 62% respectively.[12] Among all the departments of the State Police, the General Patrol Police and the Department on Crime Investigation and Prevention were reported as having the lowest spread of corruption. The proportion of respondents that indicated the corruption in the General Patrol Police is non-existent or minimal was 65%, and for the for the Crime Investigation and Prevention department,

12 This represents the sum of responses indicating 'very widespread' and 'very widespread and serious'.

63%. Regarding the other structures of the State Police, the perceptions of the public were split evenly, with roughly the same number stating that corruption is very widespread or very widespread and serious as those who felt that corruption is not widespread or widespread, but not at serious levels. A total of 59% of public respondents said corruption in the anti-corruption department is either very widespread/very widespread and serious; while 56% of respondents rated the Border and Migration Police at this level, and 51% for the State Police administration. For the crime investigation in police commissariats, 54% of the public answer felt corruption is very widespread/very widespread and serious. (See Figure 18).

Figure 18: Public survey degree of corruption by different structures of the State Police (in %, N=1091)

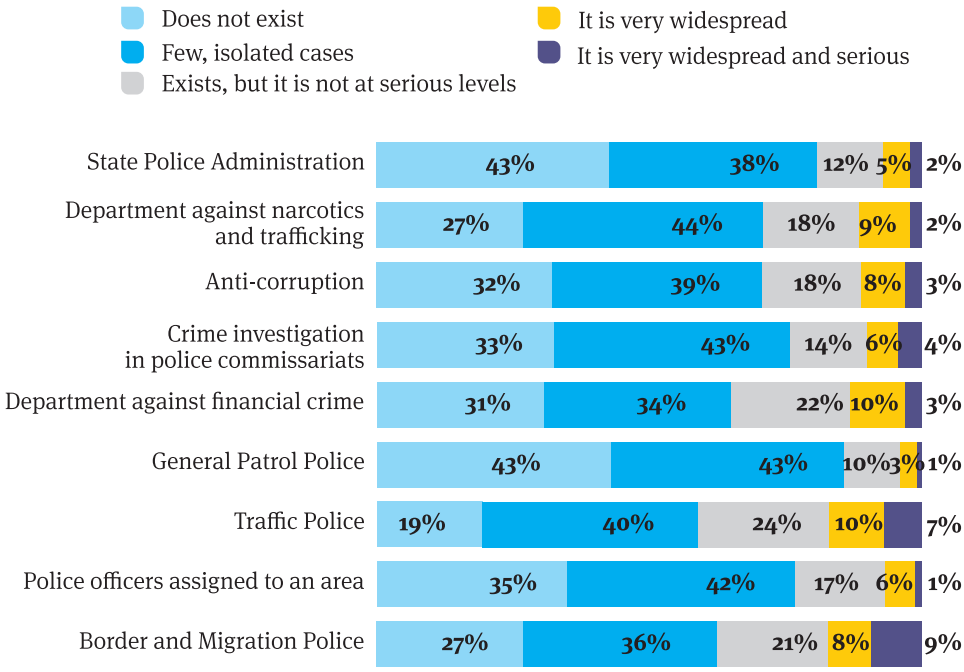


Police survey respondents also reported their perceptions of how serious and widespread corruption is among different structures within the State Police. The police officers surveyed generally perceive corruption among the structures of the State Police as either not existent or existent but only in a few isolated cases. The proportion of the police officers reporting that corruption does not exist or only in isolated cases ranges from 86% reported for the General Patrol Police, to 81% for the State Police administration, 76% for crime investigation at commissariats, to a minimum of 59% for the Traffic Police.

Some degree of corruption is perceived for the Traffic Police and the Border and Migration Police. The share of respondents who felt corruption to be considerably widespread and widespread in the Traffic Police was 17%. A very moderate level of corruption is reported for the Anti-corruption Department, the Department against Narcotics and Trafficking, as well as the Financial Crime department. Meanwhile, the proportion of respondents who saw corruption as a phenomenon that exists but not at a serious level was 18% for both the Anti-corruption Department and the Department against Narcotics and Trafficking, and 22% for the Department against Financial Crime.

The least corrupt structures are reported to be the General Patrol Police, the crime investigation at commissariats followed by the State Police administration (12%). (See Figure 19).

Figure 19: Police perception of the spread of corruption by different structures in the State Police (in%, N=253)



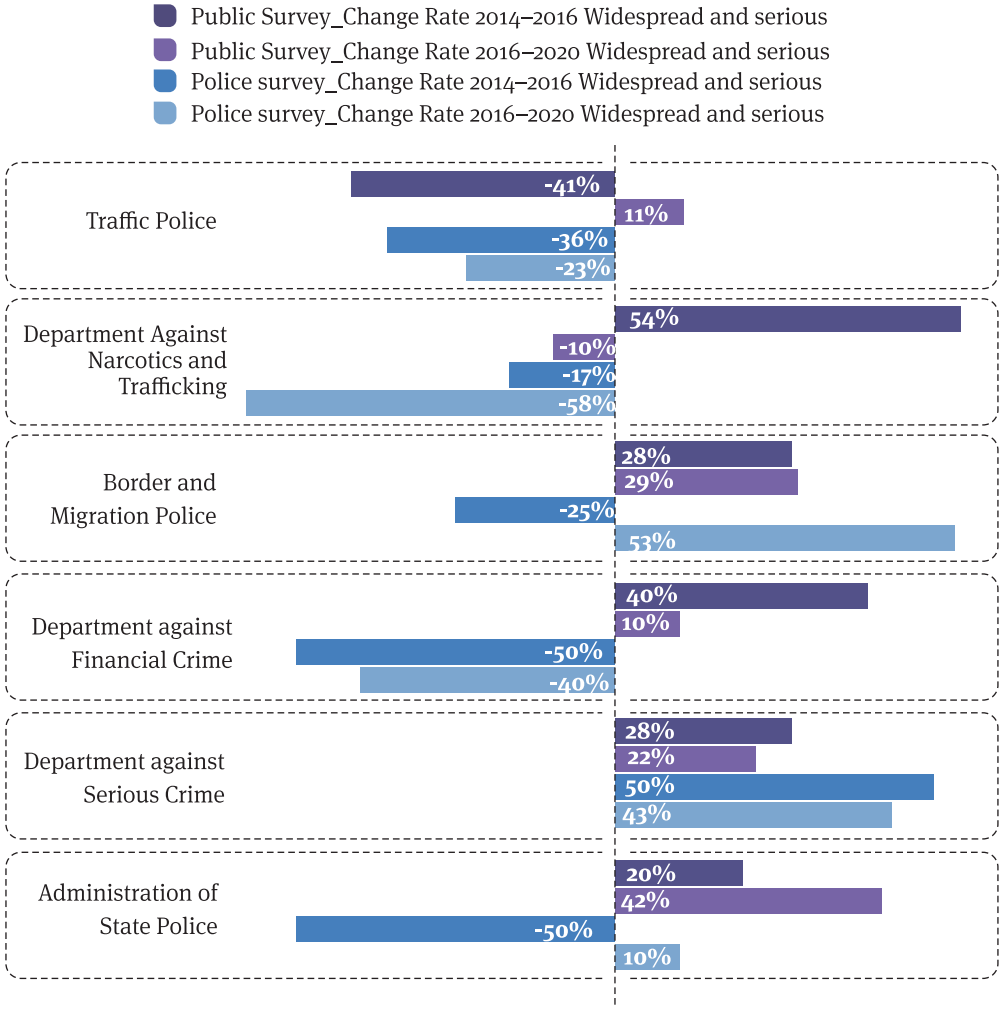
The perceived corruption by State Police structure has changed from 2014–2020. The public perception that corruption is widespread has become stronger over time. For the Traffic Police, the proportion of public that saw corruption as widespread decreased by 41% in 2016 from that in 2014, while this increased by 11% in 2016–2020. The police survey results show that the perception of widespread of corruption in the Traffic Police declined by 36% in 2016 compared to 2014, and again by 23% in 2016–2020.

The proportion of the public that sees corruption as widespread among the State Police administration has risen across the period with an increase of 20% in 2016 compared to

2014 and 42% in 2020 compared to 2016. The public perception of widespread corruption for the Anti-Narcotics department increased by 54% in 2016 compared to 2014, but decreased by 11% in 2020 compared to 2016. The perception of police officers, on the other hand, of widespread of corruption in the Anti-Narcotics department has significantly lessened, as the proportion of those conforming widespread corruption reduced by 17% in 2016 compared to 2014 and by 58% in 2020 compared to 2016.

The public and police both saw increasing proportions of their respondents who see corruption as widespread among the Border and Migration Police and Department against Serious Crime in the period 2016–2020. This increase is steeper for the police than for the public, with 53% in the police survey compared to 29% of the public regarding the Border and Migration Police, and 43% of police compared to 22% among the public for the Serious Crime department. (See Figure 20).

Figure 20: Change in proportion of public and police perceptions of corruption as widespread by structures of the State Police, 2014–2020 (in %)



A set of defined statements on corruption were included in the survey to compare against the answers given to the open questions on corruption. In contrast to the open questions, when responding to statements the proportion of the individuals perceiving corruption in the State Police has decreased. Only 22.3% of the surveyed individuals disagree or strongly disagree with the statement: "There are many uncorrupt police officers within the State Police", which would indicate a perception of corruption among police officers. Another, 30% of the respondents were reluctant to respond by opting to neither agree nor disagree with the statement. A proportion of 48.8% of respondents agreed with the statement.

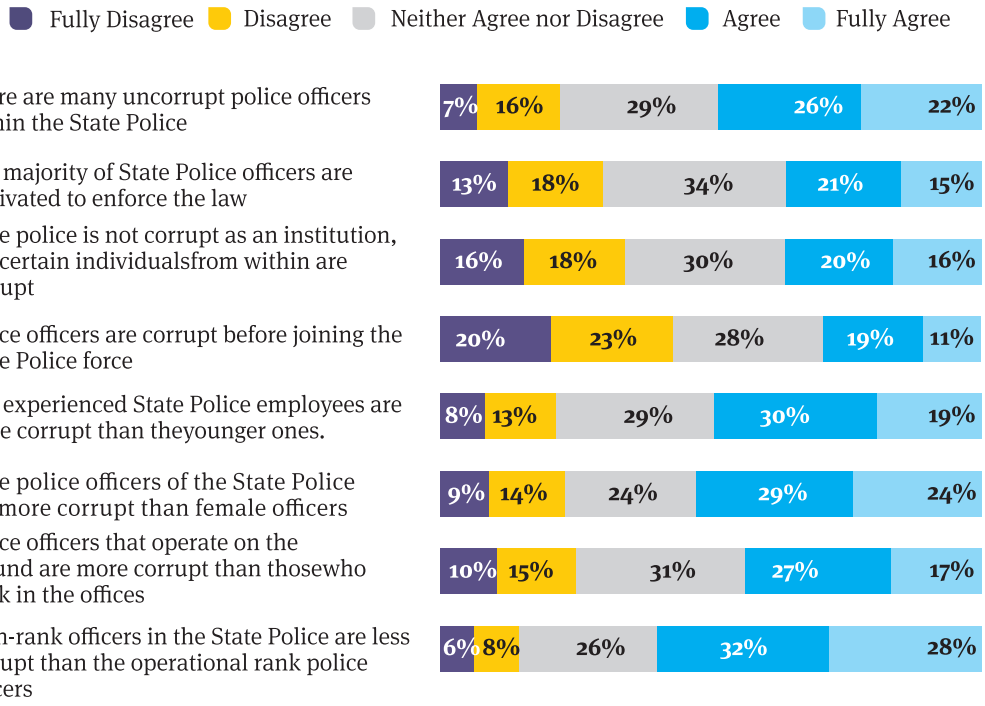
A similar pattern of answers applies to the statement: "Police officers have strong motivation to enforce the law"; 36% of the public agreed with the statement and 30.2% disagreed and strongly disagreed with the statement. The proportion of those reluctant to answer is still significant, with 34% of the respondents.

The position of the public is unclear with respect to the statement that corruption in the State Police is not systemic, but rather the behaviour of individual police officers. The proportion of those that agree, disagree, or are reluctant to answer is almost even. 36% of the respondents think that corruption is mainly an individual behaviour, while 34.1% feel that corruption is systemic and not an individual behaviour.

Respondents of the public survey who disagree/strongly disagree with the statement that: "Police officers are corrupt before joining the State Police force", made up 43.1% of the total answers. However, 29.4% of the respondents agree or strongly agree that police officers have been corrupted before joining the State Police.

The public was also asked to rate various statements concerning police corruption depending on years of experience of employees within State Police; police officers gender; rank of the police officers and office versus field service. The distribution of answers shows that the public considers almost equally the prevalence of corruption (or non-corruption) among male versus female police officers; field versus office officers and high rank versus low rank officers. (See Figure 21).

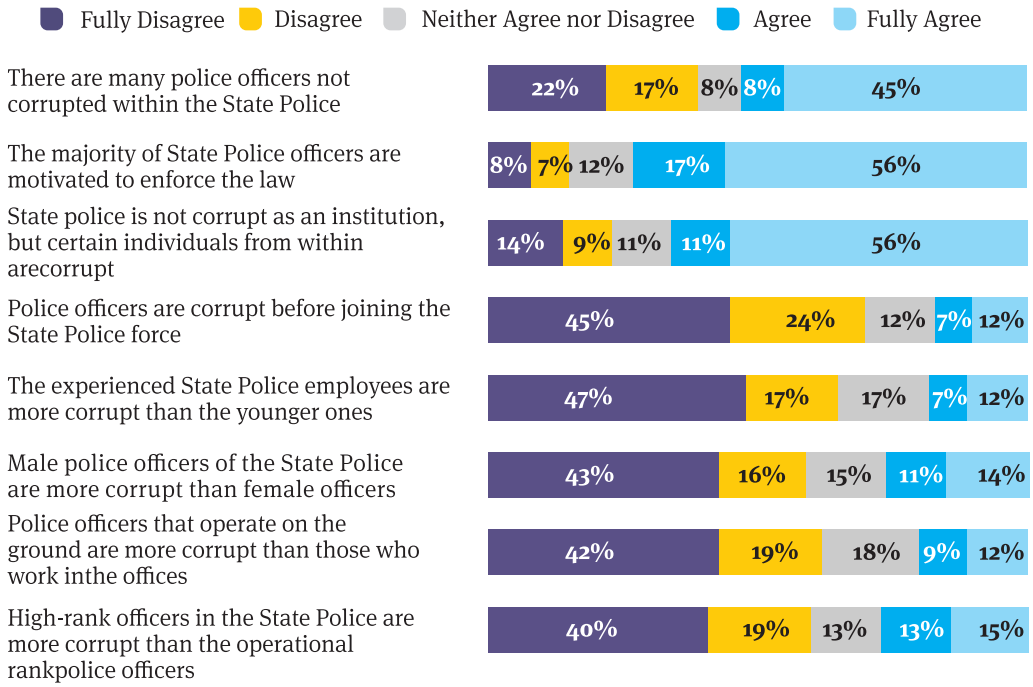
Figure 21: Public agreement or disagreement with statements describing corruption in the State Police (in %, N=1091)



Among the surveyed police officers, 73% strongly agree or agree with the statement that: "The majority of State Police officers are motivated to enforce the law". Corruption is generally perceived as being an individual behaviour and not systemic; 66% of the police respondents agree with the statement that: "the State Police is not corrupt, but rather individuals are". 53% of the surveyed police officers agree with the statement that "There are many police officers not corrupt within the State Police". Additionally, 69% of police respondents fully disagree or disagree with the statement that: "Police officers are corrupt before joining the State Police force".

The police survey contrasts with the public perception in respect to its demographic profiling of corruption; identifying female, young, office-based and low-rank police officers, as more exposed to corruption. The proportion of the police officers that fully disagreed and disagreed with the statement that male officers are more corrupt than female officers was 59%. Those that fully disagreed and disagreed with field officers being more corrupt than office-based officers were 61% of the sample, while 65% of the respondents disagreed with the statement that experienced police officers are more corrupt than younger officers.

Figure 22: Police agreement and disagreement with statements describing corruption in the State Police (in %, N=253)

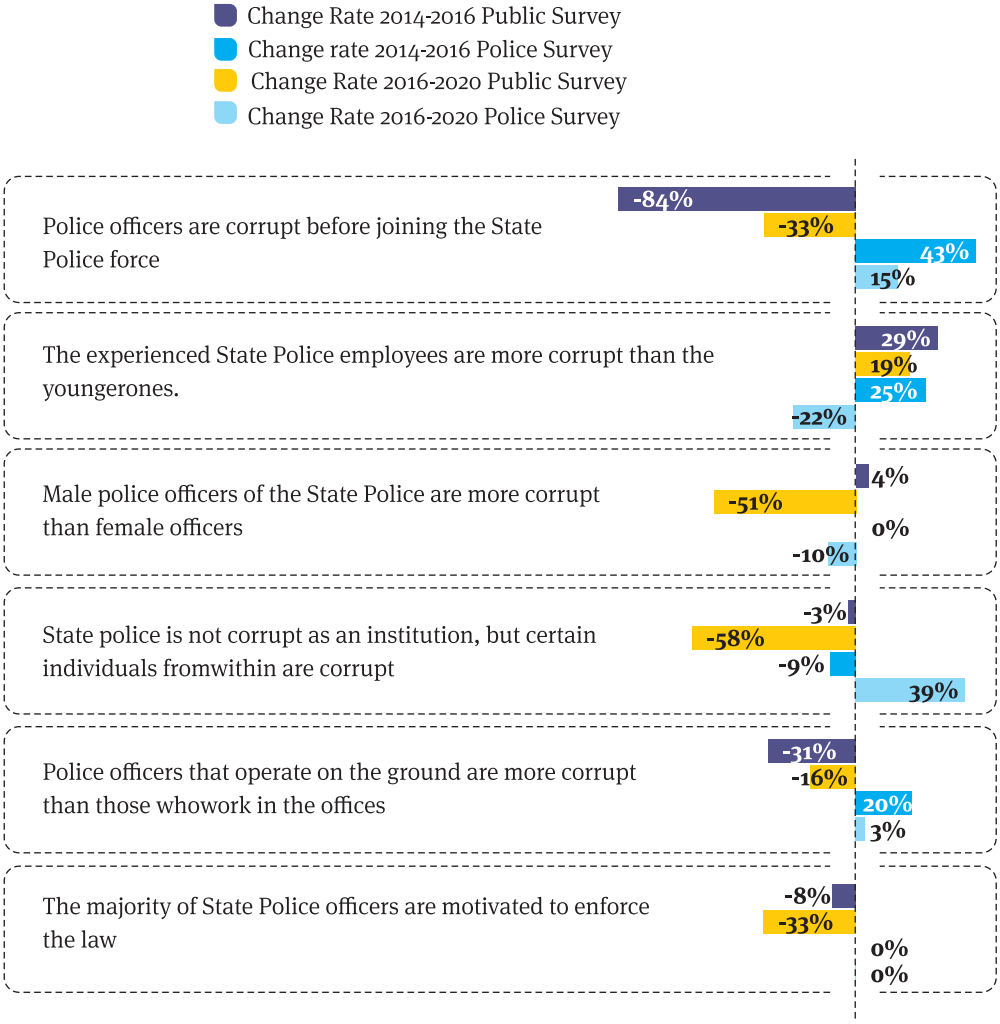


The public's agreement with the statement that "Police officers are corrupt before joining the State Police" has decreased over time, by 84% in 2016 compared to 2014, and 33% in 2020 compared to 2016. This indicates that the public feels that corruption develops within the organisation. The opposite is true for the police respondents, as their agreement with the statement that: "Police officers are corrupt before joining the State Police" has increased over time.

Public agreement with the statement that police corruption is an individual behaviour and not systemic also decreases in 2016 compared to 2014 and 2020 compared to 2016. Nevertheless, there has been a steep decline in the share of the public respondents that agree with this statement in 2020 – dropping by 58% since 2016, compared to a 3% drop from 2014 to 2016. The police respondents' agreement with the statement: "State Police is not corrupt, but certain individuals are" has increased by 39% in 2020 compared to 2016.

When turning to demographic profiles, the public and police agreement on males being more corrupt than female officers has decreased over time, for the public by 51% and for the police by 10% (in 2020 compared to 2016). Public agreement with the statement that field officers are more corrupt than the office-based officers has decreased for the two consecutive periods (2016 and 2020), by contrast, police agreement increased in 2016 compared to 2014 and 2020 compared to 2016 by 20% and 3% respectively.

Figure 23: Change in the proportion of public and police respondents' agreement with statements on corruption 2014–2020 (in %)



Public agreement on the statement: "The majority of State Police officers are motivated to enforce the law" has decreased significantly in 2020 compared to 2016, and one in three respondents now disagree with the statement. Police respondent's agreement with the statement has not changed over time. (See Figure 23).

V. CORRUPTION AS EXPERIENCED BY THE PUBLIC AND POLICE

Main Highlights

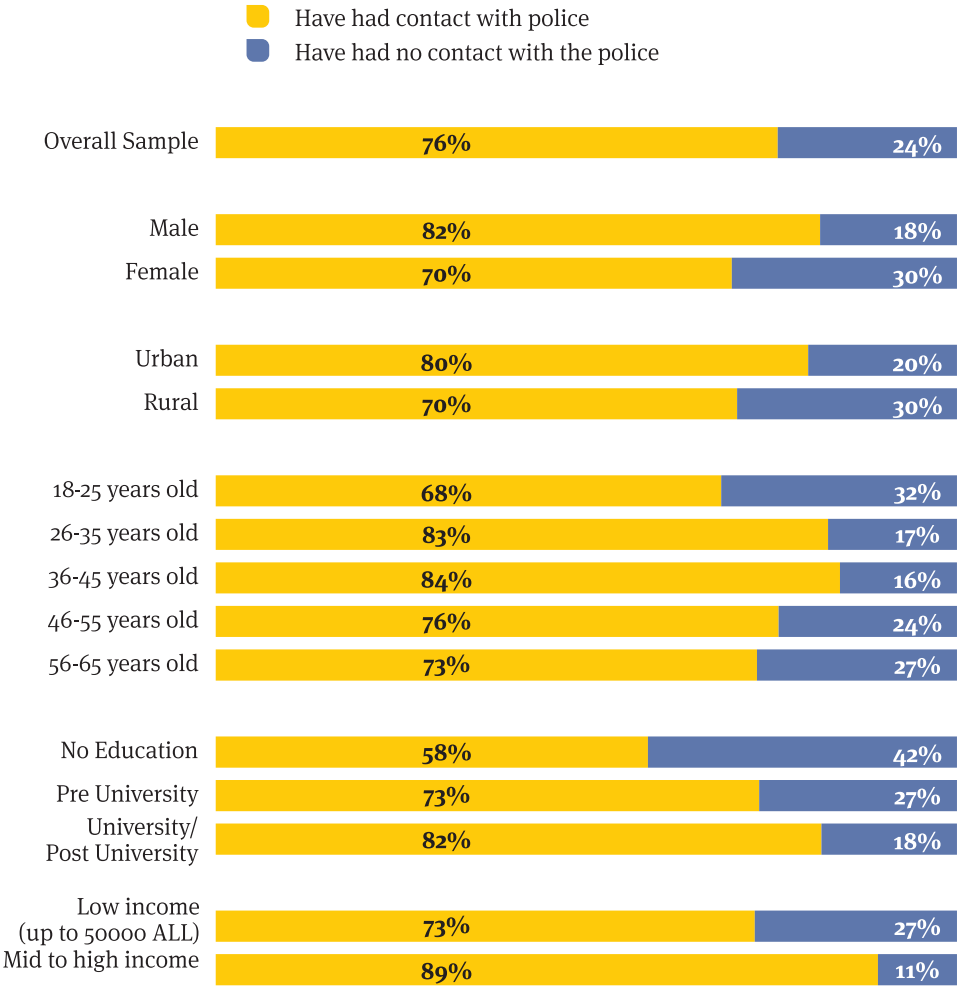
- Perception of corruption is often based on experience. One in three citizens that reported to have interacted with the police declared that either he/she offered a bribe or were asked for a bribe. 27% of the respondents who declared they had interacted with a police officer in the last 12 months, reported having offered a bribe to the police, while 34% of public respondents said that they have been asked to pay a bribe.
- In terms of department, the highest share of the respondents confirming they offered a bribe to police officers referred to the Financial Crime department. One in two citizens report offering a bribe to police officers from this department.
- The Border and Migration Police as well as the Traffic Police also score highly in terms of bribery. Roughly one in three respondents having contact with these structures were asked for a bribe.
- A moderate level of corruption is reported in police structures such as the community police officers, the State Police administration and the Department of Crime Prevention and Investigation. Among the structures of the State Police with a lower prevalence of bribery are the General Patrol Police and Service for Internal Affairs and Complaints (SIAC).
- One in two citizens in contact with the State Police responded that they know where to report corruption. However, 42% of those who have been faced with corrupt practices did not know where to report it.
- Only 6% of the interviewed individuals responded that they have reported an act of corruption from a police officer. Lack of information on where to report corruption or the idea that reporting corruption is time-consuming have also been reasons for holding back from reporting corruption.
- 5% of the public, did not report corruption as they would feel threatened if they reported police corruption.
- The public survey indicates that important tools to support the reporting of corruption are the State Police app (the Digital Commissariat), used by 28% of the respondents, and the green number of SIAC, used by 13% of the respondents. 46% of corruption reporting has followed formal procedure through Prosecution Office or Police Commissariat.

V.1 Corruption as experienced by the general public

This part of the survey aims to disentangle corruption as experienced and engaged with by the public. It is a sensitive question and people are usually reluctant to answer, however combining perception with actual experience, we are able to provide a better assessment of reality of integrity and corruption in the State Police. Consequently, respondents from the public survey were asked to identify if, in the last 12 months, they had interacted with the police and any of the departments or services provided.

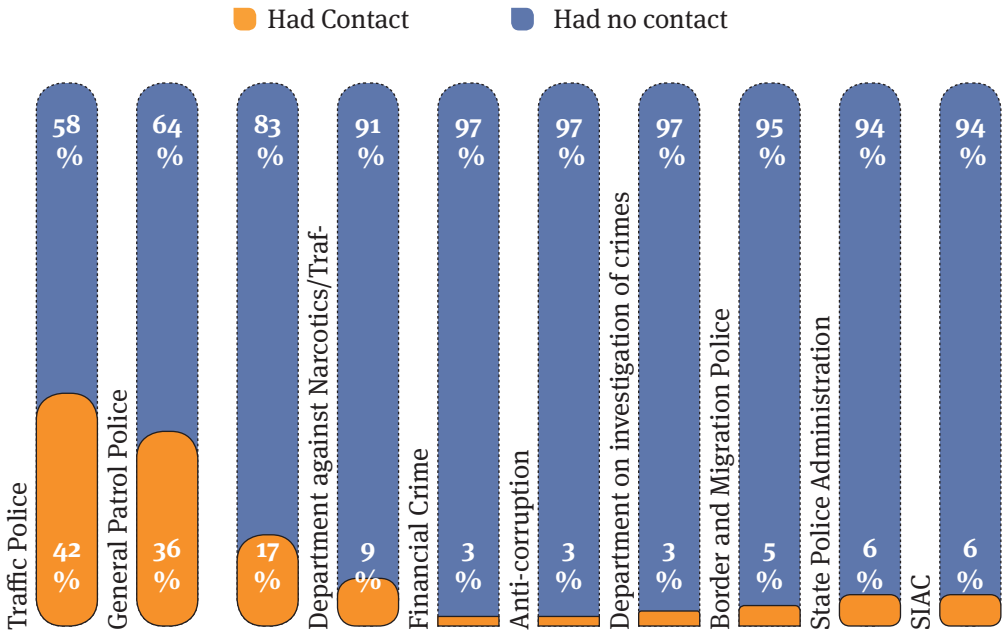
Overall, 76% of the respondents declared they had contact with the police in the last 12 months. Male respondents more often reported contact with the police (82% compared to 70% of females). Respondents in urban areas also had a higher propensity to interact with the State Police (80% compared to 70% of people in rural areas|). 68% of the respondents of the age group 18–25 years old said they had interaction with the police in the last year. The age groups with the highest proportion having had contact with the State Police are 26–35, and 36–45 years old. Employed individuals that had interacted with the police in the last 12 months is higher than those unemployed, particularly those employed in the public sector with 86% declaring they had some contact with police in the last 12 months. Highly educated individuals and those with mid to high incomes have also a high frequency of interaction with the State Police. (See Figure 24).

Figure 24: Proportion of respondents declaring they had contact with police in the last 12 months (in %, N=1091)



The structure of the State Police that the public had most contact with was the Traffic Police, with 43% of respondents reporting this. Other departments of the State Police with a high level contact with the public in the last 12 months were the General Patrol Police (36% of respondents) and the community police officers (17%). Moreover, the public reported having had moderate interaction with the Department against Narcotics and Trafficking, the Border and Migration Police, State Police administration and SIAC. The police divisions that had the lowest contact with the public were the Financial Crime department, the Criminal Investigation department, and the Anti-corruption department; only 3% of respondents reported to having had contact with those structures in the last 12 months. (See Figure 25).

Figure 25: Proportion of public that declared they had contact with police officers in the last 12 months, by different structures (in %, N=1097)



The public respondents were also asked to report if during the contact they had with the police in the last 12 months, they attempted to bribe a police officer or were explicitly asked to pay a bribe, gift or any favour. The overall proportion of individuals saying they have offered a bribe or been asked for a bribe is therefore estimated using the number of respondents that have declared they had contact with the State Police or State structures.

27% of the respondents who had contact with the State Police in the last 12 months said they had offered a bribe to police officers. The proportion of respondents confirming that they have been asked for a bribe was 34%, or 7 p.p. higher than the proportion of individuals reporting they offered a bribe of their own volition.

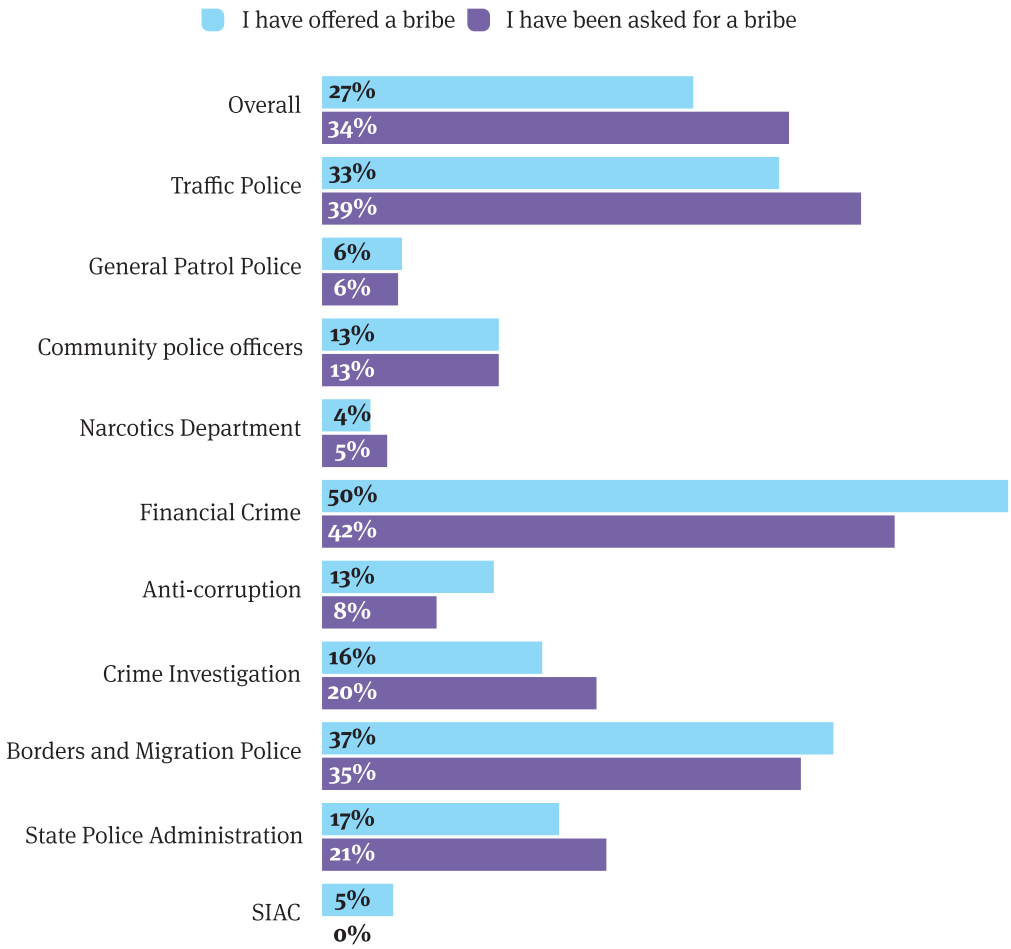
The prevalence of corruption according to public experience varies significantly by the structure or division of the State Police. The highest share of the respondents confirming they had offered a bribe to a police officer (50%) was reported for the Financial Crime department, with 42% being asked for one. The Border and Migration Police and Traffic Police also scored highly in terms of bribery, with 37% of the respondents having offered a bribe to the border police, while 35% of the respondents said they were asked for a bribe. For the Traffic Police, 34% of respondents reportedly offered a bribe, and slightly more respondents (39%) were asked.

A moderate level of corruption is reported amongst community police officers, the State Police administration, and the Criminal Investigation department. 13% of the respondents declared both that they had offered a bribe to community police officers and been asked.

Whereas, 21% of respondents were reportedly asked for a bribe by an employee of the State Police administration and 20% of respondents were asked for a bribe by an officer of the Criminal Investigation department.

The structures of the State Police with the lowest reported prevalence of corruption are the General Police Patrol, the Department against Narcotics and Trafficking, and SIAC – with no more than a maximum of 5–6% of respondents reporting bribery in dealing with any of these departments. (See Figure 26).

Figure 26: Public respondents on being explicitly asked for a bribe by police officer in the past 12 months vs. offering a bribe to a police officer in the past 12 months (in %)



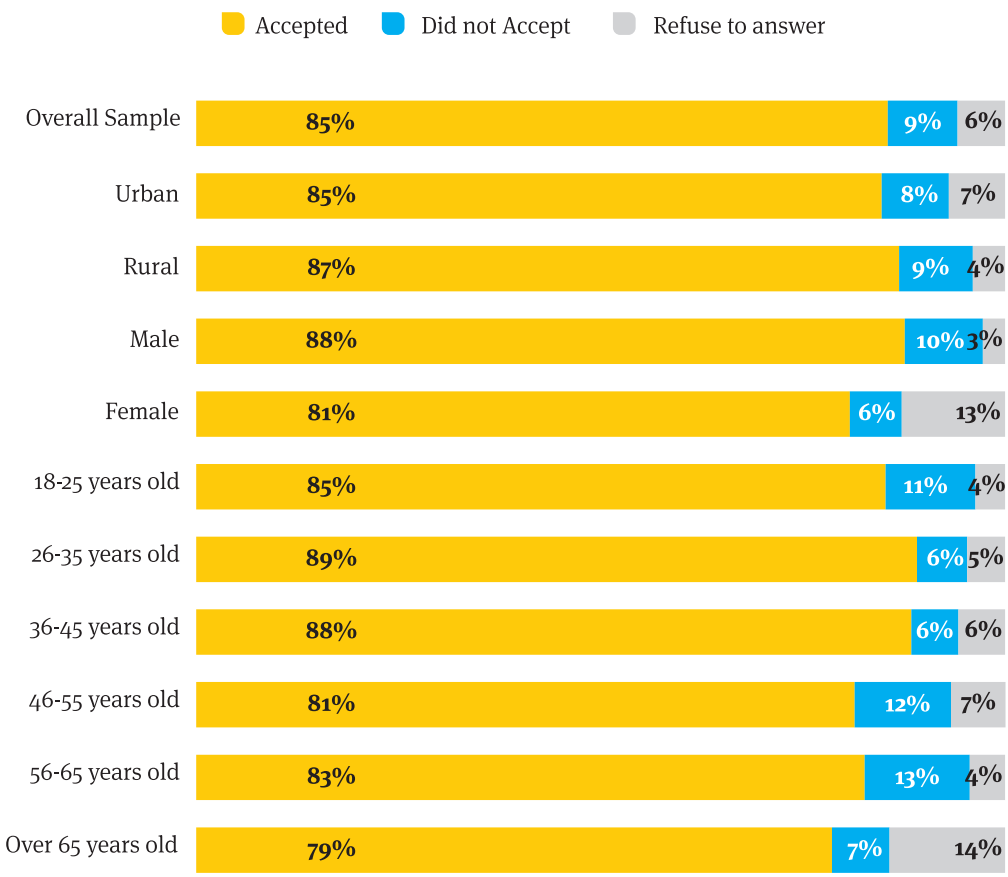
It was not possible to comprehensively compare the prevalence of the public being asked for a bribe or offering a bribe over time, since the State Police structure has changed. However, for those structures that have remained the same, we have compared the dynamics of bribing propensity. Generally, bribery (asked or offered) had a U-shape dynamic, with a decrease in 2016 and increase in 2020 compared to both 2016 and 2014. This trend is most pronounced for the Traffic Police and State Police administration; while there has been a slight increase in the prevalence of members of the public being asked for a bribe by the criminal investigation department and SIAC. (See Table 2)

Table 2: Frequency of public being asked for a bribe or offering to bribe a police officer, 2014–2020 (in %)

	Police asked for a bribe			I Offered a Bribe to a Police Officer		
	2014	2016	2020	2014	2016	2020
Traffic Police	21%	18%	28.2%	23%	17%	36.9%
Narcotics and Trafficking	2%	1%	0.5%	1%	1%	0.8%
Border and Migration Police	4%	2%	0.7%	3%	1%	3%
Criminal Investigation Department	0%	0%	0.7%	0.5%	0%	1%
SIAC	0%	0%	0.5%	0.5%	1%	0%
State Police Administration	1%	1%	1.8%	1%	0%	2.4%

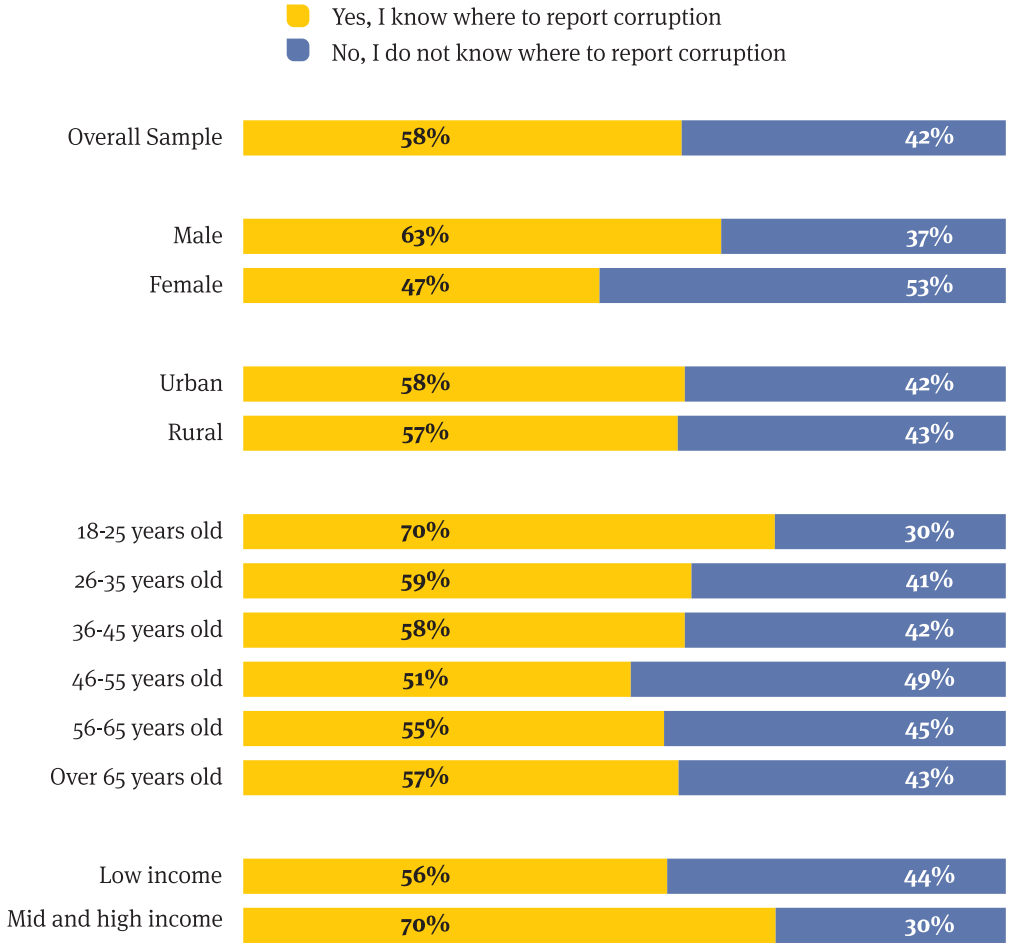
Respondents from the public that have experienced either bribing or a demand for a bribe by police officers, were asked to describe the reaction of police officers. The respondents were asked to identify if police officers refused to take the bribe or accepted it. Among all respondents who have offered a bribe, 85% said that the officer accepted it. Only 9% of the respondents reported that the officer refused to take the bribe offered, while 6% of respondents refused to answer. The refusal of a bribe was, according to responses, slightly more common in rural areas and among male respondents (although a much higher proportion of female respondents refused to answer). Refusal rates were also higher from those aged 46–65 years old compared with younger age groups. (See Figure 27).

Figure 27: Police reaction when offered a bribe, according to public respondents (in %)



The level of awareness and information on where to report cases of corrupt experienced when in contact with the State Police is moderate. Only 57% of respondents who had experienced corrupt practices (N=276) responded that they know where to report corruption, leaving 42% who did not know where to report it. Women seem to report a lower level of awareness of where to report corruption, at 53% of women compared with 37% of male respondents. Individuals aged 46–55 years old and those on low incomes also reported a lower awareness compared with other age groups and those on higher incomes, while broadly matching the overall prevalence. (Figure 28).

Figure 28: Proportion of public respondents who know where to report corrupt practices (in %, N=276)



The prevalence of reporting corrupt practices among the population is very low, only 6% of the interviewed individuals responded that they have reported an act of corruption from a State Police officer. Male respondents reported a slightly higher frequency of reporting corruption than women (7% compared to 5%) but it remained low. The respondents from urban areas have a higher propensity to report corruption than the overall population and double that of rural areas (8% in urban areas, compared to 4% in rural areas). Individuals aged 56–65 years old have the highest prevalence of reporting corruption (9% compared to the 6% overall). Employed individuals in private sector as well as people with high income also have a slightly higher prevalence of reporting corruption than the overall rate (10% compared to 6%), while 15% of those employed in public sector say they reported corruption, more than twice the overall rate. (See Figure 29).

A large proportion of the public confirm that they have never reported corrupt practices, with 94% of the overall sample of respondents confirming this. When asked why, 58% responded that they never came across a situation where corrupt practices were used by the police officers, and a further 8% of individuals surveyed preferred not to answer.

Among the other reasons respondents gave for why they did not report corrupt practices, 16.5% of said that it was an easier way to solve their problem. 9% of respondents declared that they had no information on where to report corrupt practices, while 4% of surveyed individuals consider reporting corruption time-consuming. A small share of individuals (5%) did not report corruption as they were afraid of the consequences. Among the reasons expressed in the category "other reason", was a lack of motivation among public to report corruption. Many believe it might cause problems for them as they would easily be identified by the police officer they reported and some said that they do not expect anything to change after they report corruption. (See Figures 29 and 30).

Figure 29: Frequency of the public reporting an act of bribery (or tentative bribery) from a State Police officer (in %, N=1091)

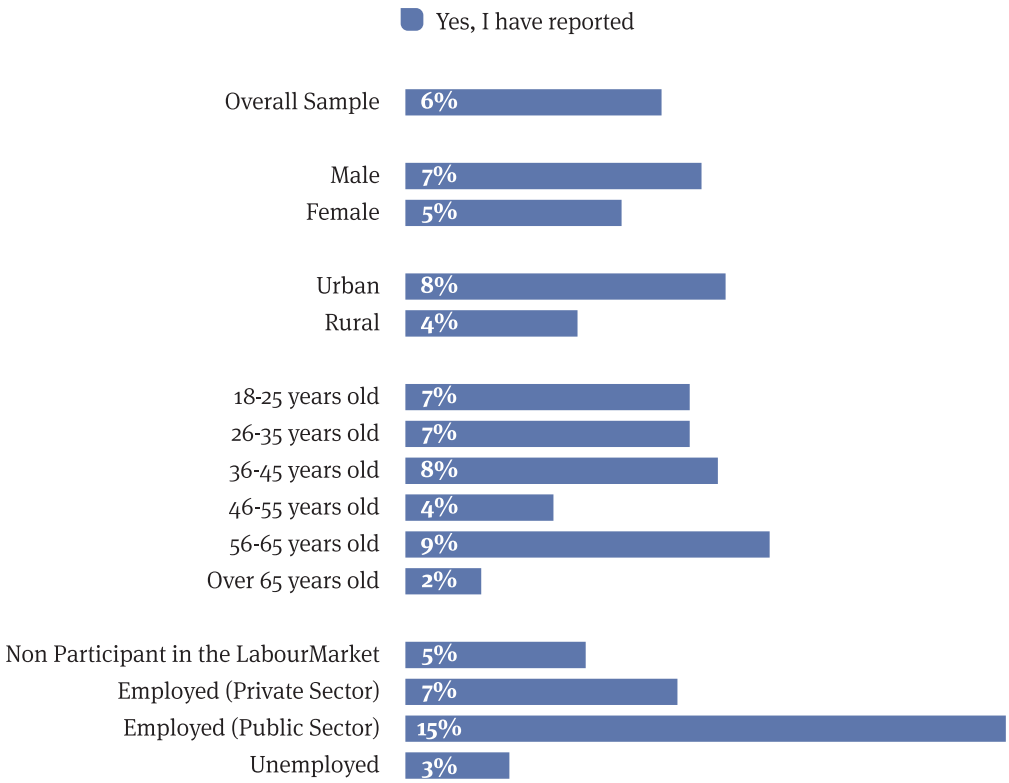
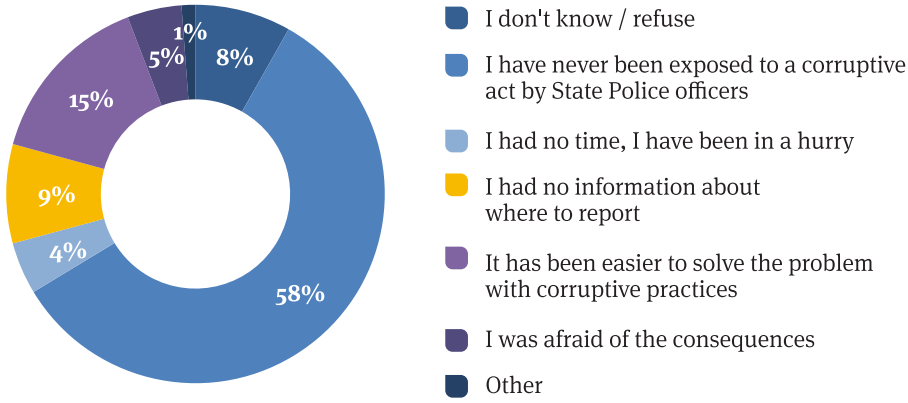


Figure 30: Main reasons why corruption is not reported (in %, N=1099)



Among the individuals that reported corruption, 28% used the State Police application (the Digital Commissariat) for reporting. 26% reported corruption through the Prosecution Office and 20% of reported cases were submitted through the police commissariat. An important role in reporting corruption have been played by the green number of the SIAC, which has been used in 13% of corruption reporting.

Over time, the acceptance of bribes has an inverted U-shape dynamic, increasing in 2016 compared to 2014 and then slightly decreasing by 3.5 percentage points in 2020 compared to 2016. One contributing factor to this seems to be the fact that refusal to answer has increased in 2020. The share of individuals knowing where to report corruption also an follows an inverted U-shape, with an increase in 2016 compared to 2014 and a decrease in 2020 compared to 2016. Moreover, the share of individuals reporting corrupt practices increased in 2020 by 2.4 p.p. compared to 2016.

Turning to the public's stated reasons for why they did not report an instance of corrupt practice: the proportion of those saying they had not faced corruption has increased by roughly 1 percentage point in each round. There has been a significant increase in share of the individuals who state that they have not reported corruption because they wanted to have their problem solved, even if via corrupt practices (2016 compared to 2014 there was an increase of 3 percentage points, and further 2.9 p.p. increase 2020 compared to 2016).

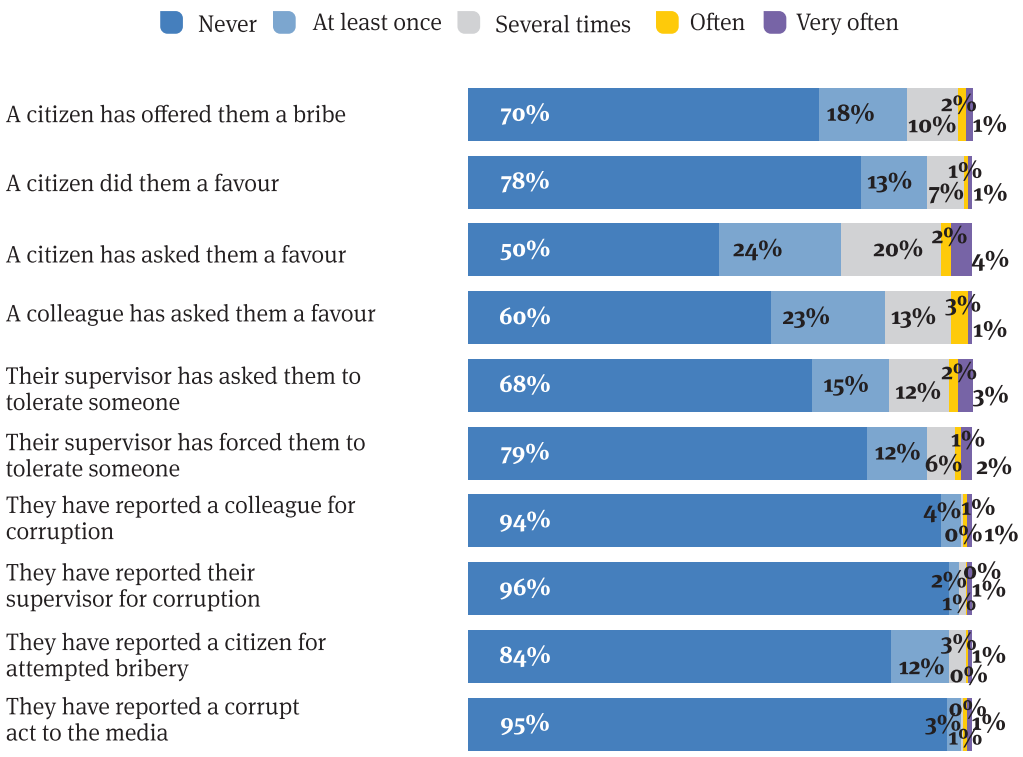
Table 3: Public information on reporting corruption, 2014–2020 (in %)

In the past year, if you have offered a bribe, gift or any favour to the police officers of the above-mentioned structures, what has been their reaction?	2014	2016	2020
Has accepted the bribe / favor	86%	89%	85.5%
Has not accepted the bribe / favor	14%	11%	8.6%
I don't know / refuse to answer	0%	0%	5.9%
Do you know where to report an act (or attempt) of corruption by a State Police officer?	**Public 2014**	**Public 2016**	**Public 2020**
YES	55%	65%	57.5%
NO	45%	35%	42.5%
Have you ever reported an act (or attempt) of corruption by a State Police officer?	**Public 2014**	**Public 2016**	**Public 2020**
YES	5%	5%	6.4%
NO	91%	95%	93.6%
I don't know / refuse to answer	4%	0%	8.2%
What was the reason for not reporting corruption?	**2014**	**2016**	**2020**
I have never been exposed to a corrupt act of the State Police officers	56%	57%	58.1%
I had no time / I have been in a hurry	3%	5%	4.5%
I had no information about where to report	6%	7%	8.5%
It has been easier to solve the problem with corrupt practices	9%	12%	14.9%
I was afraid of the consequences	12%	19%	0.2%
Other	2%	0%	0.2%
Refusal to answer	12%	0%	8.2%

V.2 Corruption as experienced by the police respondents

The survey among police officers aimed to understand if and how often police officers are facing corrupt practices, influenced by citizens, colleagues or their superiors/supervisors. Overall, the proportion of police officers responding they have faced a situation of a corrupt nature is low. Some corruption is reported as happening once or once in a while. However, police officers overwhelmingly responded they have never faced corrupt situations: 70% of the police officers surveyed responded that they never been offered a bribe by citizens, 78% of respondents reported to have never been given a bribe/favour by a citizen, 50% reported that citizens have never asked a favour and 60% have never been asked a favour by a colleague. If we count all other responses (at least once experience corruption, once in a while it happens, often or very often) then average proportion of police officers that have experienced a corrupt situation is 30%, with colleagues demanding favours being the most common type of corruption reported by officers.

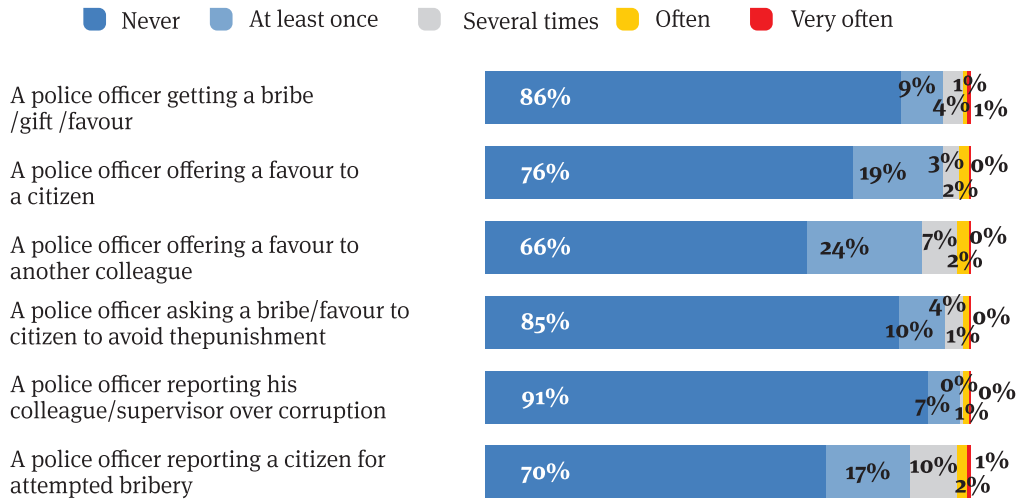
Figure 31: Frequency of police officers experiencing corrupt practices (in %, N=253)



According to police officers' responses, most never had any demand (68%) or pressure (79%) from their superiors to hide or not process a case of law violation. Most police officers reported that they never reported a case of corruption from their colleagues (95%), from their superiors (96%), or from a citizen (84%). Only 5% of officers surveyed said they had reported corruption to the media (once/once in a while). (See Figure 31)

Police officers were asked to report if they have witnessed corrupt practices, rather than experiencing them. 86% of respondent declare they never witnessed a case where a fellow police officer received a bribe/favour or demanded a bribe/favour from a citizen. 76% of the respondents reported that they had never witnessed an officer offering favours to citizens, and 66% say they never witnessed a police officer receiving a favour from a colleague. 91% of police officers surveyed never witnessed a police officer filing a case of corruption against their colleague or superiors. By contrast, 30% of police reported witnessing a police officer filing a complaint over corrupt practices by citizens. (See Figure 32)

Figure 32: Frequency of police officers witnessing corrupt practices (in %, N=253)



VI. TYPOLOGY AND SPREAD OF CORRUPT PRACTICES

Main Highlights

- As already noted, 70% of police officers responded that they have never been offered a bribe by citizens, 78% of police survey respondents said they have never been given a favour by citizens. An even higher proportion of police officers reported that they have never witnessed bribery or giving favours.
- Police officers generally reported that they never had any demand or pressure by their superiors to hide or not process a case of law violation, with 69% and 79% respectively reporting this. Police officers said they almost never reported a case of corruption from their colleagues, from their superiors or from a citizen.
- More than 60% of respondents from the public survey said that bribery and favours are form of corruption that happens often/very often. One in two citizens believed that corruption is often/very often manifested as misuse/mismanagement of State Police funds and assets. In a similar prevalence the public felt that corruption is often/very often the reason that police officers hide/alter evidence or use excessive force .
- The opposite is reported through the police survey, where corrupt acts such as bribing, favours, mismanagement of public funds or assets, abuse of power or manipulation of evidence, are reported as phenomena that are either never or at least rarely observed.
- One in every two citizens disagreed with the idea that recruitment and promotion within the State Police is merit-based. A similar proportion of the public felt that the State Police is used by its leadership for political benefits. “63% of the public strongly disagree or disagree with the statement “Political leaders and police officers work together to fight corruption”.
- The opinion of police respondents on the recruitment and promotion practices within State Police was not very clear, with an almost equal share between those disagreeing and agreeing on that there is merit-based recruitment and promotion.
- In contrast to what the public perception, the police respondents felt there is a stronger cooperation among police officers and their superiors in the fight against corruption and crime, with 65% of respondents agreeing or strongly agreeing with the statement.

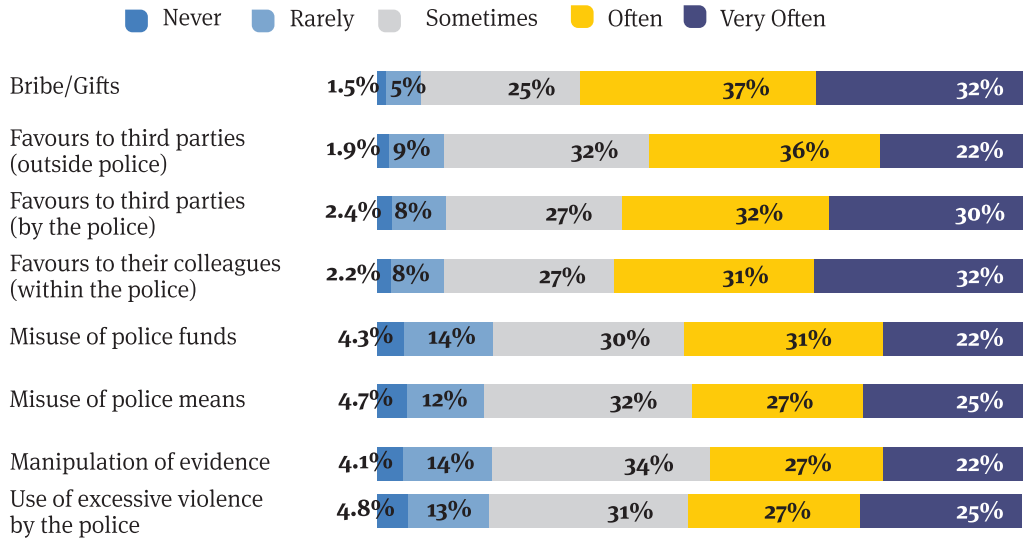
VI.1 Typology of corruption and frequency of corrupt acts as reported by the public and police surveys

Both the surveys among the public and police officers identified three types of corrupt practices as the most frequent: bribery, favours to colleagues, and favours that police officers make for third parties.

69% of respondents from the public survey said that bribery happens often/very often, 25% of respondents from public survey declare that bribe happens sometimes, while a very minor share of the population (around 6%) said that bribery happens rarely or very rarely. 62% and 63% respectively of respondents from the public survey said that favours for a third party and favours for colleagues are also very frequent forms of corruption engaged in by police officers. Favours received by police officers from third parties are reported to happen often/very often by 58% of respondents from the public survey, and a similar proportion reported misusage/mismanagement of State Police funds (53%) and assets (52%) as occurring often/very often.

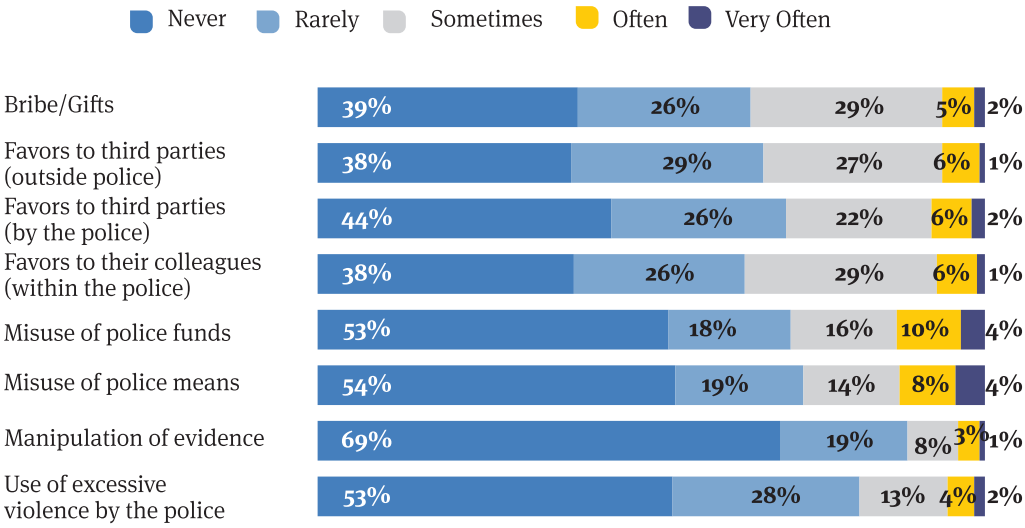
Public respondents were asked to report on the types of behaviour from police officers that are corrupt, such as manipulating or altering evidence, or the excessive use of violence by a police officer. 49% of respondents from the public survey believed that corruption among police officers often or very often is manifested in tampering with evidence from a crime scene, and 52% of respondents believe that police violence happens often or very often as a result of corrupt practices. (See Figure 33).

Figure 33: Occurrence of acts of corruption among State Police officers as reported by the public (in %, N=1099)



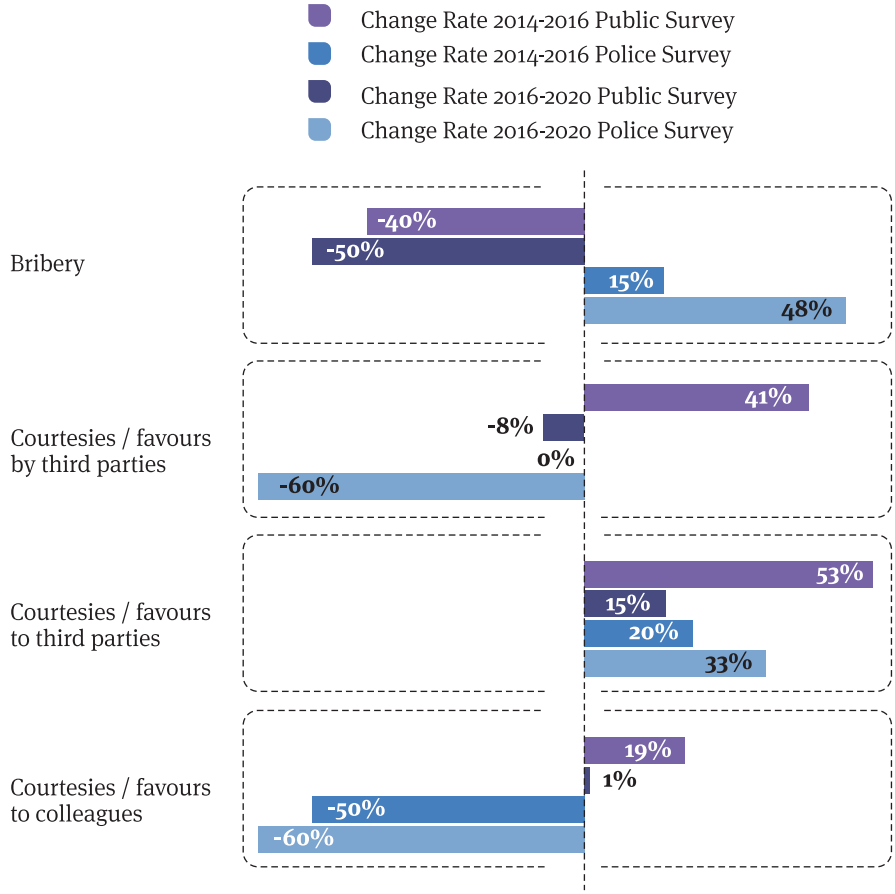
The opposite, however, is reported in the police survey where corruption such as bribing, favours, mismanagement of public funds or assets, abuse of police power or manipulation of evidence, are reported as phenomena that are never or rarely observed. Indeed, 65% of police survey respondents believe that bribery never or rarely happens, and 67% reported that favours to third party never or rarely happen. Roughly 30% of the police respondents reported that bribery or favours offered to them from their colleagues or citizens are sometimes observed. (See Figure 34).

Figure 34: Occurrence of acts of corruption among State Police officers as reported by the police (in %, N=1099)



The share of public survey respondents that thought bribery happens 'very often' has declined significantly over the timeframe surveyed (2014–2020). On the contrary, the police respondents' perception that bribery is happening very often has increased by 48% in 2020 compared with 2016. Public opinion seems to be that corrupt practices, not in the form of bribery but the exchange of favours has become more frequent over time. Police surveys over the period give a mixed picture regarding the prevalence of favours as forms of corruption, reporting a decline in relation to their colleagues, while perceiving an increase of cases between officers and third parties. (See Figure 35).

Figure 35: Change rate of respondents reporting corrupt practices as occurring "very often" as per public and police surveys, 2014–2020 (in %)

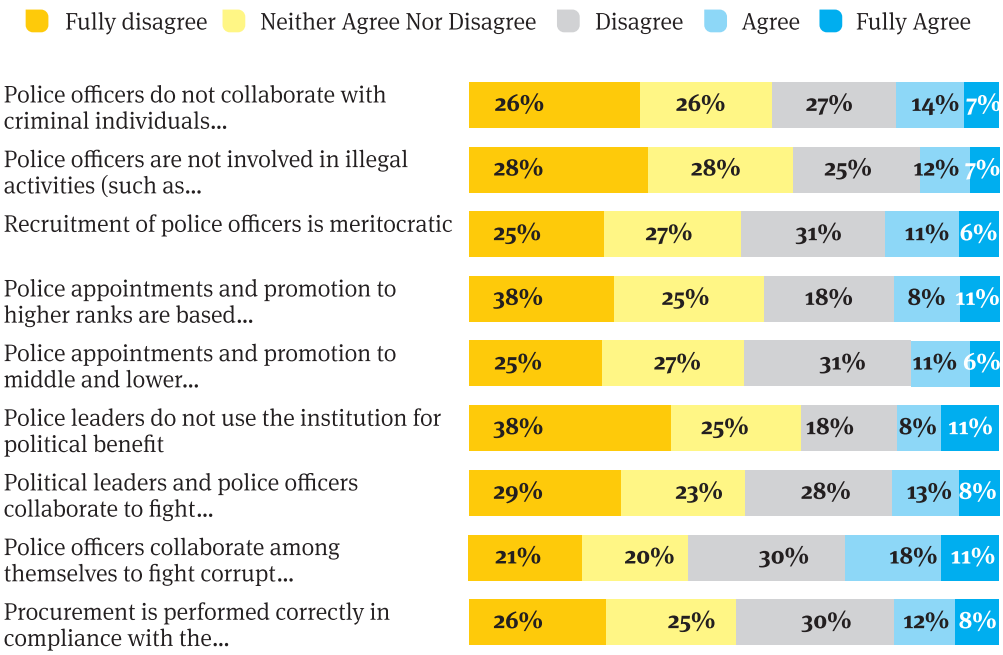


VI.2 Typology and occurrence of corrupt behaviour as per public and police surveys

The public does not, on the whole, agree that the recruitment and promotion of officers within the State Police is based on merit. 51% of respondents believe that recruitment is not merit-based, while, more specifically, 56% of respondents strongly agree/agree that promotion to the high ranks within the State Police is not merit-based, and 52% believe that promotion among mid- and low-rank officers is also not based on merit. The share of those that believe that there is meritocracy within the State Police is quite modest, with only 22% of respondents feeling that recruitment overall is based on merit, with 20% and 17% respectively believe there is merit-based promotion for higher and lower ranks. 50% of respondent do not agree that procurements by the State Police are performed in compliance with regulations.

The public, also believes that the institution of the State Police is used by its leadership for political benefits; 63% of respondents strongly disagree/disagree with the statement that "police leaders do not use for the institution for political benefit". The public also strongly disagrees/disagrees with the idea that police officers cooperate with their superiors or among themselves in the fight against corruption, with 52% and 42% of respondents respectively.

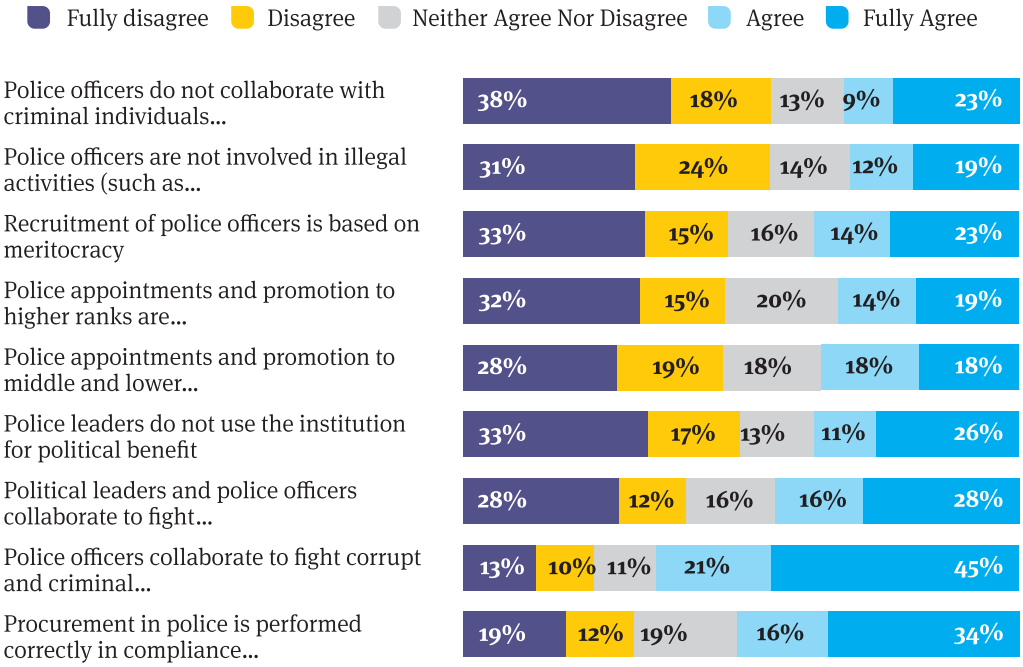
Figure 36: Public perception of corrupt practices regarding recruitment, leadership and procurement by the State Police (in %, N=1099)



There is a similar distribution of answers between the public and police survey for many of the statements relating to different factors that explain why corrupt police practices emerge. Furthermore, half of police survey respondents disagreed that recruitment and promotion is merit-based, while the other 50% of respondents were either neutral or agreed that there is meritocracy when it comes to recruiting new police officers or promoting officers to higher ranks.

However views diverged on procurement; with 51% of surveyed police officers saying they agreed/fully agreed that police procurement is performed in compliance with regulations, compared with the same proportion of the public fully disagreeing/disagreeing. Results from the police survey also reported a stronger feeling than the public that police officers and their superiors cooperate in the fight against corruption and crime; 66% of police respondents agreed/strongly agreed with the statement that police officers cooperate amongst themselves, and 44% of respondents believe there is cooperation between police officers and their hierarchy in this fight. 50% of police officers seemed to confirm a perception that State Police leadership is politically influenced, by disagreeing/strongly disagreeing that police is never used by the leadership for political benefit. (See Figure 37).

Figure 37: Police perception of corrupt practices regarding recruitment, leadership and procurement by the State Police (in %, N=253)



VII. INFLUENCE OF CULTURAL, BEHAVIOURAL AND INSTITUTIONAL FACTORS ON CORRUPTION

The public was asked to report on the impact of behavioural/cultural, and institutional factors on the perceived level of corruption in the State Police. Among the factors that the public felt strongly influenced the level of corruption, are the general acceptance of corruption in society, the role of political influence and low wages or bad working conditions. Factors related to institutional culture, management in the State Police or the professional capacity of police officers were also said to be promoting corruption, but to a lesser degree.

Main Highlights

- The most influential factors in encouraging corruption, as reported by the public survey, are the general acceptance in society of corruption; political influence; and low wages or bad working conditions for police officers. Factors related to institutional culture, management or the poor training of police officers are also seen to be affecting corruption, but to a lesser degree.
- 69% of respondents from the public survey believe that public acceptance of corruption has a strong/very strong impact, while 74% of respondents believe that tolerance of corruption among police officers creates an environment for corrupt practices to emerge.
- The public perception and police perception on the factors causing corruption are quite different, except those which relate to the wages of police officers and their working conditions. 78% of respondents in the public survey and 60% of police respondents believe wages have a strong/very strong influence on corruption.
- The proportion of police officers surveyed that evaluate working conditions as bad was 28% of whole sample. Most police officers (48%) evaluate their working conditions as acceptable.
- Public acceptance and tolerance of corruption is low. By contrast, police officers report a higher tolerance of corruption. The proportion of the public who considered acts such as police officers accepting/giving favours, accepting free goods or services, and breaking rules themselves as corrupt acts was 85%, 69% and 78% respectively. The public is supportive of police officers having a second job, if that does not conflict with their role as police officers, however the public response is intolerant of police hiding their colleagues' links with the criminal world.

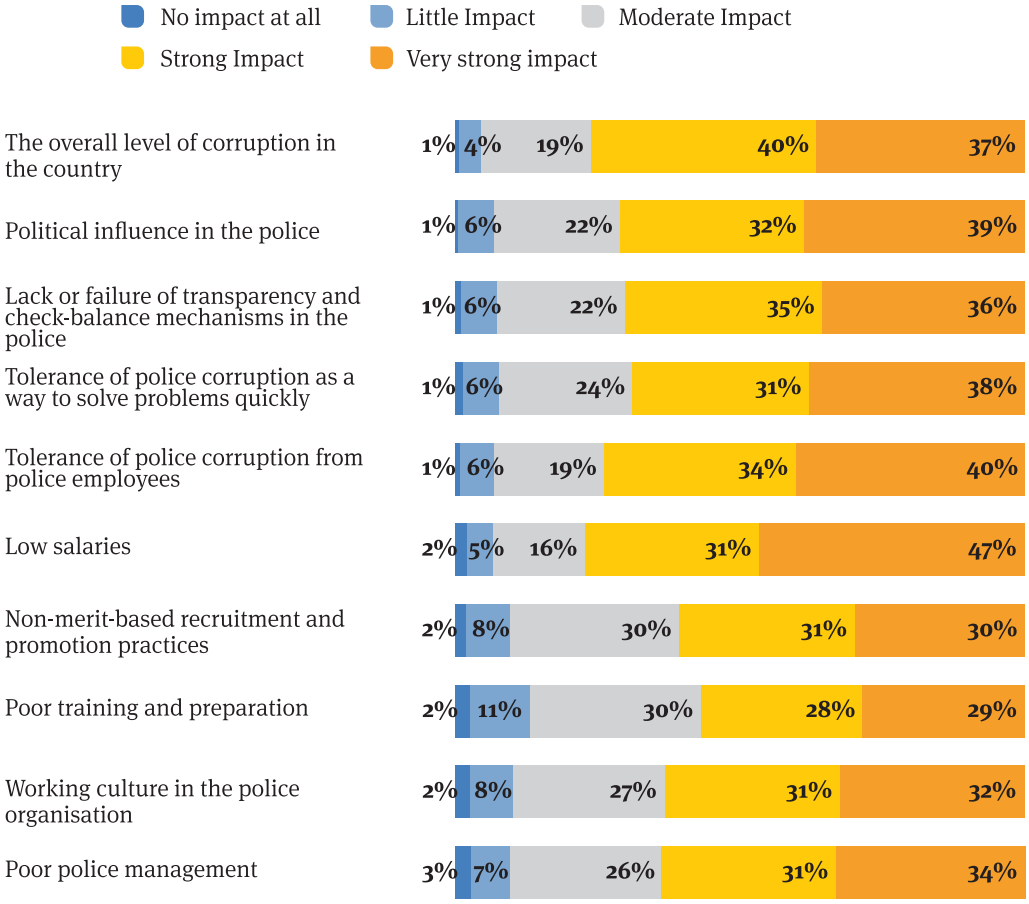
- Only 48% of police respondents consider not punishing a colleague for violating traffic rules as being corrupt. Manipulation of evidence is considered corruption by 59% of surveyed police officers, while violation of ethics and the use of discriminatory language is generally tolerated by both the public and police.

VII.1 Public and police perception of factors influencing corruption in the State Police

77% of public respondents believe that the overall level of corruption in Albania has a strong or very strong impact on the level of police corruption in particular. Public acceptance of corruption in order to get things done, as well as tolerance of corruption amongst police officers are ranked as strong and very strong drivers of corruption. 69% of respondents believe that public acceptance of corruption has a strong impact and 74% of respondents believe that tolerance of corruption among police officers encourages corruption.

Among the factors related to working conditions and human resources management within the State Police, the level of wages appears to be perceived as the factor with the strongest influence on corruption; 78% of respondents in the public survey reported they believe low wages have a strong and very strong impact on corruption. 61% and 64% respectively of surveyed individuals reported that non merit-based management of human resources in the State Police or weak management play a strong or very strong impact on corruption. 62% of respondents identify the institutional culture as strong or very strong factor in driving corruption, while 56% of respondents identify low professional training of police officers as a strong or very strong factor in corruption. (See Figure 38).

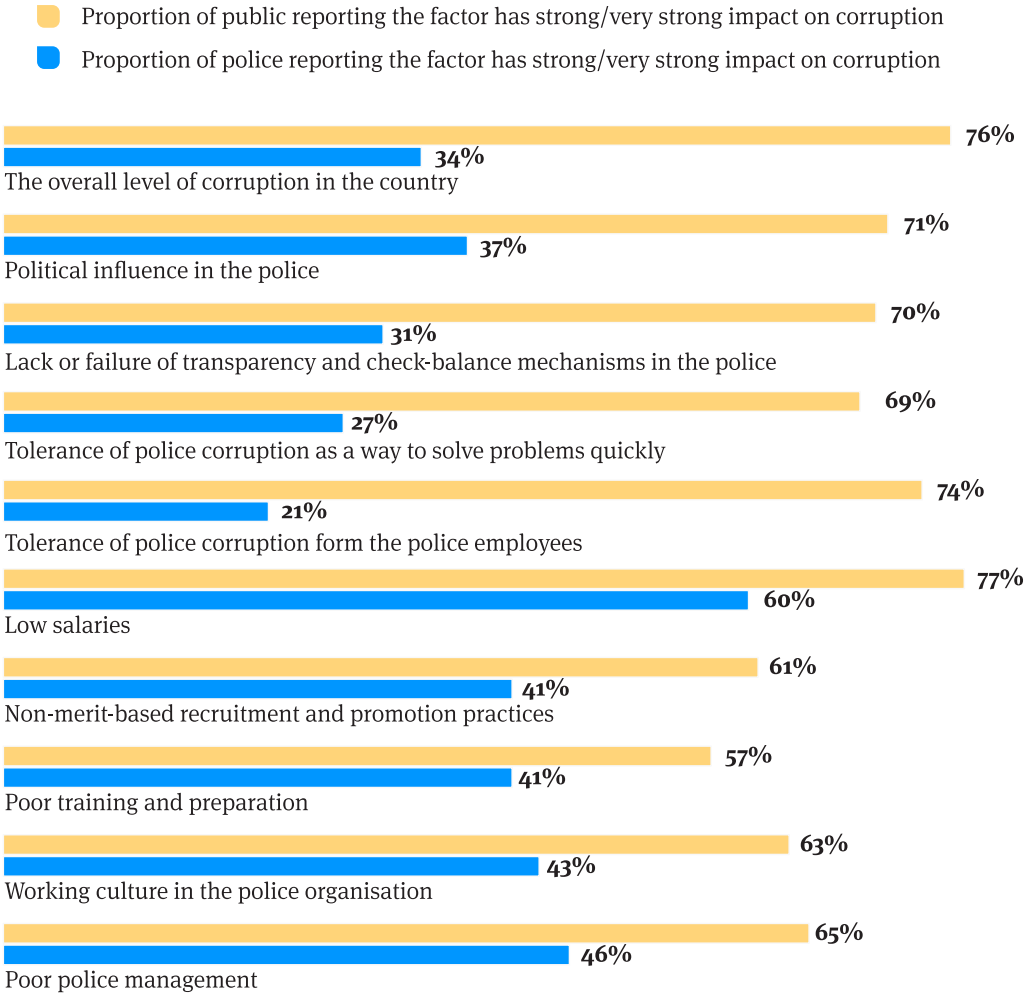
Figure 38: Public perception of factors influencing corruption in the State Police (in %, N=1099)



The public perception and police perception of the factors driving corruption is markedly different, except for those that relate to the wages of police officers and their working conditions where there is some parity. 67% of the public thinks low wages have a strong or very strong influence on corruption, 60% of police respondents believe the same.

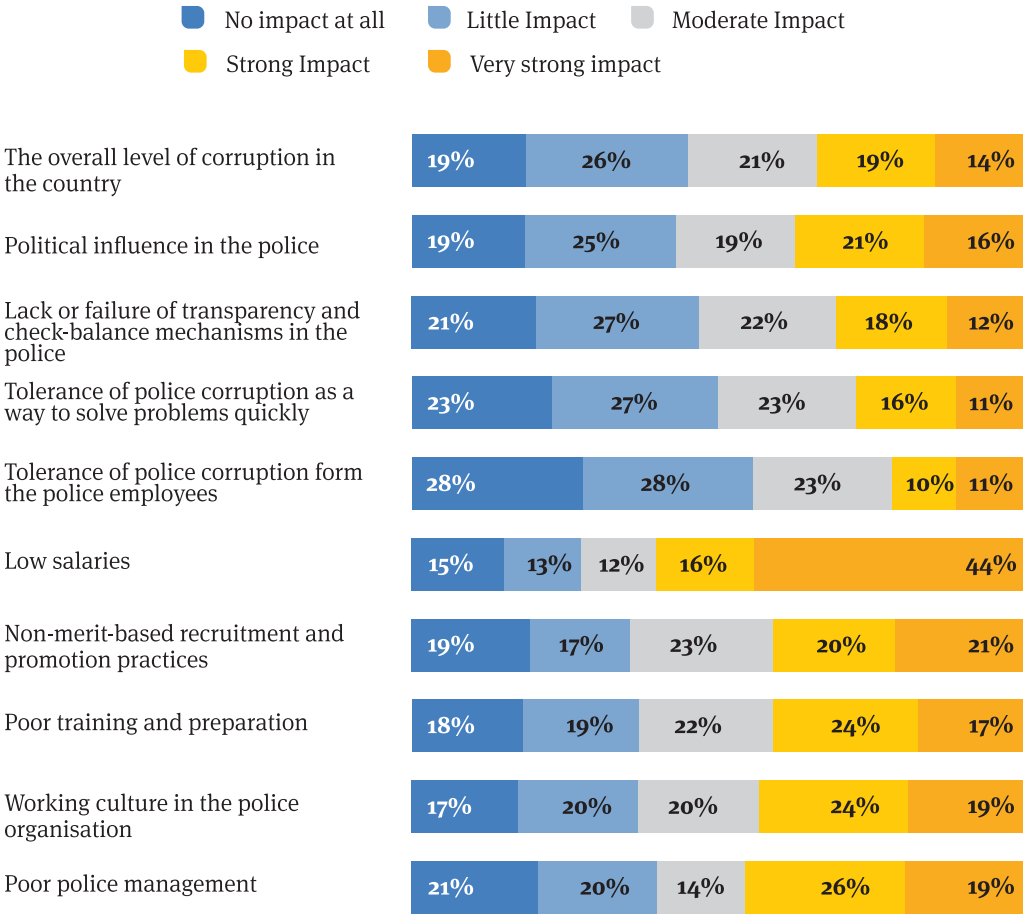
Police officers put comparatively less weight on the influence of all other factors on corruption than the public. Only 33% of police survey respondents believe that the general level of corruption in Albania has a strong or very strong influence on police corruption; 28% that public acceptance has a similarly strong influence on corruption; and lastly 21% of police respondents believe that tolerance of corruption among police officers fuels corruption. The role political influence on corruption is perceived as being low, with only 37% of respondents believing political influence to be a strong or very strong driver. (See Figure 39).

Figure 39: Public and police perception of strength of impact of different factors on corruption (in %)



Police survey results pointed more to the influence of institutional culture and management in driving police corruption rather than external factors such as culture or political influence. 41% of police respondents identify non-merit-based recruitment and promotion, and low professional training as strong or very strong drivers of corruption. 43% and 45% respectively of police respondents identified institutional culture and weak management as strong or very strong factors. (See Figure 40).

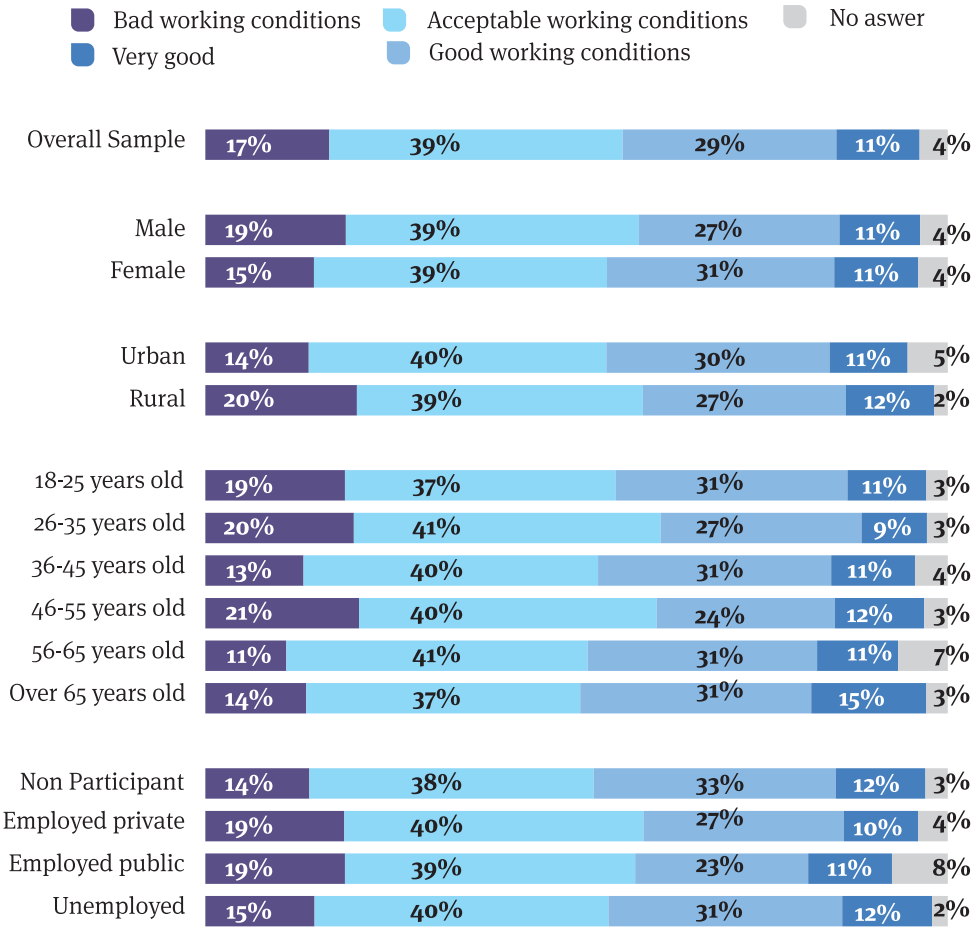
Figure 40: Police perception of factors influencing corruption in the State Police (in %, N=253)



Since working conditions, especially wages and promotion were identified as drivers of corruption by both the public and police survey, further evidence was acquired on how working conditions are perceived by the public and police itself.

The proportion of respondents from the public survey reporting that working conditions are bad, was 17% of the overall sample. 11% of respondents reported that working conditions are very good. The majority of the public, 68% of respondents, perceive working conditions as acceptable or good. Male respondents tended to perceive working condition of police officers as bad more often than women (19% compared with 15%), while respondents from rural areas also more often saw police working conditions as bad. Younger respondents, individuals with higher levels of education, and employed individuals also had a stronger perception that working conditions for police officers are bad. (See Figure 41).

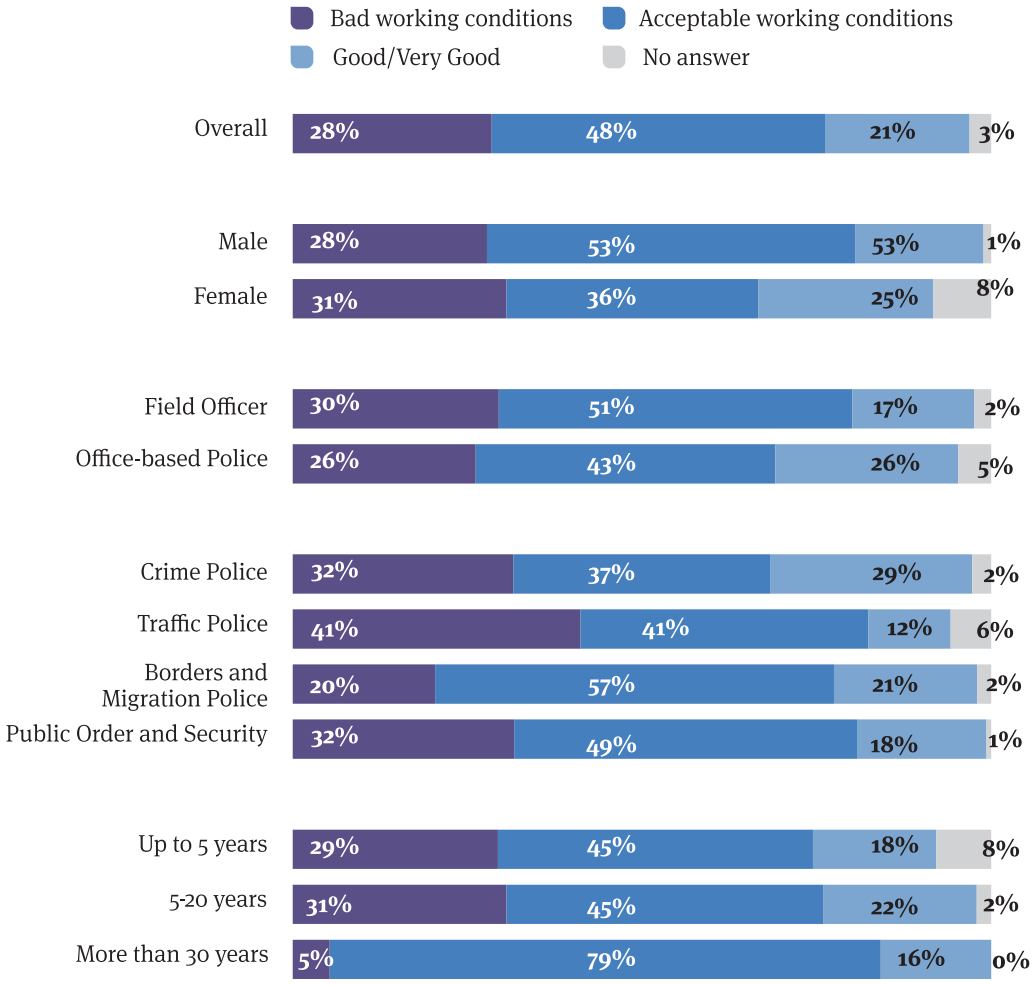
Figure 41: Public perception of police working conditions (in %, N=1099)



The proportion of respondents from the police survey who rated working conditions as bad was 28% of whole sample. Most police officers evaluated their working conditions as acceptable (48%). The proportion of police officers ranking their working conditions as good/very good was 21%, while 3.1% refused to answer. Female officers more often reported that working conditions are bad.

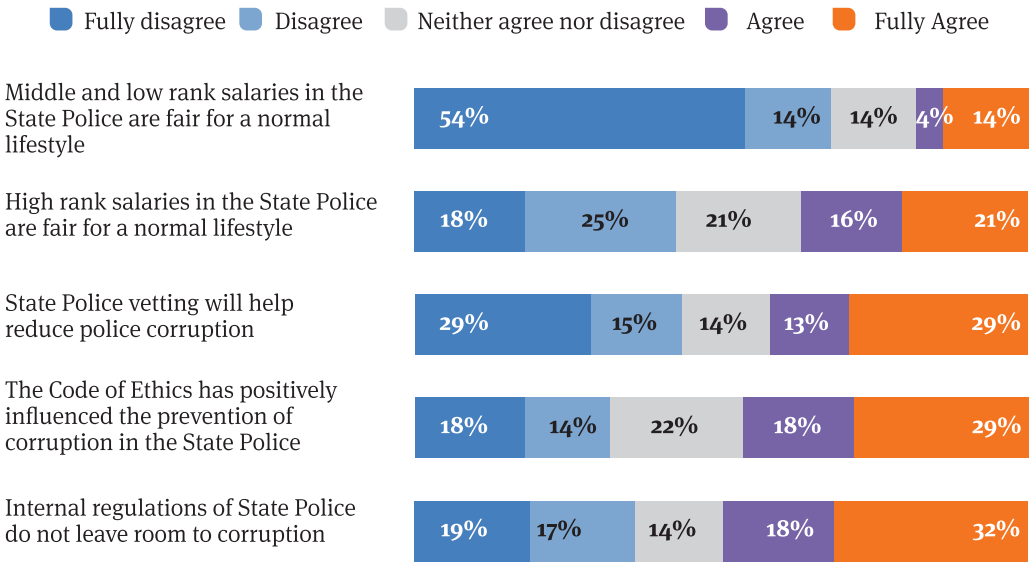
Of the departments, representatives from the Traffic Police most often reported working conditions as bad (41%). The lowest proportion of police citing bad working conditions was among police officers with more than 30 years of experience. (See Figure 42).

Figure 42: Police perception on their own working conditions (in %, N=253)



68% of police officers disagree that wages for mid- and low-rank officers are adequate to support a normal living. A balanced perception was reported for the wages for high rank officers. The share of those agreeing and disagreeing that wages for senior officers are adequate to support a normal living was roughly the same. The response to the idea that vetting will effectively reduce corruption among police officers was also equal between those that agree or strongly agree, and those that disagree or strongly disagree, with 42% agreeing and 44% disagreeing. 46% of police officers report that the ethics code has helped in reducing police corruption. Similarly, 51% of police respondents believe that internal regulation of the State Police reduces the space for corrupt practices and helps in fighting corruption within the institutions. (See Figure 43)

Figure 43: Working conditions and institutional culture as per police survey (in %, N=255)

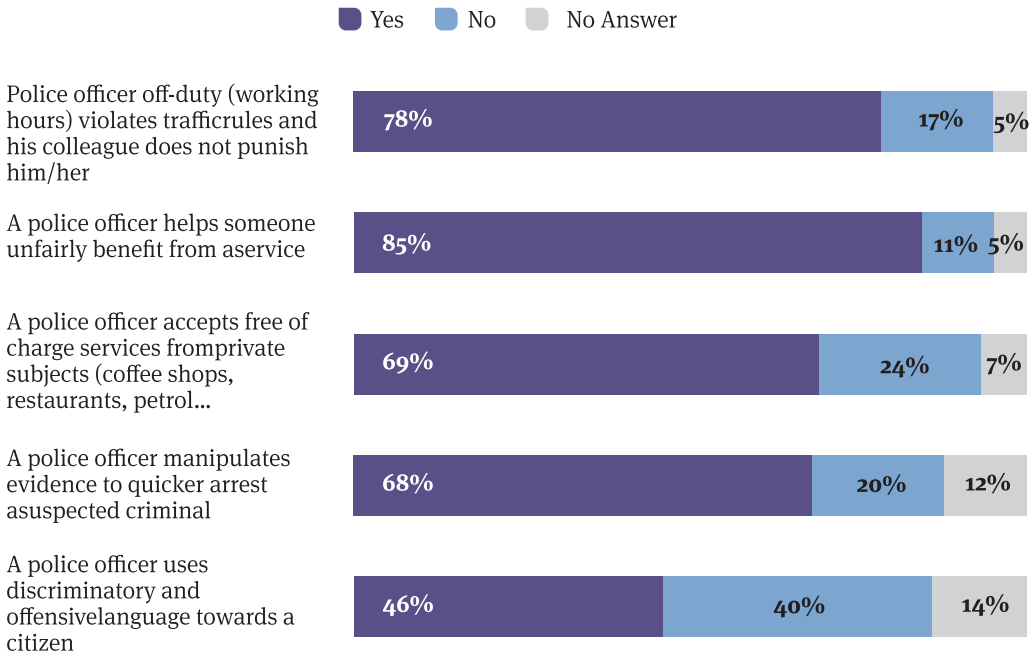


VII.2 Tolerance of corruption among the public and police

The level of public tolerance of corruption is measured using their responses as to whether certain situations are thought of as corruption or not, such as when a police officer violates traffic rules and his colleagues let him go unpunished, or an officer manipulates evidence in order to make a quicker arrest. In the survey the respondent was asked to identify if he/she considered a certain situation as corrupt or not. The frequency of yes/no answers are summarised in Figure 44.

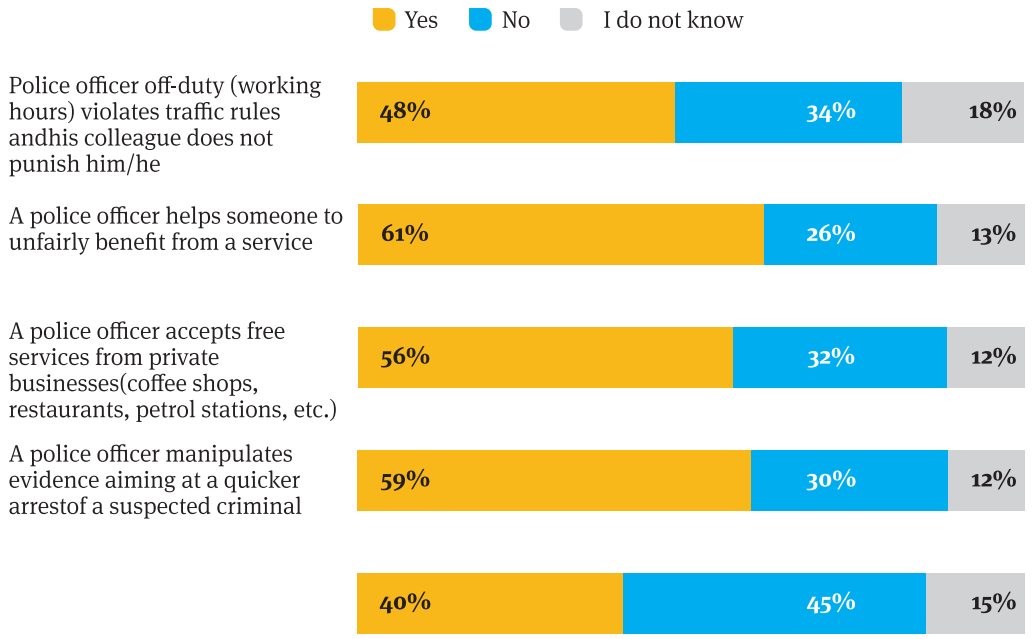
78% of the surveyed individuals report that allowing a police officer to go unpunished when he breaks the traffic rules is a corrupt act. There was an even lower tolerance of a situation when a police officer helps someone to receive a service that he or she is not entitled to, with 85% of respondents considering this a corrupt act. 69% of surveyed individuals said the act of a police officer receiving a free good or service from someone owning a business is an act of corruption. 68% of respondents from the public survey classified an officer changing or manipulating evidence from a crime scene to facilitate an arrest as a corrupt act. Only 48% of surveyed individuals said a police officer using discriminatory language towards a citizen can be considered as corruption.

Figure 44: Public perception of corruption in different situations (in %, N=1099)



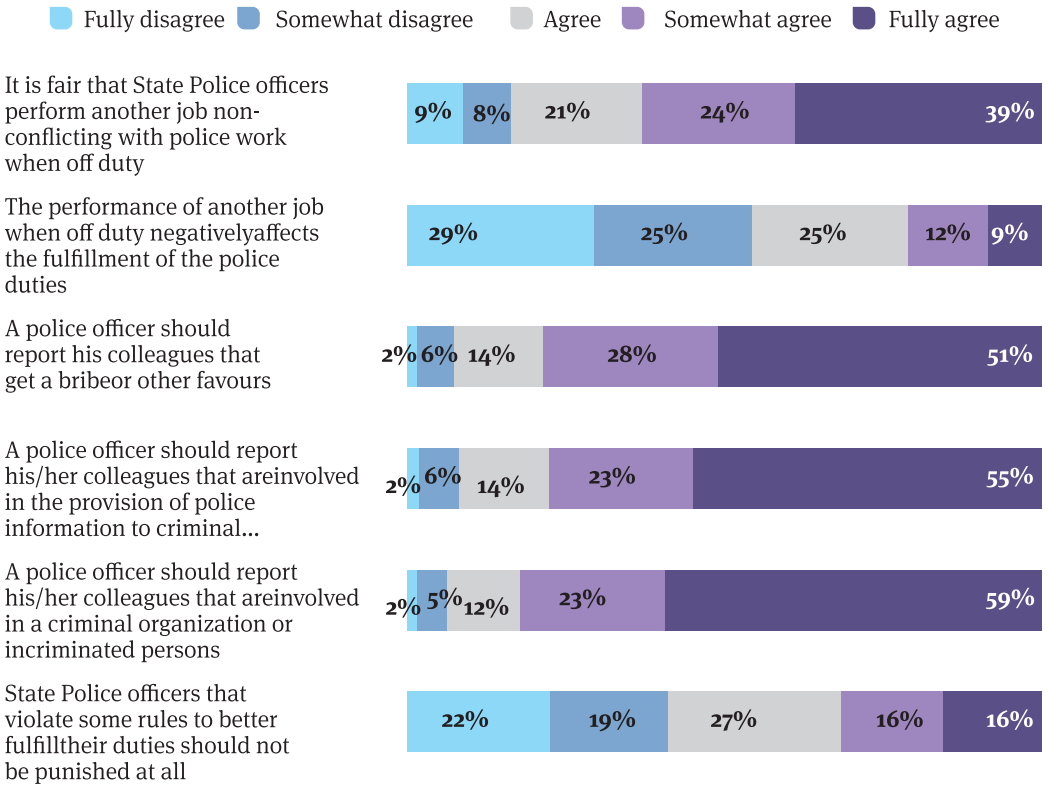
Police officers report a higher tolerance of corrupt situations than the public, and for all the listed situations had a lower propensity to consider them corrupt. Only 48% of police respondents consider it to be corrupt if an off-duty police officer violates traffic rules and his colleague does not punish him/her, 34% do not consider this to be corrupt, while 18% prefer not to answer. A police officer helping someone to unfairly benefit from a service that he/she is not entitled to is considered a corrupt act by 61% of police officers surveyed, 56% of respondents thought a police officer receiving free goods or services from someone owning a business is corruption. The manipulation of evidence by a police officer aiming at a quicker arrest of suspected criminal was a corrupt act for 59% of surveyed police officers. The use of discriminatory and offensive language by a police officer is not seen as corrupt by 45% of police respondents, which is similar to the public perception. (See Figure 45)

Figure 45: Police perception of corruption in different situations (in %, N=255)



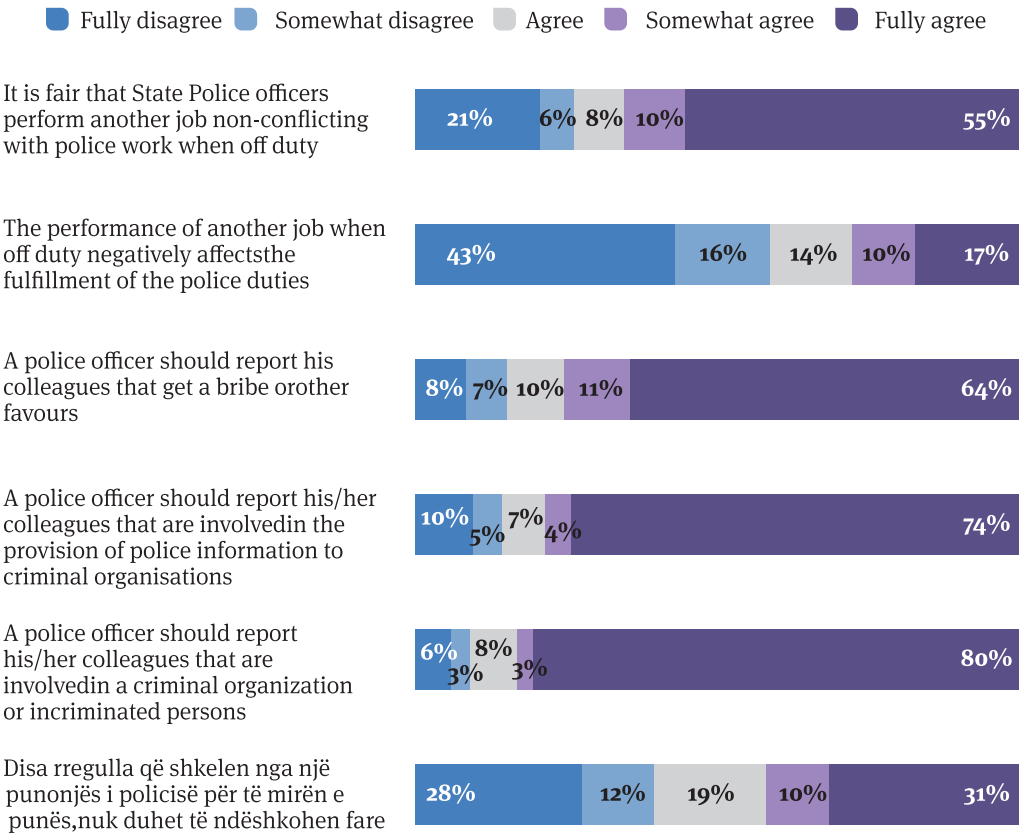
63% of the public survey respondents agree/fully agree with police officers might having a second job if that does not conflict with their current role and responsibilities as police officers. Moreover 54% of respondents did not feel that having a second job will compromise the effectiveness of police officers at their work. The public very often felt that police officers should report cases of corruption (79%), any contact of colleges to people with criminal records or organised crime (78%), as well as cases when police officers are involved with criminal activities themselves (82%). (See Figure 46).

Figure 46: Public opinion on acts/situations that are tolerated as non-corrupt (in %, N=1099)



Police respondents to this survey mostly agree/strongly agree that for a police officer having a second job that does not conflict with the police officer duty is not a corrupt act (65%), disagreeing that a second job would affect the effectiveness of a police officer in its daily duties (disagree/strongly disagree proportion is 59%). Thankfully, police respondents agree that reporting colleagues/superiors that have contacts and involvement with organised crime or are involved in corruption is right and should be done. The proportion of those agreeing/disagreeing that a violation of the law which enhances police efficiency should go unpunished, is roughly equal (40% compared to 41%). (See Figure 47).

Figure 47: Proportion of police officers considering the listed statements as non-corrupt acts (in %, N=1099)



VIII. PUBLIC AND POLICE KNOWLEDGE AND PERCEPTION OF ANTI-CORRUPTION

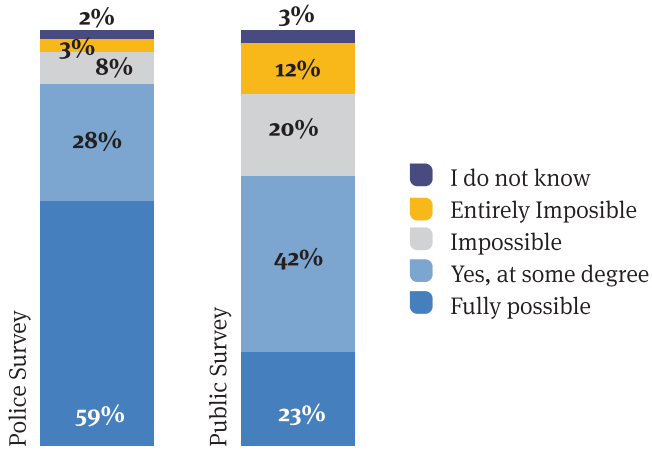
Main Highlights

- The trust of the public on the police's ability and willingness to fight corruption is fairly strong, with 65% of respondents reporting that they find it entirely possible/ possible for the police to fight corruption. This trust appears stronger among youth.
- Police officers report a much stronger confidence in the ability of the police to combat corruption, 87% of respondents from the police survey report that they believe it is entirely possible or possible for State Police to fight corruption.
- 45% of interviewed individuals report to have no or little knowledge of the anti-corruption legislative framework and policy interventions;
- Overall, only 12% of respondents reported that the current legal framework is suitable or adequate to fight corruption.
- Police officers report that the legal framework and policy interventions to fight corruption in the State Police need improvement as they are not very suitable. 58% of police respondents to reported that the legal framework has little or no ability to combat corruption.
- The State Police "vetting" process is familiar and known for the public, as confirmed by 66% of the individuals surveyed. Public opinion on the idea that the vetting process will be a successful anti-corruption measure for the State Police was equally distributed between "trust" and "do not trust". Police officers, however, reported a high degree of trust that vetting will help the police to improve its integrity and fight corruption; 70% of police respondents confirm they have full trust/trust at some degree on vetting.

VIII.1 Public and police trust in police capacity to fight corruption

The public generally trust the police's ability and capacity to fight corruption, with 65% of respondents reporting that they find it entirely possible/possible for the police to fight corruption. This trust appears stronger among younger respondents, those in the northern region and those employed in the public sector. Police officers reported a much stronger belief in the ability of police to combat corruption. 87% of respondents from the police survey reported that they believe it is entirely possible or possible for State Police to fight corruption. Only 10% of police officers show lack of trust in the ability of the police to succeed in its anti-corruption efforts. (See Figure 48)

Figure 48: Proportion of public and police respondents that believe in the police's ability to combat corruption (in %, N=1099, N=255)



VIII.2 Public and police awareness of anti-corruption frameworks

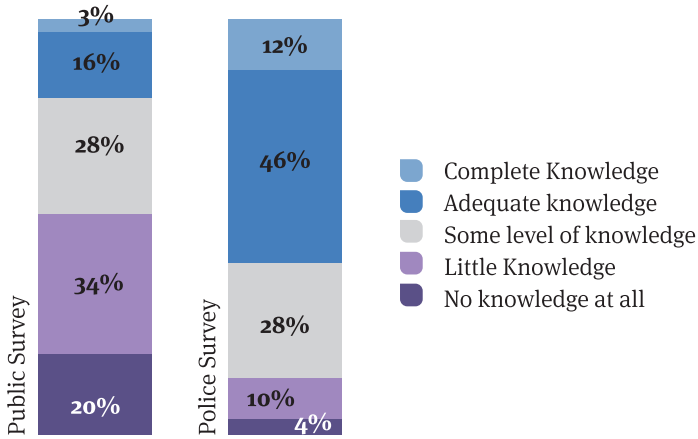
Public knowledge of the legal and strategic framework on anti-corruption for the State Police, is an important factor in their perception of corruption, their perception of police integrity and their trust in the institution. As such, the public was asked to identify if they have any knowledge on legal and strategic anti-corruption frameworks. 45% of interviewed individuals reported to have no or little knowledge about existing anti-corruption frameworks; roughly 19% of citizens reported adequate to very good knowledge on anti-corruption initiatives, be they policy or legal initiatives.

The level of knowledge about anti-corruption measures is lower among women, people living in urban as opposed to rural areas, the elderly, people with pre-university education and those with low incomes. A higher level of knowledge on anti-corruption measures and

the legislative framework is reported for people with tertiary education, those employed in the public sector and people with a high level of income. (See Figure 49).

The police survey showed that, among police officers, those who said their level of knowledge about anti-corruption and strategic frameworks is adequate/complete was 58%. The share of police officers that have some degree of knowledge is similar to that of the whole population, while the proportion of those having little or no information narrows down to 14% of the sample. (See Figure 49).

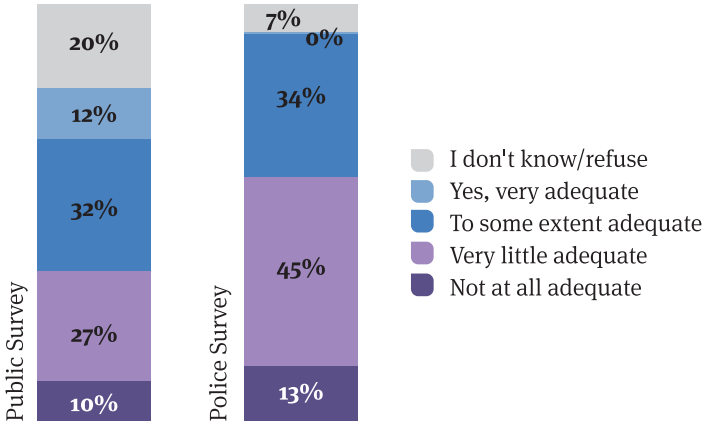
Figure 49: Level of knowledge about the anti-corruption legislative and strategic frameworks among the public and police (in %, N=1099, N=255)



Public and police respondents were then asked about the adequacy and suitability of anti-corruption legal framework and policies. Given the large proportion of those responding as having little or no knowledge of the legal framework and policy initiatives on anti-corruption, we expected the share of individuals that are not able to understand the suitability of anti-corruption measures to be significant. Indeed, 20% of individuals answered "they were not able to understand if the legal framework was adequate to fight corruption". Overall, only 12% of respondents reported that the legal framework is very adequate to fight corruption; 32% believe that the legal and policy framework is adequate; while 37% of the population believed that more has to be done as the anti-corruption legal framework and policy intervention as they perceived them as not adequate/somewhat adequate.

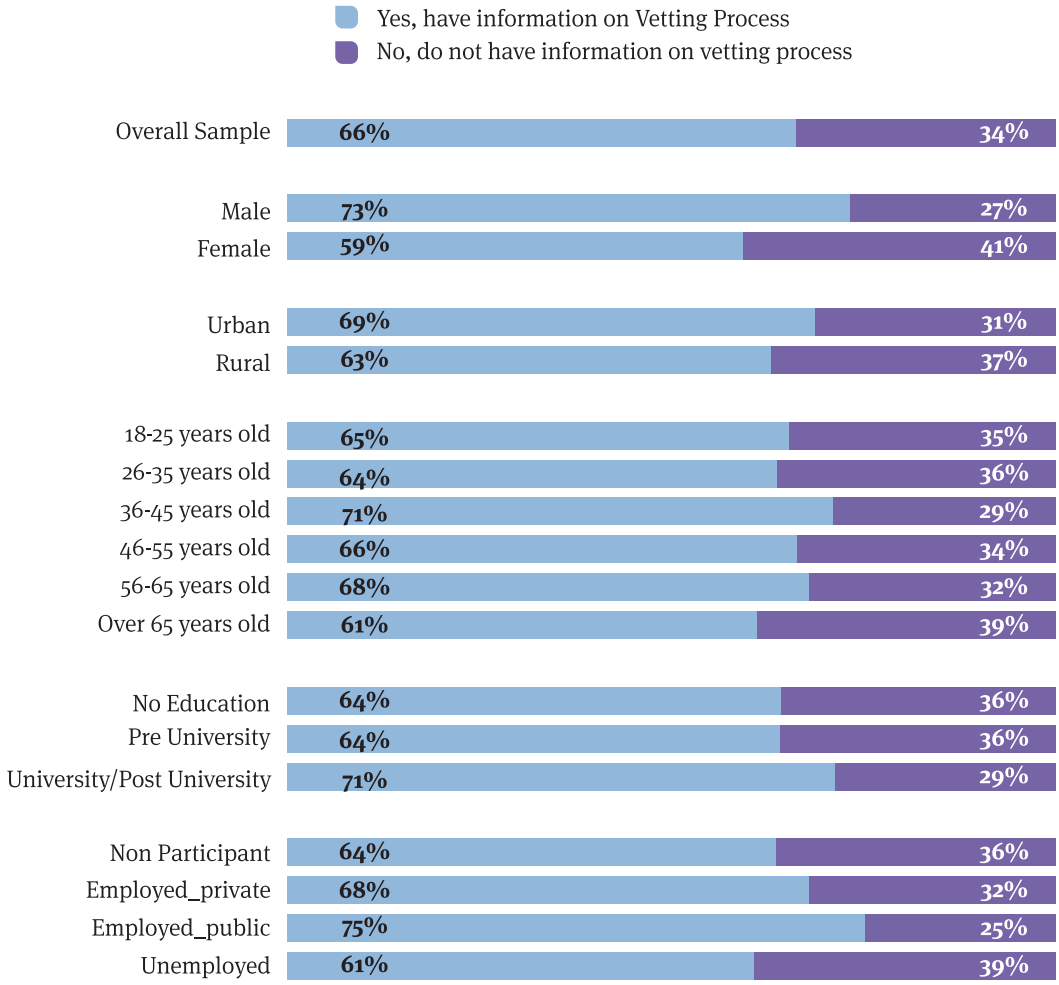
Police officers report that the legal framework and policy interventions to fight corruption at State Police need improvement. 58% of police respondents to the survey reported little or no adequate framework to combat corruption. 34.4% of police officers interviewed said that laws and policies are very suitable, only 6.5% of the police officers were not able to judge the suitability of the anti-corruption legal and policy framework. (See Figure 50 and Appendix 2).

Figure 50: Proportion of respondents considering anti-corruption legal framework suitable and adequate, per public and police survey (in %, N=1099, N=255)



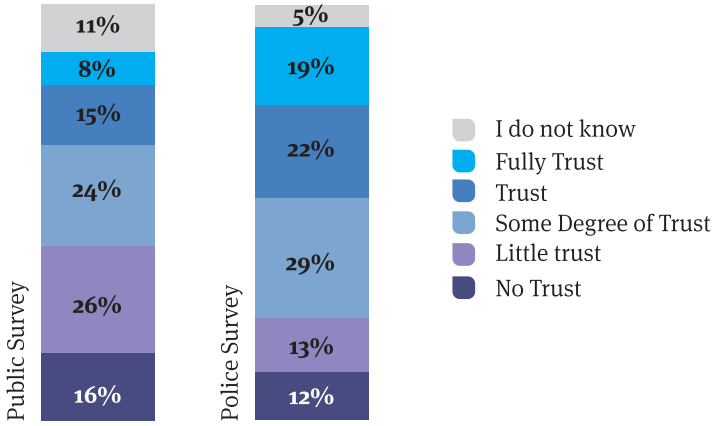
The vetting process among police officers is familiar and known by 66% of the population. Male representatives from across the sample, respondents with tertiary education, and individuals working in the public sector have a higher propensity of being informed about and aware of the vetting of police officers as an anti-corruption intervention.

Figure 51: Proportion of public reporting to have information on the vetting process among State Police officers (in %, N=1099)



Public trust in the idea that the vetting process will be a successful anti-corruption measure is high; 22% of respondents reported that they fully trust or trust in the vetting process. 24% of the public is cautious, reporting only 'some degree' of trust. 42% of respondents reported that they have no trust/little trust in the vetting process as an anti-corruption measure.

Figure 52: Proportion of public and police reporting to have trust in the vetting process (in %, N=1099, N=255)



The police respondents reported a high degree of trust that vetting will help the State Police to improve its integrity and fight corruption, with 41% saying they have full trust/trust in the vetting process. The share of police officers doubting the ability of vetting to fight corruption and restore the integrity of the State Police amounts to 24.7% of police officers.

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APPENDICES

Appendix 1: Descriptive Statistics Public Survey

	Category of Answer	Frequency (in no)	Frequency (in %)
Region	Berat	48	4%
	Dibër	45	4%
	Durrës	128	12%
	Elbasan	116	11%
	Fier	111	10%
	Gjirokastër	23	2%
	Korçë	80	7%
	Kukës	30	3%
	Lezhë	48	4%
	Shkodër	77	7%
	Tiranë	321	29%
	Vlorë	72	7%
Urbanicity	Urban	611	56%
	Rural	486	44%
Gender	Male	544	49%
	Female	555	51%
Age Category	18–25 years old	170	15%
	26–35 years old	240	22%
	36–45 years old	204	19%
	46–55 years old	217	20%
	56–65 years old	165	15%
	Over 65 years old	103	9%
Education Level	No Education	14	1%
	Elementary education (4 years)	64	6%
	Primary Education (8/9 years)	212	19%
	Secondary Education	480	44%
	University/Post University Education	327	30%
	Refuse to answer	2	0%

Labour Market Status	Employed in private sector	291	27%
	Employed in public sector	133	12%
	Self-Employed	179	16%
	Unemployed	232	21%
	Student	98	9%
	Retired	156	14%
	Other	7	1%
	Refuse to answer	3	0%
Income	No Income	341	31%
	[Up to 24,000 lek/ month]	239	22%
	[24,001–50,000 lek/ month]	319	29%
	[50,001–70,000 lek/ month]	122	11%
	[More than 70000 lek/ month]	34	3%
	No Answer	44	4%
In the past 12 months, have you ever heard of corruption in the State Police?	Yes	955	87%
	No	144	13%
If you have heard about corruption in the State Police in the last 12 months, how frequently have you been confronted with that kind of information?			
	Always	138	13%
	Often	443	40%
	Sometimes	285	26%
	Rarely	180	16%
	Never	53	5%
During the last 12 months, from which source of information have you heard about corruption in the State Police? Select more than one option			
Source of information on corruption is TV	Not a source of information	301	27%
	Source of information	798	73%

Source of information on corruption is Radio	Not a source of information	998	91%
	Source of information	101	9%
Source of information on corruption is Journals	Not a source of information	953	87%
	Source of information	146	13%
Source of information on corruption is Online Media	Not a source of information	907	83%
	Source of information	192	17%
Source of information on corruption is public institutions' webpage	Not a source of information	1013	92%
	Source of information	86	8%
Source of information on corruption is Social Media	Not a source of information	637	58%
	Source of information	462	42%
Source of information on corruption is Friends/network	Not a source of information	417	38%
	Source of information	682	62%
Do you think that there are corrupt officers in the State Police?	Yes	975	89%
	No	124	11%
If yes, to what extent do you think corruption is widespread in the State Police?	Does not exist	45	5%
	Few, isolated cases	83	8%
	Exists, but it is not at serious levels	167	17%
	It is very widespread	468	48%
	It is very widespread and serious	212	22%
Rate the current spread of corruption in various levels of the State Police.			
High-rank leadership of "General Directorate of State Police"	Does not exist	22	2%
	Few, isolated cases	91	9%
	Exists, but it is not at serious levels	240	25%
	It is very widespread	337	35%
	It is very widespread and serious	285	29%
High-rank leadership of "Directorates of State Police in the Regional level"	Does not exist	21	2%

	Few, isolated cases	105	11%
	Exists, but it is not at serious levels	308	32%
	It is very widespread	284	29%
	It is very widespread and serious	257	26%
Leadership of Police Commissariats	Does not exist	23	2%
	Few, isolated cases	92	10%
	Exists, but it is not at serious levels	267	27%
	It is very widespread	342	35%
	It is very widespread and serious	251	26%
Middle and operational rank of police officers in Regional Police Directorates	Does not exist	21	2%
	Few, isolated cases	120	13%
	Exists, but it is not at serious levels	314	32%
	It is very widespread	287	29%
	It is very widespread and serious	233	24%
Basic level of police officers in commissariats	Does not exist	23	2%
	Few, isolated cases	137	14%
	Exists, but it is not at serious levels	286	30%
	It is very widespread	246	25%
	It is very widespread and serious	283	29%
Rate the current spread of corruption in various structures of the State Police.			
Traffic Police	Does not exist	9	1%
	Few, isolated cases	86	9%
	Exists, but it is not at serious levels	232	24%
	It is very widespread	335	34%
	It is very widespread and serious	313	32%
General Patrol Police	Does not exist	35	4%
	Few, isolated cases	128	13%

	Exists, but it is not at serious levels	471	48%
	It is very widespread	262	27%
	It is very widespread and serious	79	8%
Police specialists in the area	Does not exist	44	5%
	Few, isolated cases	160	16%
	Exists, but it is not at serious levels	406	42%
	It is very widespread	139	14%
	It is very widespread and serious	225	23%
Department against narcotics and trafficking	Does not exist	27	3%
	Few, isolated cases	97	10%
	Exists, but it is not at serious levels	235	24%
	It is very widespread	299	31%
	It is very widespread and serious	317	32%
Financial crime	Does not exist	38	4%
	Few, isolated cases	92	9%
	Exists, but it is not at serious levels	246	25%
	It is very widespread	289	30%
	It is very widespread and serious	310	32%
Anti-corruption	Does not exist	50	5%
	Few, isolated cases	104	11%
	Exists, but it is not at serious levels	248	25%
	It is very widespread	281	29%
	It is very widespread and serious	292	30%
Department on investigation and prevention of crimes	Does not exist	41	4%
	Few, isolated cases	120	13%
	Exists, but it is not at serious levels	285	29%
	It is very widespread	291	30%

	It is very widespread and serious	238	24%
Border and migration Police	Does not exist	62	7%
	Few, isolated cases	110	11%
	Exists, but it is not at serious levels	255	26%
	It is very widespread	271	28%
	It is very widespread and serious	277	28%
Administration of State Police	Does not exist	66	7%
	Few, isolated cases	146	15%
	Exists, but it is not at serious levels	265	27%
	It is very widespread	277	28%
	It is very widespread and serious	221	23%
To what extent do you agree with the following statements			
There are many police officers not corrupt within the State Police	Totally Disagree	66	7%
	Disagree	151	16%
	Neutral	283	29%
	Agree	257	26%
	Totally Agree	218	22%
The majority of State Police officers are motivated to enforce the law	Totally Disagree	123	12%
	Disagree	172	18%
	Neutral	329	34%
	Agree	207	21%
	Totally Agree	144	15%
State police is not corrupt as an institution, but certain individuals from within are corrupt	Totally Disagree	152	15%
	Disagree	180	19%
	Neutral	290	30%
	Agree	193	20%
	Totally Agree	160	16%
Police officers are corrupt before joining the State Police force	Totally Disagree	199	20%
	Disagree	221	22%

	Neutral	269	28%
	Agree	181	19%
	Totally Agree	105	11%
The experienced State Police employees are more corrupt than the younger ones	Totally Disagree	80	8%
	Disagree	130	14%
	Neutral	284	29%
	Agree	293	30%
	Totally Agree	188	19%
Male police officers of the State Police are more corrupt than female officers	Totally Disagree	88	9%
	Disagree	138	14%
	Neutral	234	24%
	Agree	284	29%
	Totally Agree	231	24%
Police officers that operate on the ground are more corrupt than those who work in the offices	Totally Disagree	102	10%
	Disagree	142	15%
	Neutral	305	31%
	Agree	262	27%
	Totally Agree	164	17%
High-rank officers in the State Police are less corrupted than the operational rank police officers	Totally Disagree	61	6%
	Disagree	81	8%
	Neutral	248	26%
	Agree	310	32%
	Totally Agree	274	28%
In the last 12 months, in case you contacted/interacted with a police officer, he/she was part of: (You may choose more than one option.)			
Traffic Police	Have had no contact	631	58%
	Have had contact	466	42%
General Patrol Police	Have had no contact	617	64%
	Have had contact	342	36%
Police specialists in the area	Have had no contact	797	83%
	Have had contact	163	17%

Department against narcotics and trafficking	Have had no contact	874	91%
	Have had contact	85	9%
Department against financial crime	Have had no contact	935	97%
	Have had contact	24	3%
Anti-corruption	Have had no contact	935	97%
	Have had contact	24	3%
Crime investigation in police commissariats	Have had no contact	933	97%
	Have had contact	25	3%
Border and migration police	Have had no contact	915	96%
	Have had contact	43	4%
State Police Administration	Have had no contact	900	94%
	Have had contact	58	6%
Service on Internal Affairs and Complaints (SIAC)	Have had no contact	899	94%
	Have had contact	58	6%
No interaction	Have had contact	726	76%
	Have had no contact	232	24%
Referring to the contact/interaction you had with a police officer in the last 12 months, have you personally been asked to give a bribe, gift or favor to a police officer of the above-mentioned structures? (You may choose more than one option.)			
NO, never happened	No	197	23%
	Yes	666	77%
YES, from the Traffic Police	No	395	72%
	Yes	155	28%
YES, from the General Patrol Police	No	529	96%
	Yes	20	4%
YES, from Police specialists in the area	No	528	96%
	Yes	21	4%
YES, from the police against narcotics and trafficking	No	544	99%
	Yes	3	100%
YES, from the police against financial crime	No	537	98%
	Yes	12	2%
YES, from the anti-corruption structure	No	546	99%
	Yes	3	1%

YES, from the Crime Investigation structure in police commissariats	No	545	99%
	Yes	4	1%
YES, from the border and migration police	No	533	97%
	Yes	16	3%
YES, from the State Police administration	No	539	98%
	Yes	10	2%
YES, from the Service on Internal Affairs and Complaints (SIAC)	No	546	99%
	Yes	3	1%
Referring to the contact/interaction you had with a police officer in the last 12 months, have you personally given a bribe, gift or favor to a police officer of the above-mentioned structures? (You may choose more than one option)			
No interaction	No	244	41%
	Yes	345	59%
YES, from the Traffic Police	No	313	63%
	Yes	183	37%
YES, from the General Patrol Police	No	476	96%
	Yes	19	4%
YES, from police specialists in the area	No	474	96%
	Yes	21	4%
YES, from the police against narcotics and trafficking	No	491	99%
	Yes	4	1%
YES, from the police against financial crime	No	484	98%
	Yes	10	2%
YES, from the anti-corruption structure	No	493	100%
	Yes	2	0%
YES, from the Crime investigation structure in police commissariats	No	490	99%
	Yes	5	1%
YES, from the border and migration police	No	481	97%
	Yes	15	3%
YES, from the State Police administration	No	484	98%
	Yes	12	2%
YES, from the Service on Internal Affairs and Complaints (SIAC)	No	495	100%

	Yes	0	0%
In the past year, if you have offered a bribe, gift or any favour to the police officers of the above-mentioned structures, what has been their reaction?	Has accepted the bribe / gift/favour	219	85%
	Has not accepted the bribe / gift/favour	22	9%
	Refuse to answer	15	6%
Do you know where to report an act (or tentative act) of corruption by a State Police officer?	Yes	164	58%
	No	121	42%
Have you ever reported an act (or tentative act) of corruption by a State Police officer?	Yes	70	6%
	No	1029	94%
If NO, what was the reason?	No response	90	8%
	I have never been exposed to a corrupt act by State Police officers	639	58%
	I had no time, I have been in a hurry	49	4%
	I had no information about where to report	93	9%
	It has been easier to solve the problem with corrupt practices	164	15%
	I was afraid of the consequences	51	5%
	Other	11	1%
	It is not taken into account	2	0%
If YES, where did you report		963	88%
	In the State Police app (Digital Commissariat)	38	3%
	At the police commissariat	27	2%
	Called the green line of the SIAC	18	2%
	District's Prosecutor	36	3%
	Other	17	2%
Bribe/Gifts	Never		
	Rarely	16	1%

	Sometimes	58	5%
	Often	271	25%
	Very Often	402	37%
Favours to third parties (outside police)	Never	352	32%
	Rarely	21	2%
	Sometimes	93	8%
	Often	349	32%
	Very Often	392	36%
Favours to third parties (by the police)	Never	244	22%
	Rarely	26	3%
	Sometimes	91	8%
	Often	299	27%
	Very Often	354	32%
Favours to their colleagues (within the police)	Never	329	30%
	Rarely	24	2%
	Sometimes	89	8%
	Often	291	27%
	Very Often	340	31%
Misuse of police funds	Never	355	32%
	Rarely	47	4%
	Sometimes	151	13%
	Often	325	30%
	Very Often	338	31%
Misuse of police means	Never	238	22%
	Rarely	52	5%
	Sometimes	131	12%
	Often	354	32%
	Very Often	291	26%
Manipulation of evidence	Never	271	25%
	Rarely	45	4%
	Sometimes	151	14%
	Often	372	34%
	Very Often	294	27%
Use of excessive violence by the police	Never	237	21%
	Rarely	53	5%
	Sometimes	139	12%

	Often	338	31%
	Very Often	293	27%
To what extent do you agree with the following statements?			
Recruitment of police officers is based on meritocracy	Totally Disagree	280	25%
	Disagree	283	26%
	Neutral	298	27%
	Agree	156	14%
	Totally Agree	82	8%
Police appointments and promotion to a higher rank are based on meritocracy	Totally Disagree	302	28%
	Disagree	309	28%
	Neutral	271	25%
	Agree	136	12%
	Totally Agree	81	7%
Police appointments and promotion to middle and lower ranks are based on meritocracy	Totally Disagree	277	25%
	Disagree	295	27%
	Neutral	345	31%
	Agree	122	11%
	Totally Agree	60	6%
Police leaders do not use police for political and corrupt affairs	Totally Disagree	418	38%
	Disagree	272	25%
	Neutral	198	18%
	Agree	92	8%
	Totally Agree	119	11%
Political leaders and police officers collaborate to fight corruption	Totally Disagree	316	29%
	Disagree	257	23%
	Neutral	306	28%
	Agree	137	12%
	Totally Agree	83	8%
Police officers collaborate among themselves to fight corrupt and criminal practices	Totally Disagree	234	21%
	Disagree	221	20%

	Neutral	324	30%
	Agree	200	18%
	Totally Agree	120	11%
Procurement in the police is performed correctly in compliance with the procedures of public funds management	Totally Disagree	285	26%
	Disagree	269	25%
	Neutral	328	30%
	Agree	126	11%
	Totally Agree	91	8%
According to you, to what extent do the following factors impact spread of corruption in the police?			
The overall level of corruption in the country	No influence at all	7	1%
	Slight influence	44	4%
	Moderate influence	211	19%
	High influence	435	40%
	Extremely high influence	402	36%
Political influence in the police	No influence at all	6	1%
	Slight influence	69	6%
	Moderate influence	243	22%
	High influence	356	32%
	Extremely high influence	425	39%
Lack or failure of transparency and check-balance mechanisms in the police	No influence at all	12	1%
	Slight influence	68	6%
	Moderate influence	247	23%
	High influence	381	35%
	Extremely high influence	391	35%
Tolerance of police corruption as a way to solve problems quickly	No influence at all	14	1%
	Slight influence	69	6%
	Moderate influence	258	24%
	High influence	342	31%
	Extremely high influence	416	38%

Tolerance of police corruption from police employees	No influence at all	9	1%
	Slight influence	7	1%
	Moderate influence	44	4%
	High influence	211	19%
	Extremely high influence	435	40%
To what extent do the following factors impact spread of corruption in the police?			
Low salaries	No influence at all	22	2%
	Slight influence	52	5%
	Moderate influence	176	16%
	High influence	337	30%
	Extremely high influence	512	47%
Non-merit-based recruitment and promotion practices	No influence at all	21	2%
	Slight influence	85	8%
	Moderate influence	326	30%
	High influence	340	31%
	Extremely high influence	327	29%
Poor training and preparation	No influence at all	28	3%
	Slight influence	118	11%
	Moderate influence	329	30%
	High influence	312	28%
	Extremely high influence	312	28%
Working culture in the police organisation	No influence at all	28	3%
	Slight influence	85	8%
	Moderate influence	292	27%
	High influence	338	30%
	Extremely high influence	356	32%
Poor police management	No influence at all	30	3%
	Slight influence	76	7%
	Moderate influence	291	26%
	High influence	339	31%

	Extremely high influence	363	33%
How do you consider the working conditions of State Police officers at the operational level?	Bad working conditions	184	17%
	Acceptable working conditions	434	39%
	Good working conditions	317	29%
	Very good working conditions	122	11%
	No answer	42	4%
Do you think the following situations are corrupt acts?			
Police officer off-duty (working hours) violates traffic rules and his colleague does not punish him/her	Yes	860	78%
	No	183	17%
	I do not know	56	5%
A police officer helps someone else to unfairly benefit from a service	Yes	929	85%
	No	118	10%
	I do not know	52	5%
A police officer accepts free of charge services from private citizens (coffee shops, restaurants, petrol stations, etc.)	Yes	760	69%
	No	264	24%
	I do not know	75	7%
A police officer manipulates the evidence in order to make a quicker arrest of a suspected person.	Yes	748	68%
	No	216	20%
	I do not know	135	12%
A police officer uses discriminatory and offensive language towards a citizen	Yes	505	46%
	No	439	40%
	I do not know	155	14%
It is fair that State Police officers perform another job non-conflicting with police work when off duty	Totally Disagree	97	8%
	Disagree	84	8%

	Neutral	227	21%
	Agree	265	24%
	Totally Agree	426	39%
The performance of another job when off duty negatively affects the fulfillment of police duties	Totally Disagree	324	29%
	Disagree	273	24%
	Neutral	272	25%
	Agree	137	13%
	Totally Agree	93	9%
A police officer should report his colleagues that get a bribe or other favours	Totally Disagree	16	2%
	Disagree	65	6%
	Neutral	154	14%
	Agree	303	27%
	Totally Agree	561	51%
A police officer should report his/her colleagues that are involved in the provision of police information to criminal organisations or incriminated persons	Totally Disagree	20	2%
	Disagree	70	6%
	Neutral	155	14%
	Agree	251	23%
	Totally Agree	603	55%
A police officer should report his/her colleagues that are involved in a criminal organisation or incriminated persons	Totally Disagree	16	2%
	Disagree	53	5%
	Neutral	128	11%
	Agree	249	23%
	Totally Agree	653	59%
State Police officers that violate some rules to better fulfill their duties should not be punished at all	Totally Disagree	247	23%
	Disagree	204	18%
	Neutral	301	27%
	Agree	175	16%
	Totally Agree	172	16%
Do you believe that police is capable of fighting corruption from within?	Yes, totally possible	250	23%

	Yes, but to a certain extent	465	42%
	Almost impossible	217	20%
	No, it is totally impossible	134	12%
	Don't know	33	3%
How much do you know about the legal and policy framework in place to fight police corruption?	No knowledge at all	214	19%
	A bit of knowledge	372	34%
	Some knowledge	306	28%
	Considerable knowledge	176	16%
	A lot of knowledge	31	3%
In your opinion, is the legal and policy framework in place adequate to fight police corruption?	Not at all	105	10%
	Very little	291	26%
	To some extent	349	32%
	Yes, very adequate	134	12%
	Don't know/refuse	220	20.0%
Do you have information on the vetting process among State Police officers?	Yes	728	66%
	No	371	34%
How much do you trust that police vetting will fight corruption within the police?	I have no trust at all	178	16%
	I have a little trust	283	26%
	I have some trust	267	24%
	I have trust	159	15%
	I have a lot of trust	86	8%
	Don't know	126	11%

Appendix 2: Descriptive Statistics Police Survey

Survey Question	Category of Answers	Frequency (in no)	Frequency (in %)
Age	18–24 years old	15	6%
	25–34 years old	79	31%
	35–44 years old	44	17%

	44–55 years old	73	29%
	Over 55 years old	43	17%
Gender	Male	182	72%
	Female	72	28%
Rank	Inspector	153	60%
	Vice-Commissar	53	21%
	Commissar	14	5%
	Chief-Commissar	13	5%
	Leader	2	1%
	First Leader	0	0%
	Senior Leader	0	0%
	Non-uniformed personnel	20	8%
	Refuse	0	0%
Type of service	No Answer	2	1%
	Criminal Police	38	15%
	Traffic Police	17	7%
	Border and Migration Police	49	19%
	Public Order and Safety	122	48%
	Support Services	13	5%
	Security Academy	1	0%
	Other	13	5%
Tenure	Less than 5 years	51	20%
	5–10 years	44	17%
	11–20 years	67	26%
	21–30 years	74	29%
	Over 30 years	19	8%
Field or Office-based	Field Officer	167	66%
	Office-based police	85	34%
Education	Secondary Education	100	39%
	University Education	115	45%
	Post University Education	39	16%
Have you heard of corruption in the State Police?	Yes	181	71.5%
	No	72	28.5%

If so, how often have you heard or encountered information about corrupt police officers?	Always	3	1.2%
	Often	31	12.2%
	Sometimes	83	32.5%
	Rarely	94	36.9%
	Never	44	17.3%
During the last 12 months, from which source of information have you heard about corruption in the State Police? Select more than one option			
TV	Not a source of information	119	47%
	Source of information	136	53%
Radio	Not a source of information	237	93%
	Source of information	18	7%
Newspapers (including online)	Not a source of information	197	77%
	Source of information	58	23%
Online portals of various news/media/ organisations	Not a source of information	149	58%
	Source of information	106	42%
Official websites of public institutions	Not a source of information	235	92%
	Source of information	20	8%
Other online sources such as social networks	Not a source of information	171	67%
	Source of information	84	33%
Friends/acquaintances/family	Not a source of information	209	82%
	Source of information	46	18%
Do you think that there are corrupt officers in the State Police	Yes	170	67%
	No	85	33%
If so, to what extent do you think corruption is spread in the State Police?	Not widespread	22	9%
	Isolated cases	116	46%
	It exists, but not in serious level	77	31%
	It is widespread	29	11%

	Very widespread	7	3%
Rate the current spread of corruption in various levels of the State Police.			
High-rank leadership of "General Directorate of State Police"	Not widespread at all	91	38%
	Somewhat widespread	73	31%
	Widespread	40	17%
	Sufficiently widespread	22	9%
	Very much widespread	11	5%
High-rank leadership of "Directorates of State Police in the regional level"	Not widespread at all	84	35%
	Somewhat widespread	78	32%
	Widespread	47	20%
	Sufficiently widespread	21	9%
	Very much widespread	10	4%
Leadership of Police Commissariats	Not widespread at all	79	34%
	Somewhat widespread	82	35%
	Widespread	43	18%
	Sufficiently widespread	20	9%
	Very much widespread	9	4%
Middle and operational rank of police officers in Regional Police Directorates	Not widespread at all	75	31%
	Somewhat widespread	103	43%
	Widespread	41	17%
	Sufficiently widespread	17	7%
	Very much widespread	6	2%
Basic level of police officers in commissariats	Not widespread at all	85	35%
	Somewhat widespread	100	41%

	Widespread	35	14%
	Sufficiently widespread	18	7%
	Very much widespread	7	3%
Rate the current spread of corruption in various structures of the State Police.			
Traffic Police	Not widespread at all	48	19%
	Somewhat widespread	98	40%
	Widespread	59	24%
	Sufficiently widespread	25	10%
	Very much widespread	17	7%
General Patrol Police	Not widespread at all	100	43%
	Somewhat widespread	99	43%
	Widespread	24	10%
	Sufficiently widespread	7	3%
	Very much widespread	2	1%
Police specialists in the area	Not widespread at all	83	35%
	Somewhat widespread	99	42%
	Widespread	39	16%
	Sufficiently widespread	13	6%
	Very much widespread	3	1%
Department against narcotics and trafficking	Not widespread at all	64	27%
	Somewhat widespread	104	44%
	widespread	42	18%
	Sufficiently widespread	22	9%
	Very much widespread	5	2%

Department against financial crime	Not widespread at all	73	31%
	Somewhat widespread	81	34%
	Widespread	52	22%
	Sufficiently widespread	24	10%
	Very much widespread	7	3%
Anti-corruption	Not widespread at all	76	32%
	Somewhat widespread	91	39%
	Widespread	43	18%
	Sufficiently widespread	19	8%
	Very much widespread	7	3%
Crime investigation in police commissariat	Not widespread at all	76	33%
	Somewhat widespread	101	43%
	Widespread	33	14%
	Sufficiently widespread	13	6%
	Very much widespread	10	4%
Border and Migration Police	Not widespread at all	64	27%
	Somewhat widespread	85	36%
	Widespread	49	20%
	Sufficiently widespread	19	8%
	Very much widespread	22	9%
Administrative level of State Police	Not widespread at all	98	43%
	Somewhat widespread	88	38%
	Widespread	28	12%
	Sufficiently widespread	11	5%
	Very much widespread	5	2%

To what extent do you agree with the following statements			
There are many non-corrupt police officers within the State Police	Totally Disagree	55	22%
	Disagree	43	17%
	Neutral	21	8%
	Agree	20	8%
	Totally Agree	112	45%
The majority of State Police officers are motivated to enforce the law	Totally Disagree	19	8%
	Disagree	17	7%
	Neutral	31	12%
	Agree	42	17%
	Totally Agree	140	56%
State police is not corrupt as an institution, but certain individuals from within are corrupt	Totally Disagree	35	14%
	Disagree	22	9%
	Neutral	27	10%
	Agree	27	11%
	Totally Agree	139	56%
Police officers are corrupt before joining the State Police force	Totally Disagree	109	45%
	Disagree	60	25%
	Neutral	31	13%
	Agree	16	6%
	Totally Agree	28	11%
The experienced State Police employees are more corrupt than the younger ones	Totally Disagree	118	48%
	Disagree	42	17%
	Neutral	41	16%
	Agree	18	7%
	Totally Agree	29	12%
Male police officers of the State Police are more corrupt than female officers	Totally Disagree	108	43%
	Disagree	40	16%
	Neutral	38	15%
	Agree	28	11%
	Totally Agree	36	15%

Police officers that operate on the ground are more corrupt than those who work in the offices	Totally Disagree	107	43%
	Disagree	47	19%
	Neutral	44	17%
	Agree	22	9%
	Totally Agree	31	12%
High-rank officers in the State Police are more corrupt than the operational rank police officers	Totally Disagree	102	41%
	Disagree	47	19%
	Neutral	32	12%
	Agree	32	13%
	Totally Agree	37	15%
In the last 12 months, has any of the following situations ever occurred to you personally?			
A citizen has offered you a bribe	Never	174	70%
	At least once	44	18%
	Some time	25	10%
	Often	4	1%
	Very Often	3	1%
A citizen has done you a favour in exchange for your favour	Never	195	78%
	At least once	33	13%
	Some time	18	7%
	Often	2	1%
	Very Often	2	1%
A citizen has asked you a favour	Never	125	50%
	At least once	61	24%
	Some time	50	20%
	Often	5	2%
	Very Often	10	4%
A colleague has asked you a favour	Never	151	60%
	At least once	57	23%
	Some time	33	13%
	Often	8	3%
	Very Often	2	1%

Your supervisor has asked you to tolerate someone (citizen, colleague, public official, etc.)	Never	170	68%
	At least once	38	15%
	Some time	30	12%
	Often	4	2%
	Very Often	7	3%
Your supervisor has forced you to tolerate someone (citizen, colleague, public official, etc.)	Never	197	79%
	At least once	30	12%
	Some time	14	6%
	Often	3	1%
	Very Often	5	2%
You have reported a police officer for corruption	Never	232	94%
	At least once	10	4%
	Some time	1	0%
	Often	2	1%
	Very Often	2	1%
You have reported your supervisor for corruption	Never	236	96%
	At least once	5	2%
	Some time	3	1%
	Often	1	0%
	Very Often	2	1%
You have reported a citizen for a tentative corrupt behavior	Never	210	84%
	At least once	29	12%
	Some time	8	3%
	Often	1	0%
	Very Often	2	1%
You have to reported to the media (TV, newspapers, etc.) a corrupt act inside the institution	Never	235	95%
	At least once	7	3%
	Some time	1	0%
	Often	2	1%
	Very Often	2	1%

In the last 12 months, have you personally witnessed any of the following situations?			
A police officer getting a bribe/gift/favour	Never	214	86%
	At least once	22	8%
	Some time	10	4%
	Often	2	1%
	Very Often	2	1%
A police officer offering a favour to a citizen	Never	190	76%
	At least once	47	19%
	Some time	8	3%
	Often	5	2%
	Very Often	1	0%
A police officer offering a favour to another colleague	Never	165	66%
	At least once	59	24%
	Some time	18	7%
	Often	6	3%
	Very Often	1	0%
A police officer asking for a bribe/favour from any citizen to avoid the punishment	Never	213	85%
	At least once	24	10%
	Some time	9	4%
	Often	3	1%
	Very Often	1	0%
A police officer reporting his colleague/ supervisor for corruption	Never	229	91%
	At least once	17	7%
	Some time	1	1%
	Often	3	1%
	Very Often	1	0%
A police officer reporting a citizen for a tentative corrupt behavior	Never	174	70%
	At least once	43	17%
	Sometimes	24	10%
	Often	5	2%
	Very Often	2	1%
According to you, how often do the following corrupt acts occur among State Police officers?			

Bribe/Gifts	Never	98	39%
	Rarely	65	26%
	Sometimes	72	29%
	Often	12	5%
	Very Often	4	1%
Favours to third parties (outside police)	Never	95	38%
	Rarely	72	29%
	Sometimes	67	27%
	Often	14	5%
	Very Often	2	1%
Favours to third parties (by the police)	Never	109	44%
	Rarely	65	26%
	Sometimes	54	22%
	Often	15	6%
	Very Often	5	2%
Favours to their colleagues (within the police)	Never	96	38%
	Rarely	64	26%
	Sometimes	72	29%
	Often	15	6%
	Very Often	3	1%
Misuse of police funds	Never	132	53%
	Rarely	46	18%
	Sometimes	40	16%
	Often	24	10%
	Very Often	9	3%
Misuse of police means	Never	134	54%
	Rarely	48	19%
	Sometimes	36	14%
	Often	21	8%
	Very Often	11	5%
Manipulation of evidence	Never	174	69%
	Rarely	48	19%
	Sometimes	19	8%
	Often	8	3%
	Very Often	2	1%
Use of excessive violence by the police	Never	133	53%

	Rarely	70	28%
	Sometimes	33	13%
	Often	10	4%
	Very Often	4	2%
To what extent do you agree with the following statements?			
Recruitment of police officers is based on meritocracy	Totally Disagree	82	33%
	Disagree	37	15%
	Neutral	39	16%
	Agree	34	13%
	Totally Agree	58	23%
Police appointments and promotion to a higher rank are based on background checks and meritocracy	Totally Disagree	79	32%
	Disagree	38	15%
	Neutral	50	20%
	Agree	35	14%
	Totally Agree	46	19%
Police appointments and promotion to middle and lower ranks are based on background checks and meritocracy	Totally Disagree	69	28%
	Disagree	48	19%
	Neutral	44	17%
	Agree	44	18%
	Totally Agree	45	18%
Police leaders do not use the police for corrupt affairs	Totally Disagree	83	33%
	Disagree	41	17%
	Neutral	33	13%
	Agree	28	11%
	Totally Agree	64	26%
Political leaders and police officers collaborate to fight corruption	Totally Disagree	70	28%
	Disagree	30	12%
	Neutral	40	16%
	Agree	39	16%
	Totally Agree	70	28%

Police officers collaborate among themselves to fight corrupt and criminal practices	Totally Disagree	33	13%
	Disagree	26	10%
	Neutral	28	11%
	Agree	52	21%
	Totally Agree	112	45%
Procurement in police is performed correctly in compliance with the procedures of public funds management	Totally Disagree	46	19%
	Disagree	30	12%
	Neutral	46	19%
	Agree	40	16%
	Totally Agree	85	34%
According to you, to what extent do the following factors impact spread of corruption in the police?			
The overall level of corruption in the country	No influence at all	47	19%
	Slightly influential	66	26%
	Moderate influence	53	21%
	High influence	48	19%
	Extremely high influence	36	15%
Political influence in the police	No influence at all	46	19%
	Slightly influential	61	25%
	Moderate influence	48	19%
	High influence	52	21%
	Extremely high influence	40	16%
Lack or failure of transparency and accountability mechanisms in the police	No influence at all	51	21%
	Slightly influential	66	27%
	Moderate influence	56	22%
	High influence	45	18%
	Extremely high influence	31	12%
Tolerance of police corruption by the public as a way to solve problems quickly	No influence at all	57	23%
	Slightly influential	68	27%

	Moderate influence	56	23%
	High influence	41	16%
	Extremely high influence	27	11%
Tolerance of police corruption from the police employees	No influence at all	70	28%
	Slightly influential	69	28%
	Moderate influence	57	23%
	High influence	26	10%
	Extremely high influence	27	11%
To what extent do the following factors impact spread of corruption in the police			
Low salaries	No influence at all	38	15%
	Slightly influential	32	13%
	Moderate influence	31	12%
	High influence	40	16%
	Extremely high influence	111	44%
Non-merit-based recruitment and promotion practices	No influence at all	48	19%
	Slightly influential	41	16%
	Moderate influence	58	23%
	High influence	50	20%
	Extremely high influence	52	20%
Poor training and preparation	No influence at all	46	18%
	Slightly influential	48	19%
	Moderate influence	55	22%
	High influence	60	24%
	Extremely high influence	43	17%
Working culture in the police organisation	No influence at all	43	18%
	Slightly influential	48	19%
	Moderate influence	49	20%
	High influence	60	24%
	Extremely high influence	46	19%
Poor police management	No influence at all	52	21%

	Slightly influential	49	20%
	Moderate influence	36	14%
	High influence	66	26%
	Extremely high influence	48	19%
How do you consider working conditions of State Police officers at the operational level	Bad working conditions	72	29%
	Acceptable working conditions	121	48%
	Good working conditions	46	18%
	Very good	6	2%
	Refuse	1	0%
	No answer	7	3%
To what extent do you agree with the following statements?			
Middle and low-rank salaries in the State Police are fair for a normal lifestyle	Totally Disagree	136	54%
	Disagree	35	14%
	Neutral	35	14%
	Agree	11	4%
	Totally Agree	35	14%
High-rank salaries in the State Police are fair for a normal lifestyle	Totally Disagree	44	18%
	Disagree	60	25%
	Neutral	50	21%
	Agree	40	16%
	Totally Agree	50	20%
State Police vetting will help reduce police corruption	Totally Disagree	72	29%
	Disagree	37	15%
	Neutral	36	14%
	Agree	32	13%
	Totally Agree	73	29%
The Code of Ethics has positively influenced the prevention of corruption in the State Police	Totally Disagree	45	18%
	Disagree	34	14%
	Neutral	54	22%

	Agree	45	18%
	Totally Agree	71	28%
Internal regulations of the State Police do not leave room to corruption	Totally Disagree	47	19%
	Disagree	43	17%
	Neutral	36	14%
	Agree	45	18%
	Totally Agree	79	32%
Police officer off-duty (working hours) violates traffic rules and his colleague does not punish him/her	Yes		
	No	120	48%
	I do not know	86	34%
A police officer helps someone else to unfairly benefit from a service	Yes	46	18%
	No	153	61%
	I do not know	65	26%
A police officer accepts free of charge services from private citizens (coffee shops, restaurants, petrol stations, etc.)	Yes	33	13%
	No	142	56%
	I do not know	81	32%
A police officer manipulates evidence to achieve a quicker arrest of a suspected person	Yes	29	12%
	No	148	59%
	I do not know	74	29%
A police officer uses discriminatory and offensive language towards a citizen	Yes	29	12%
	No	100	40%
	I do not know	114	45%
To what extent do you agree with the following statements?		37	15%
It is fair that State Police officers perform another job non-conflicting with police work when off duty	Totally Disagree		
	Disagree	52	21%
	Neutral	14	6%
	Agree	21	8%
	Totally Agree	25	10%

The performance of another job when off duty negatively affects the fulfillment of police duties	Totally Disagree	139	55%
	Disagree	108	43%
	Neutral	39	16%
	Agree	34	14%
	Totally Agree	26	10%
A police officer should report his colleagues that get a bribe or other favours	Totally Disagree	43	17%
	Disagree	21	8%
	Neutral	17	7%
	Agree	24	10%
	Totally Agree	27	11%
A police officer should report his/her colleagues that are involved in the provision of police information to criminal organisations or incriminated persons	Totally Disagree	160	64%
	Disagree	24	10%
	Neutral	12	5%
	Agree	18	7%
	Totally Agree	11	4%
A police officer should report his/her colleagues that are involved in a criminal organisation or incriminated persons	Totally Disagree	186	74%
	Disagree	15	6%
	Neutral	8	3%
	Agree	19	8%
	Totally Agree	7	3%
State Police officers that violate some rules to better fulfill their duties should not be punished at all	Totally Disagree	202	80%
	Disagree	69	28%
	Neutral	30	12%
	Agree	46	19%
	Totally Agree	26	10%
Do you believe that the police is capable of fighting corruption from within	Yes, totally possible	78	31%
	Yes, but to a certain extent	146	59%
	Almost impossible	69	28%

	No, it is totally impossible	19	8%
	5	8	3%
	Don't know	5	2%
How much do you know about the legal and policy framework in place to fight police corruption	Not at all	9	4%
	Very little	24	10%
	Somewhat	66	28%
	Enough	111	46%
	Very much	29	12%
In your opinion, are the legal framework and policies in place adequate to fight police corruption	Not at all	7	3%
	Very little	26	11%
	Somewhat	112	45%
	Enough	85	34%
	Very much	1	0%
	Don't know	16	7%
How much do you trust that police vetting will fight corruption within the police	Not at all	29	12%
	Very little	32	13%
	Somewhat	71	29%
	Enough	55	22%
	Very much	47	19%
	Don't know	13	5%