

Results of the survey measuring the implementation and impact of integrity policies in Greece

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The report presents the findings of a survey conducted among employees in the Greek public administration.

The survey aimed to assess the level of awareness of relevant integrity laws and regulations as well as the experience and views of Greek officials on several integrity policies.

The survey gathered insights into aspects of the National Integrity System (NIS) including reporting channels and whistleblowing, conflicts of interest, asset and interest disclosure, codes of ethics, lobbying activities, internal audits and integrity advisors.



Methodology and limitations

The survey was conducted electronically, with participants accessing the questionnaire through a designated platform. Participation was voluntary and anonymous, with respondents providing answers to a series of multiple-choice questions.

The sample size included 3094 respondents from various institutions and regions within Greece.

While the sample is large, the sampling method was not randomised and therefore the results may not be representative of the whole public sector in Greece. Based on demographic data, post-stratification weights can be applied to adjust estimates.



Summary of key findings

Reporting and protection

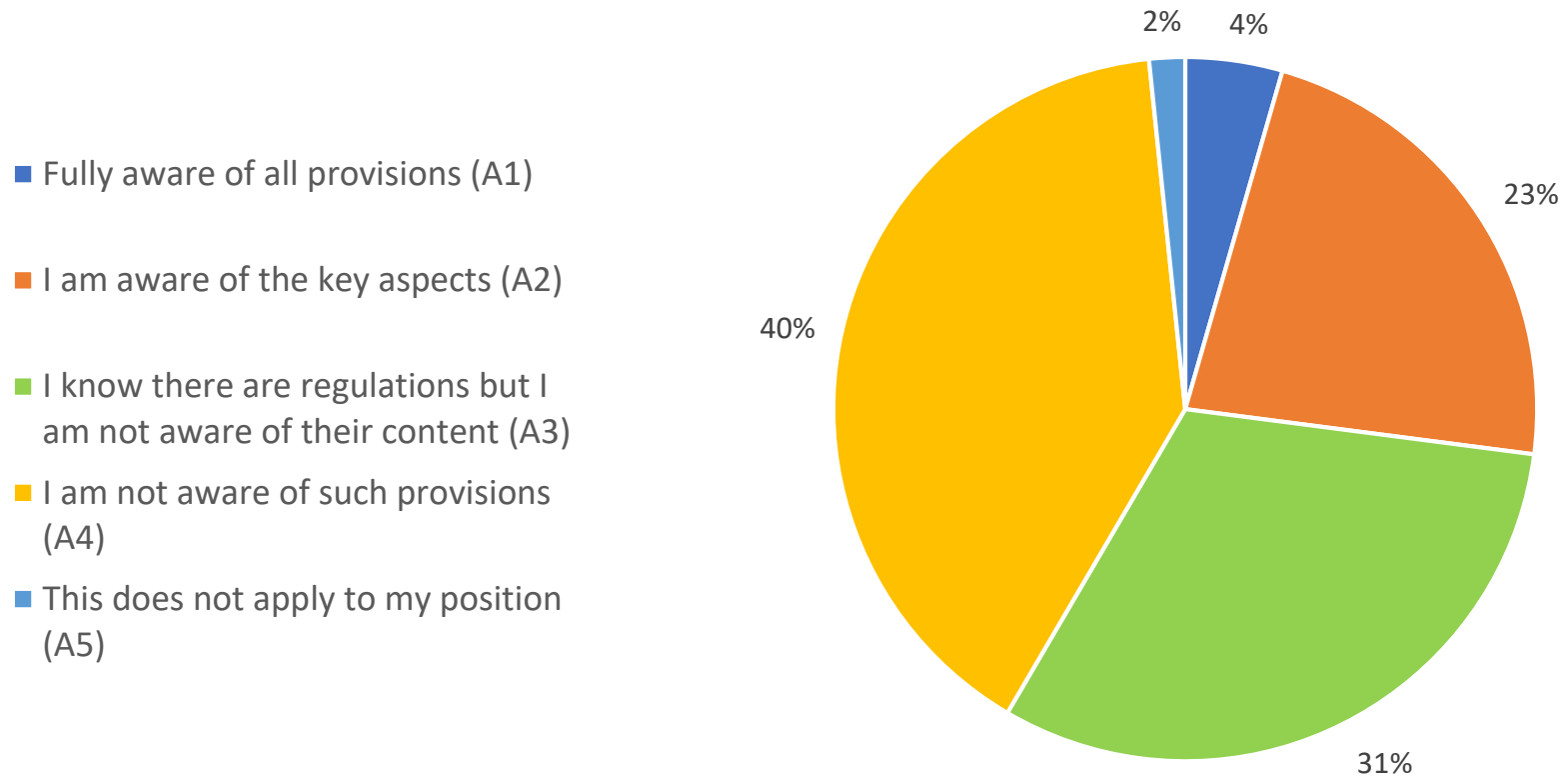
Reporting violations: A significant portion of respondents (71%) either were **not aware of or only had limited knowledge of legislation protecting whistleblowers who report violations of EU law**, indicating a potential lack of understanding of their rights and protections.

Willingness to Report: A large majority (62%) expressed willingness to report integrity breaches, though there were concerns about fear of retaliation (50%) and **doubts about the effectiveness of reporting (38%)** among the small minority (6%) who said they would not report.

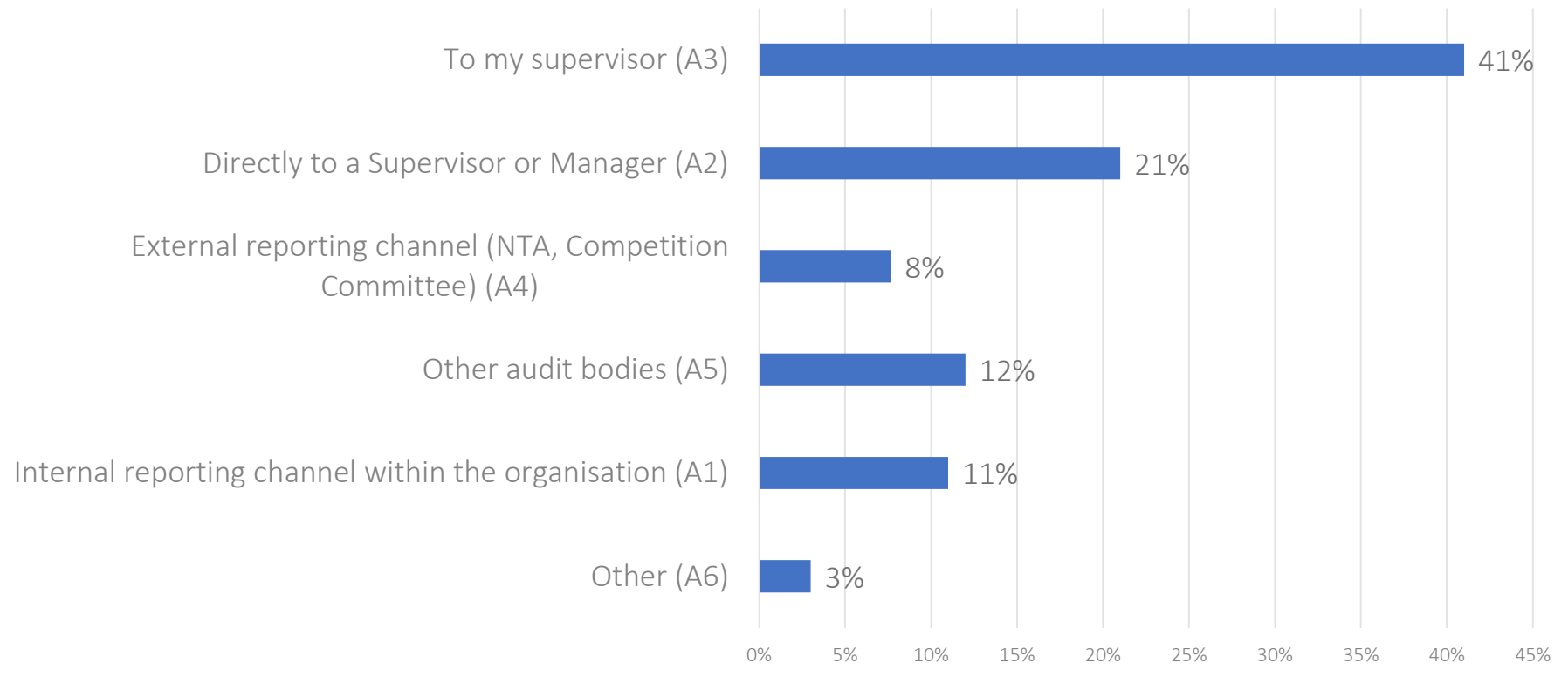
55% did not know if there is a reporting channel in their institution. However, the majority (52%) of those who said there is a reporting channel rated them as effective or very effective.



Are you aware of L 4990/2022 that introduces measures for the protection of persons reporting violations of EU law?



Through what channel would you prefer to report an incident of corruption or fraud?



Summary of key findings

Conflict of Interest and Codes of Conduct

Conflict of Interest and Financial Declarations: A slight majority (51%) lacked awareness of conflict-of-interest regulations, and 66% said they had never faced a conflict-of-interest situation.



However, when it came to the regime of declaring assets and financial interests, a **larger percentage (58%)** reported being aware at least of the **key aspects**. Among those who were aware and found the **system ineffective**.

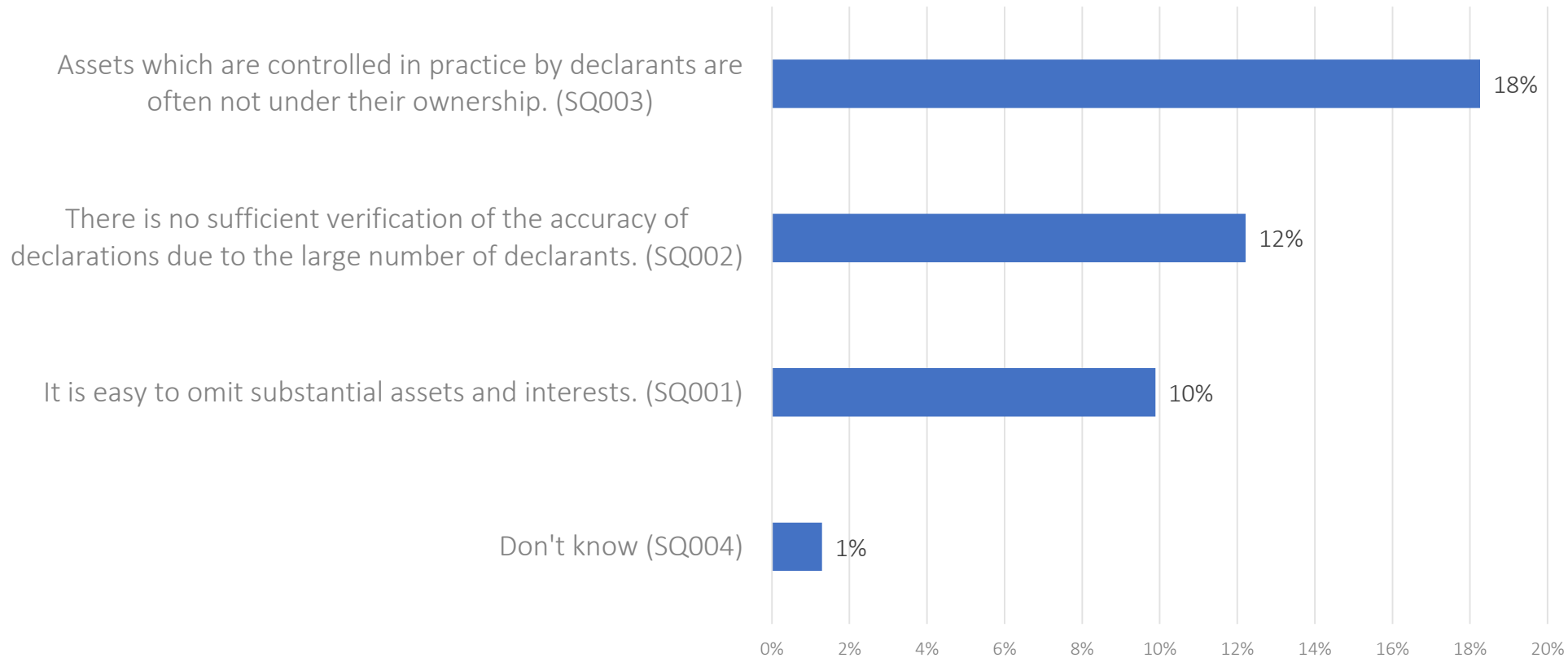


Codes of conduct and ethics: A majority of respondents (59%) indicated awareness of the new code of ethics for public officials, and 57% of them evaluated the codes as either very or rather effective.

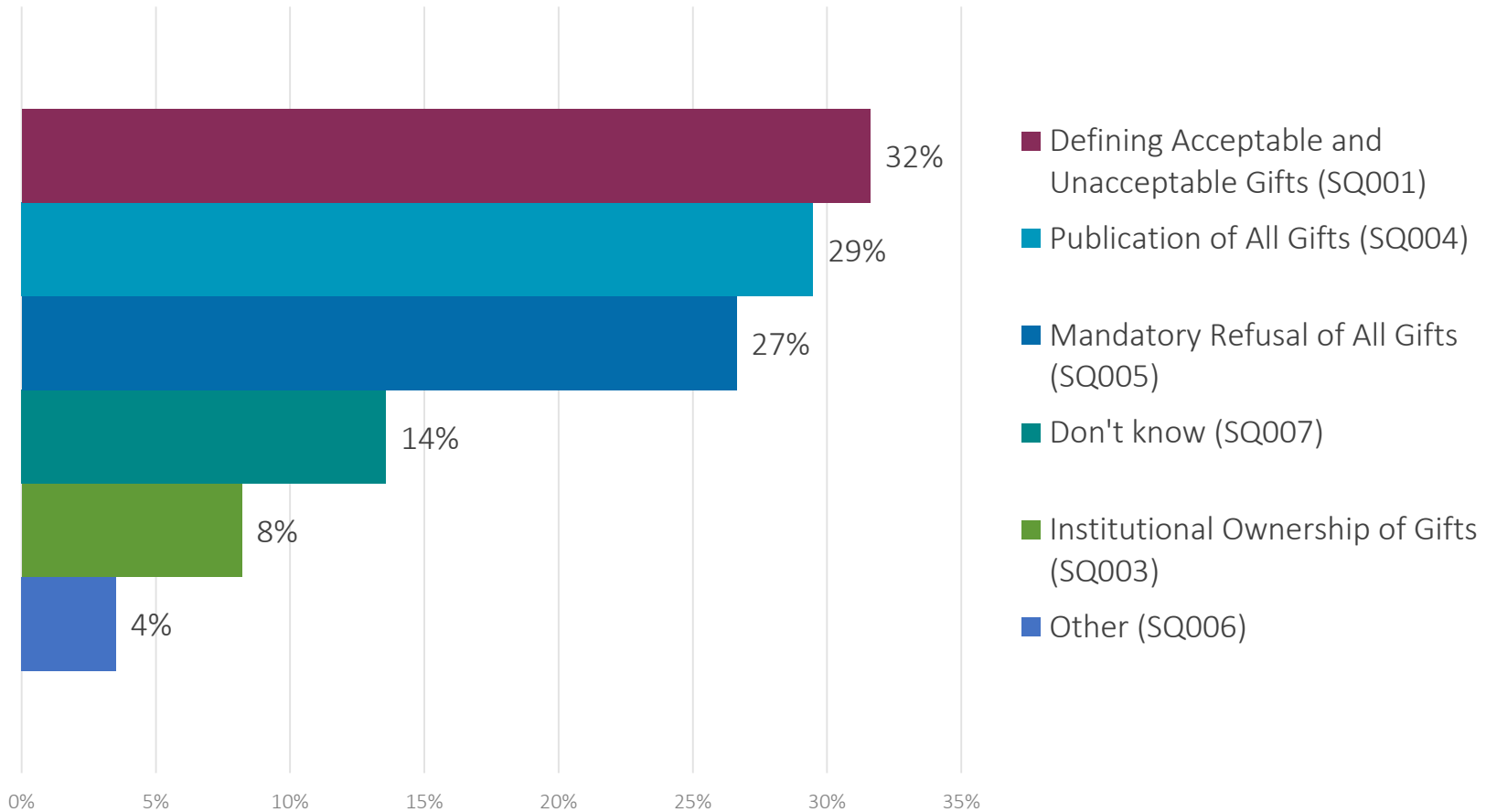


Among the minority of officials who said codes of ethics were not effective, the most common cause cited (44%) was that they are not properly enforced.

Why do you think the current asset and interest declarations system is not effective in preventing and exposing conflicts of interest and illicit enrichment?



When it comes to regulating gifts for public servants, which of the following do you think would be the most effective policy?



Summary of key findings

Lobbying and Integrity Advisors



Lobbying and influence activities: Only one in five (20%) respondents are aware of at least key aspects of the law regulating lobbying activities. Limited interactions with lobbyists may be part of the reason, as only 30% of respondents reported ever having had contact with a lobbyist who attempted to influence their decision.

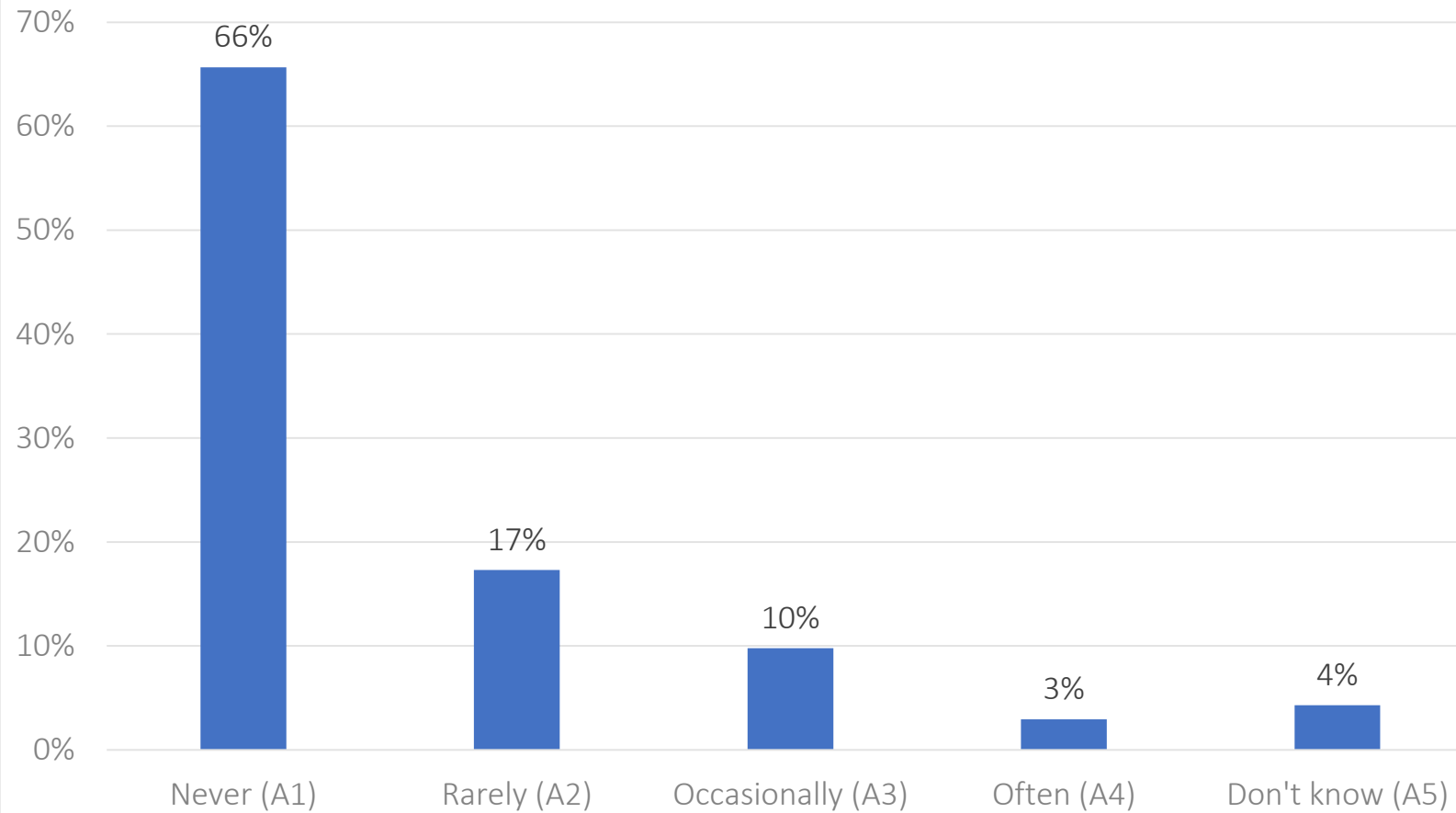


Integrity Advisors : The majority of respondents said they are either not aware of the law introducing integrity advisors (51%) or aware of the law but not sure of its provisions (23%).

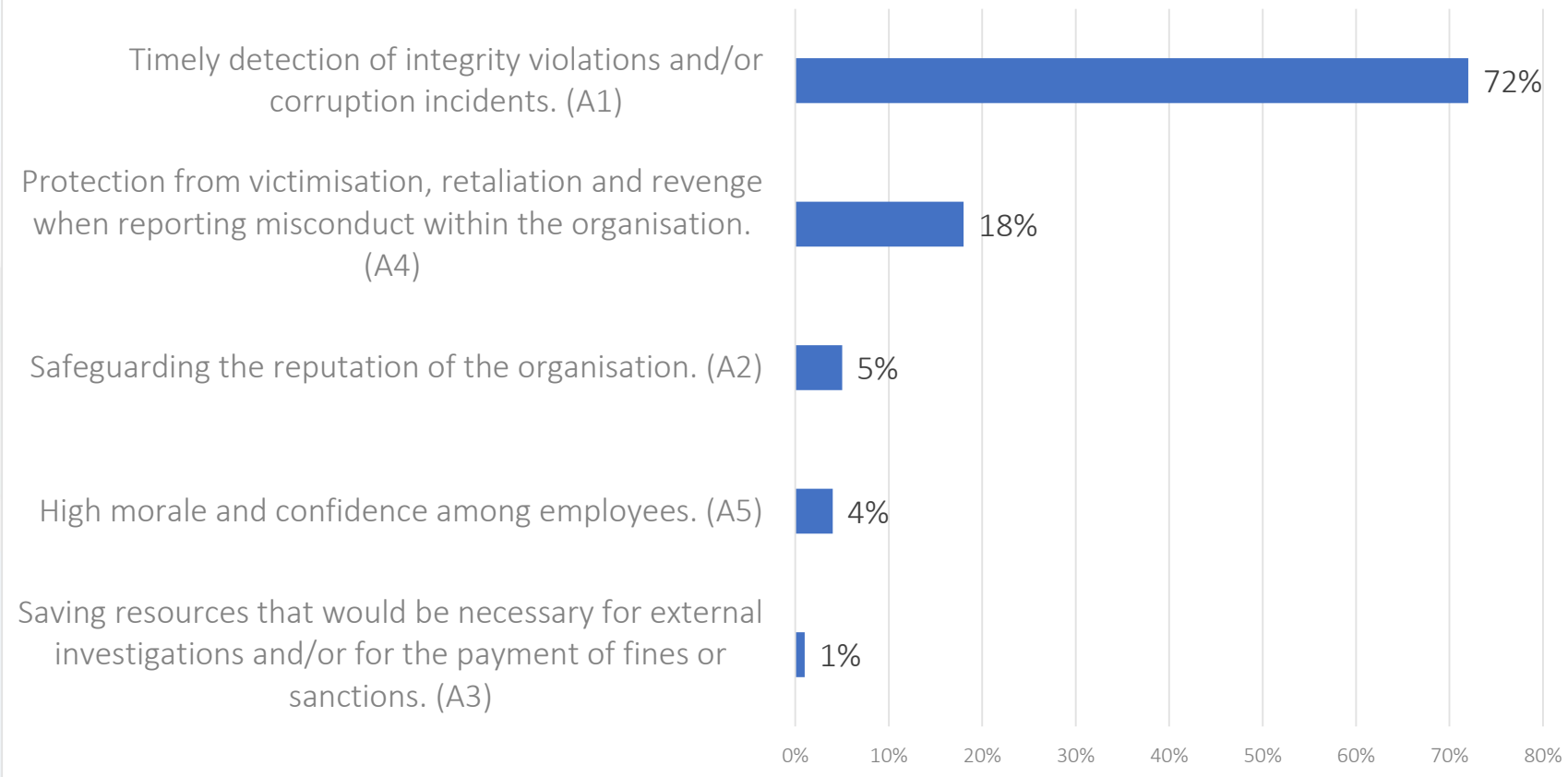


Among the officials who are aware of the law, a large majority (65%) are not clear on the details. Among the officials who are aware of the role or that at least know that integrity advisors have been established, 31% think that the most important competence of integrity advisors is the timely detection of integrity violations or corruption incidents.

In the performance of your duties, have you been approached by any lobbyist with the aim of exercising influence?



In your opinion which is the most important competence of the Integrity advisors?

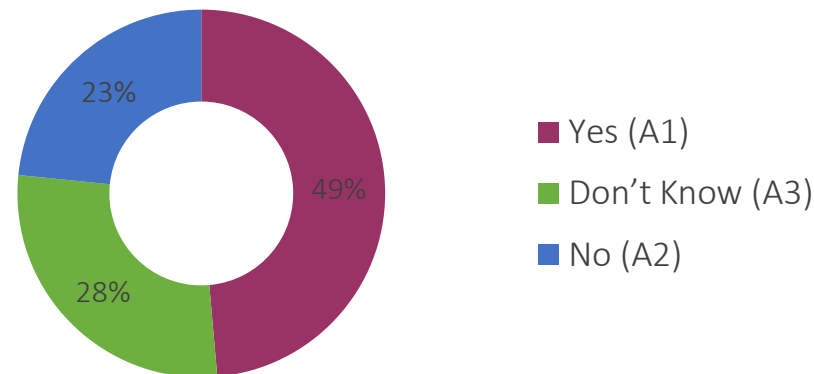


Summary of key findings

Audit

With regards to internal audit, a large number of respondents indicated that they either don't know or that such a unit does not exist highlighting that additional efforts are required to establish such units or to improve internal communications and visibility of their activities.

Does an Internal Audit Unit operate in your organisation?



Conclusions

This survey has highlighted that the current National Integrity System has *introduced several effective measures to strengthen control of corruption in Greece and that public officials are positively predisposed to the reforms introduced.*

A majority of officials who know about reporting channels and codes of conduct, evaluated these two as effective or very effective.

One common theme across most policy areas surveyed is that more awareness raising is needed among officials but also institutional clarity on expectations and co-ordination of the Integrity System.

