



**REPORT ON  
QUANTITATIVE RESEARCH ON CITIZENS'  
PERCEPTIONS AND ATTITUDES TO  
WHISTLEBLOWERS  
IN NORTH MACEDONIA**

**CONDUCTED BY**



***August-September 2020***

Credit to Regional Cooperation Council and Authors of their 2017 report

This report was prepared within the project "Promoting Transparency and Accountability in Public Administration", funded by the European Commission and implemented by a consortium led by PwC. The document has been prepared for the needs of the State Commission for the Prevention of Corruption and solely for the purposes and under the conditions agreed in accordance with EuropeAid / 139891 / DH / SER / MK.

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## **1. BACKGROUND**

This activity was implemented in the framework of the EU funded project: "Promoting transparency and accountability in public administration in North Macedonia", ProTracco, implemented by a consortium led by PwC. The study was aimed at examining citizens' perceptions and attitudes about whistleblowers. Following the ESOMAR Research Code, the anonymity of the respondents is guaranteed. This document is a methodological and descriptive report of the key research findings.

## **2. METHODOLOGICAL REPORT**

The survey was carried out according to the questionnaire submitted by the Project Team of the PwC-led Consortium. The latter was partly based on questions used in a regional study published in 2017 by the Regional Cooperation Council<sup>1</sup> and partly on questions developed by the Project experts in co-operation with the SCPC.

The survey was conducted by telephone, using the CATI method, on a random sample of 1,000 respondents. The margin of error is  $\pm 3.08\%$ , with a confidence level of 95%.

The data was collected between 21 and 31 August 2020. All eight statistical regions (NUTS 3) were covered, taking into account the distribution of urban and rural settlements. The random sampling method ensures representativeness of the sample by gender, age, ethnicity and other demographic variables.

The "Next Birthday" method was used for landline telephones to select a respondent, while the person answering the call on mobile telephone numbers was the person that was interviewed. Respondents older than 18 years participated in the research.

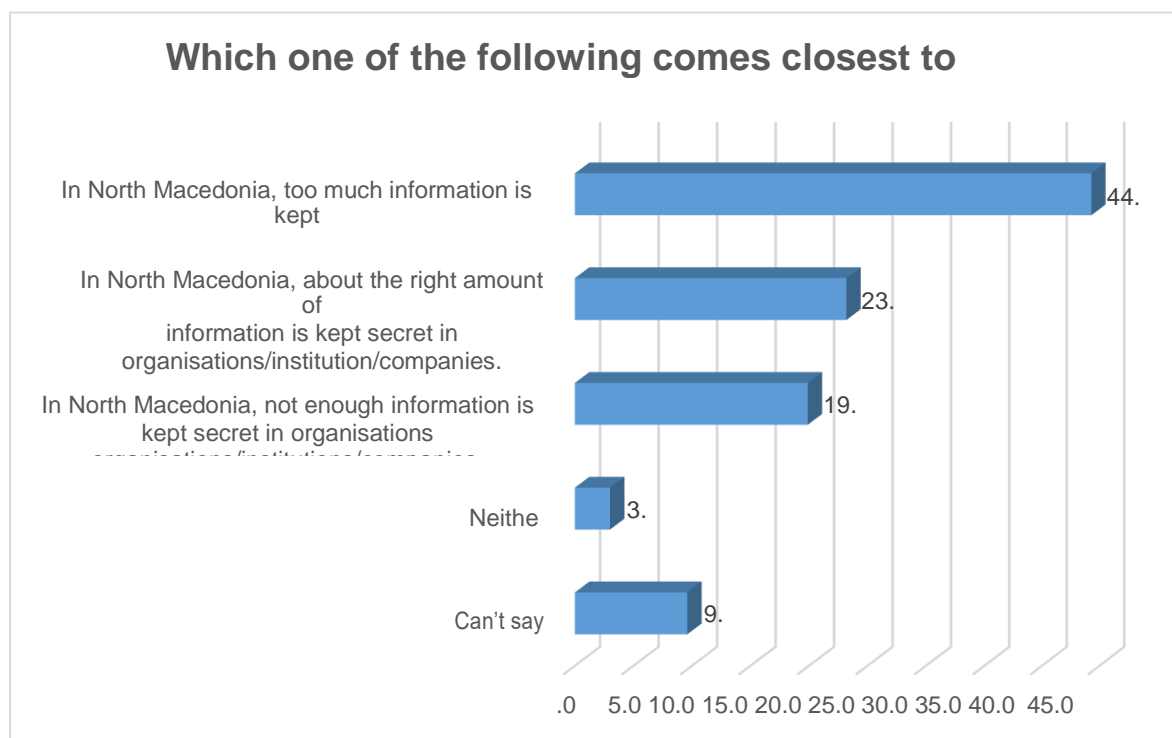
### 3. DESCRIPTIVE REPORT

At the very beginning, the respondents expressed their opinion regarding their impression on the amount of information that organizations in the country keep secret. The majority of

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<sup>1</sup> <https://www.rcc.int/pubs/44/public-attitudes-to-whistleblowing-in-south-east-europe--data-analysis-of-opinion-survey-about-whistleblowing-and-the-protection-of-whistleblowers>

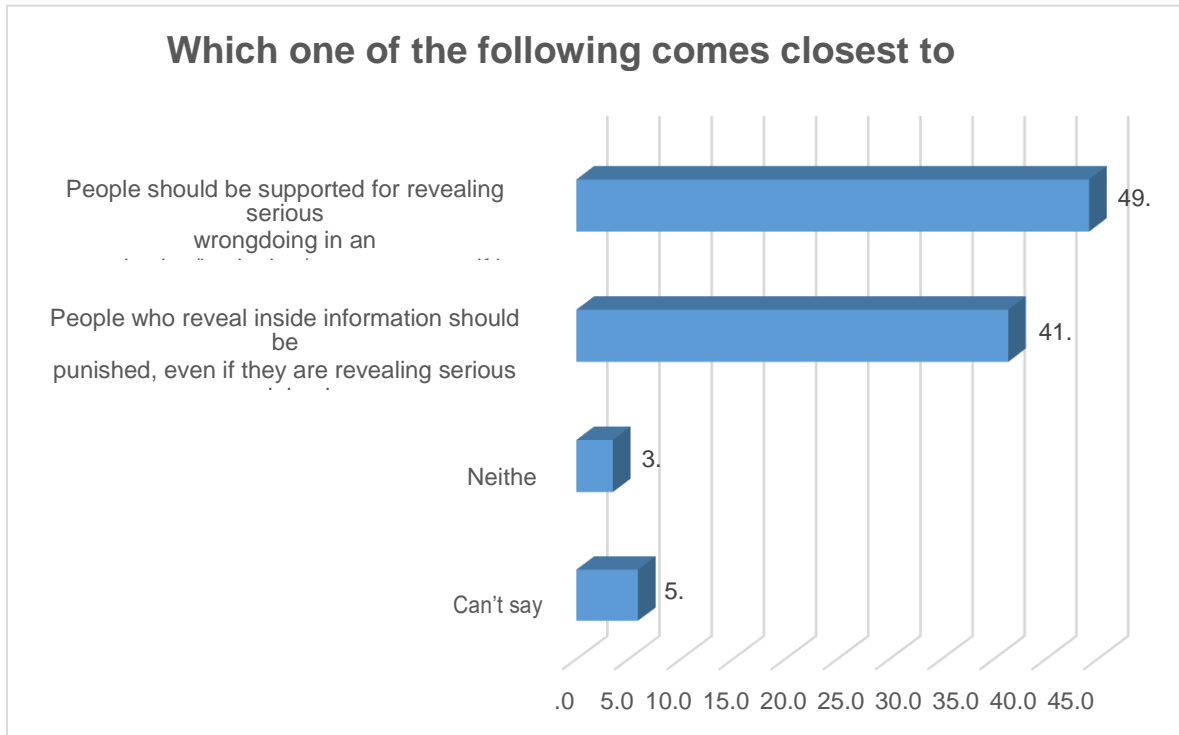
respondents (44.3%) believe that too much information is kept secret. Almost a quarter of the respondents (23.2%) think that information is kept as secret as much as needed, while almost a fifth (19.9%) think that not enough information is kept secret.



Graph 1

When compared to other respondents, smaller percentage (35.7%) of the respondents age 50 to 64 believe that too much information is kept secret. The ethnic Albanian believe more than the ethnic Macedonians that not enough information is kept secret (24.6% of ethnic Albanians, compared to 18.3% of ethnic Macedonians). The respondents living in urban areas more than those in rural areas believe that too much information is kept secret (47.8% vs. 38.5%). More than half (57.6%) of the respondents from the Northeast Region think that too much information is kept secret.

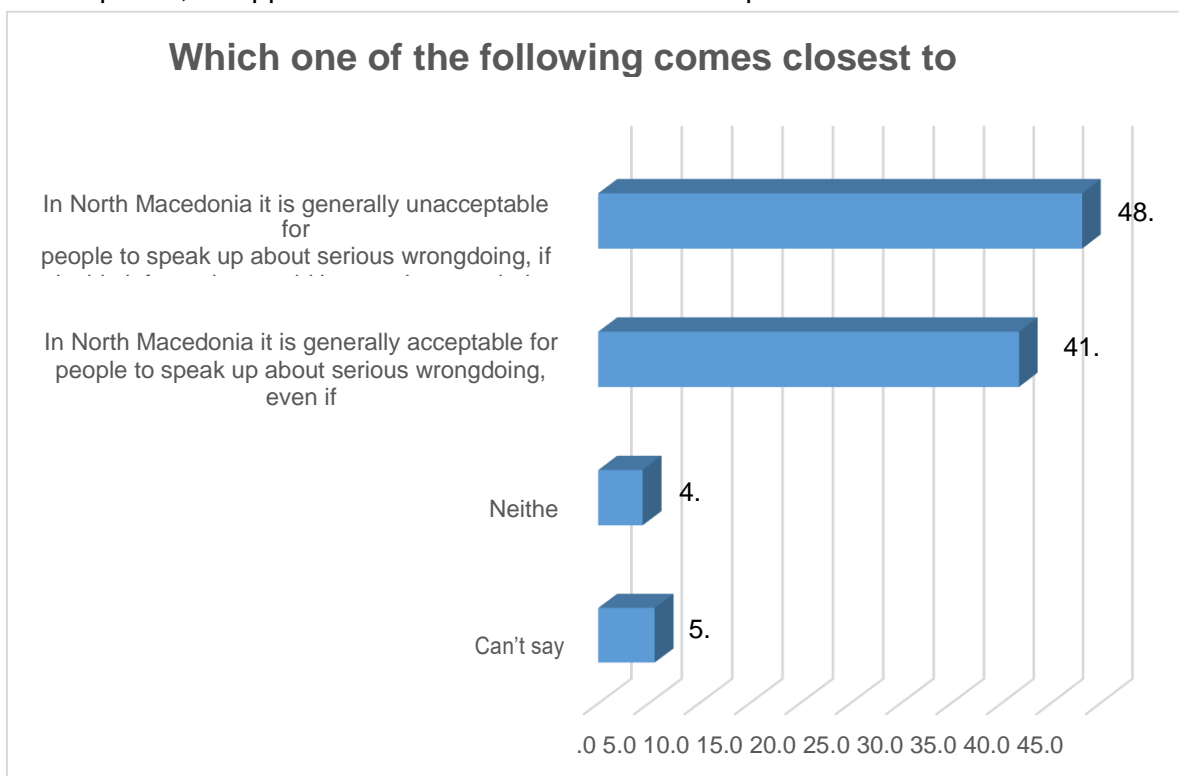
The analysis of the answers shows that almost half (49.2%) of the respondents think that the revealing illegal behaviours and actions should be encouraged even when it means disclosing internal/ confidential information. Similar is the percentage (41.4%) of those who believe that revealing confidential information, even for illegal actions, should be punished.



Graph 2

Ethnic Macedonian respondents, more than ethnic Albanians, believe that the disclosing illegal behaviour should be encouraged (51.9% vs. 40.7%). Every second respondent from the Polog and Northeast Region thinks that such revealing of confidential information should be punished (51% and 49.4%).

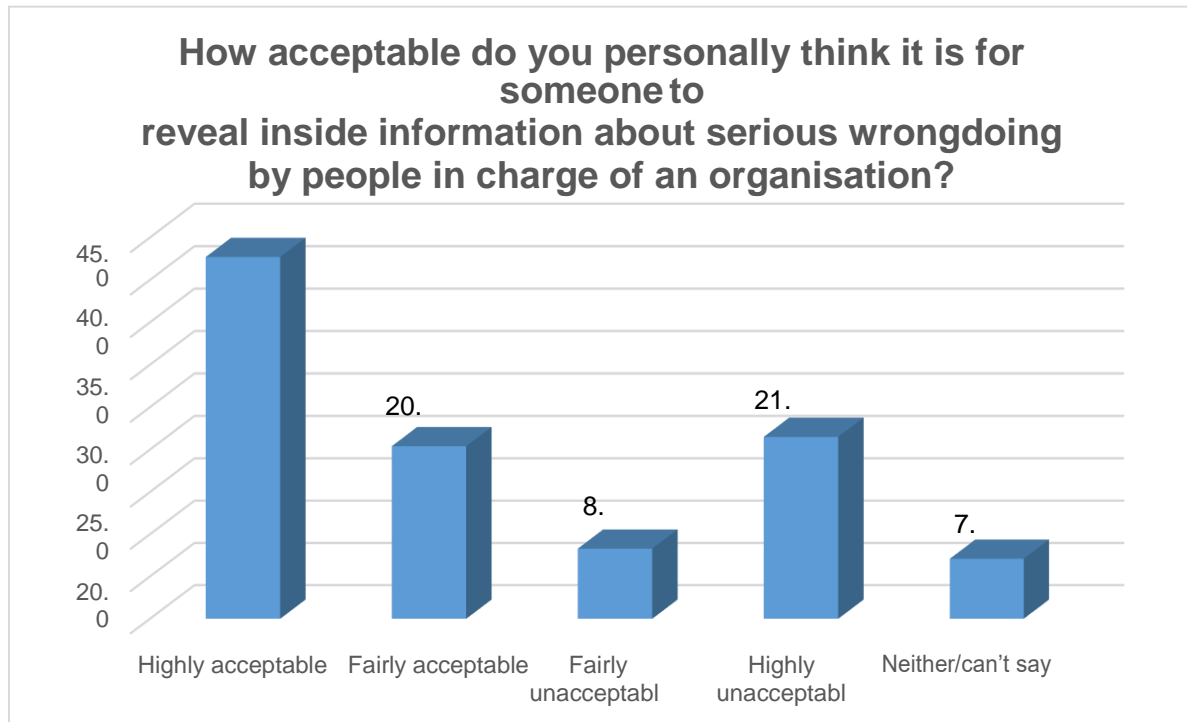
Opinion is also divided regarding the acceptability of revealing illegal behaviour in our country, in case it reveals confidential information about the organization - 48.2% consider it unacceptable, as opposed to 41.8% who consider it acceptable.



Graph 3

The respondents from the Southeast Region consider least that it is acceptable to disclose confidential information about the organization in the country (23.1%).

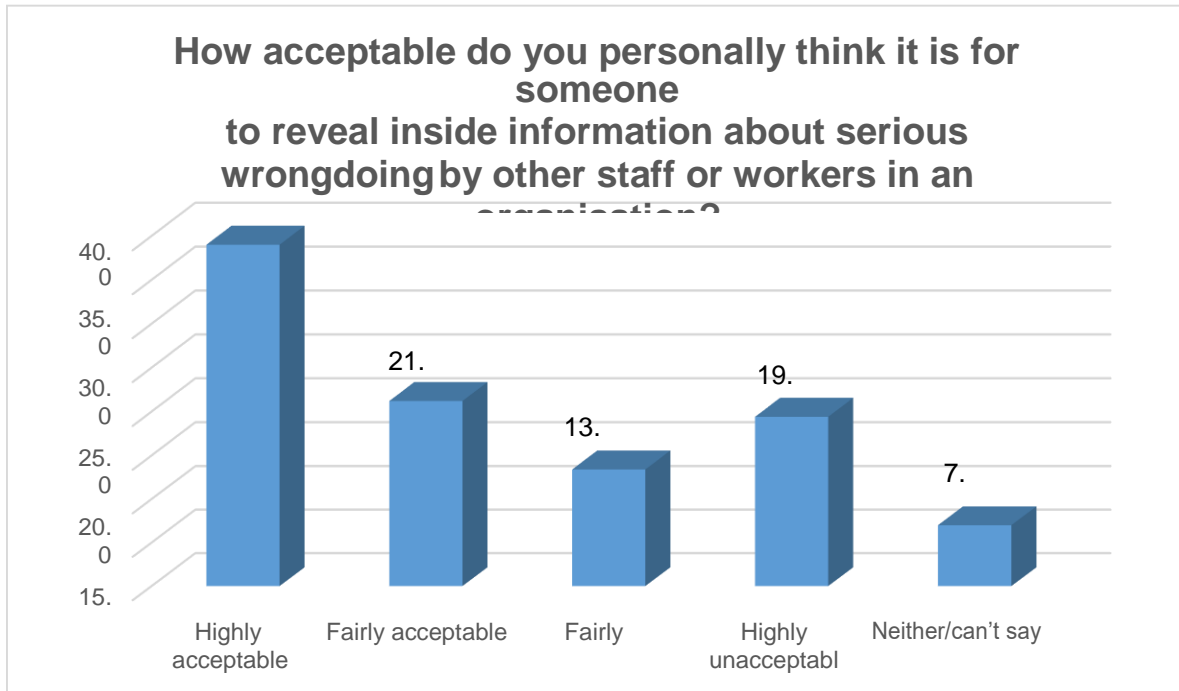
There is a high percentage of those who consider it acceptable to disclose inside/ confidential information about illegal behaviour by the responsible people in the organization - 42.7% fully acceptable, 20.4% partially acceptable (63.1% cumulative acceptability). For one fifth (21%) of the respondents, this is completely unacceptable.



Graph 4

If we look at the results through the lens of ethnicity, we will notice that for ethnic Macedonians this is much more acceptable - 47.1% of the ethnic Macedonians this is completely acceptable, compared to 30.9% of ethnic Albanians. Employees in private institutions show higher consent – for 45% this is completely acceptable, compared to 38.7% of those employed in a public institution.

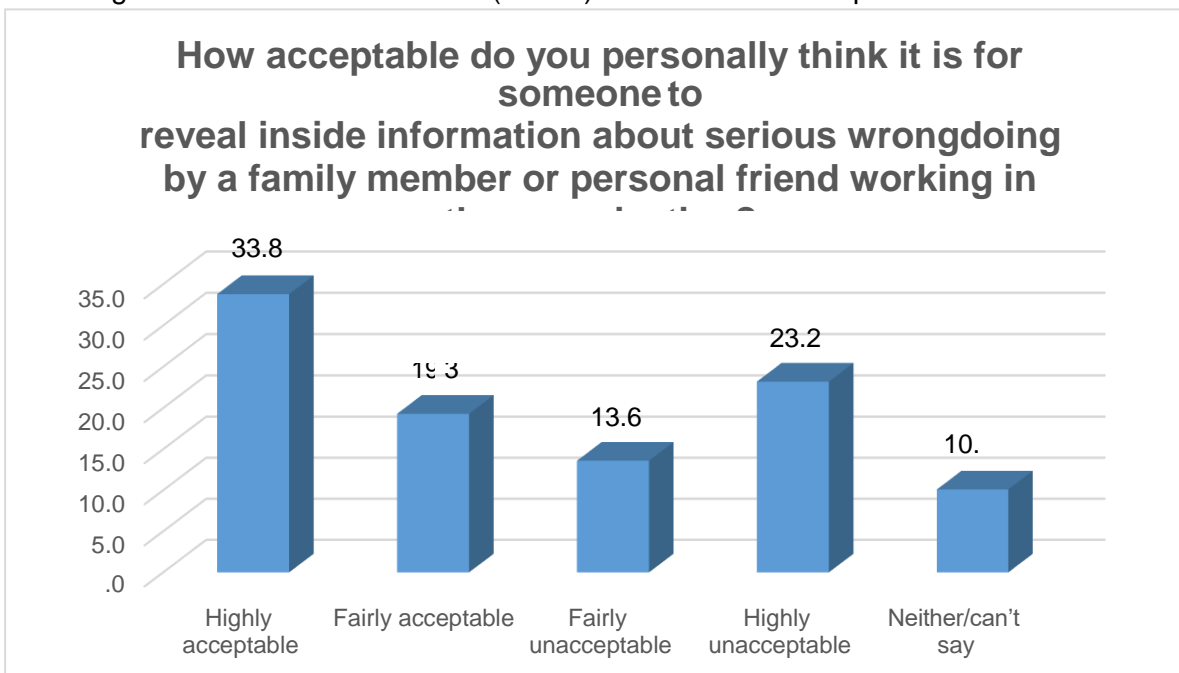
The percentage (60.2% cumulative) of those who find it acceptable to disclose inside/ confidential information about illegal behaviour by other employees in the organization is also high. Disclosure of this information is completely acceptable for 39%, as opposed to almost a fifth (19.4%) who find it completely unacceptable.



Graph 5

The analysis of the responses shows that the acceptability is more present among the ethnic Macedonians than among the ethnic Albanians - 44.8% versus 23.3% for whom this is absolutely acceptable. This attitude is absolutely acceptable for 41.8% of the employees in the private sector, as opposed to 33.3% of those who are employed in the public sector.

More than half (53.1% cumulatively) of the respondents consider it acceptable to disclose internal information about illegal behaviour by a family member or friend of a person employed in the organization. More than a third (36.8%) think that is unacceptable.



Graph 6

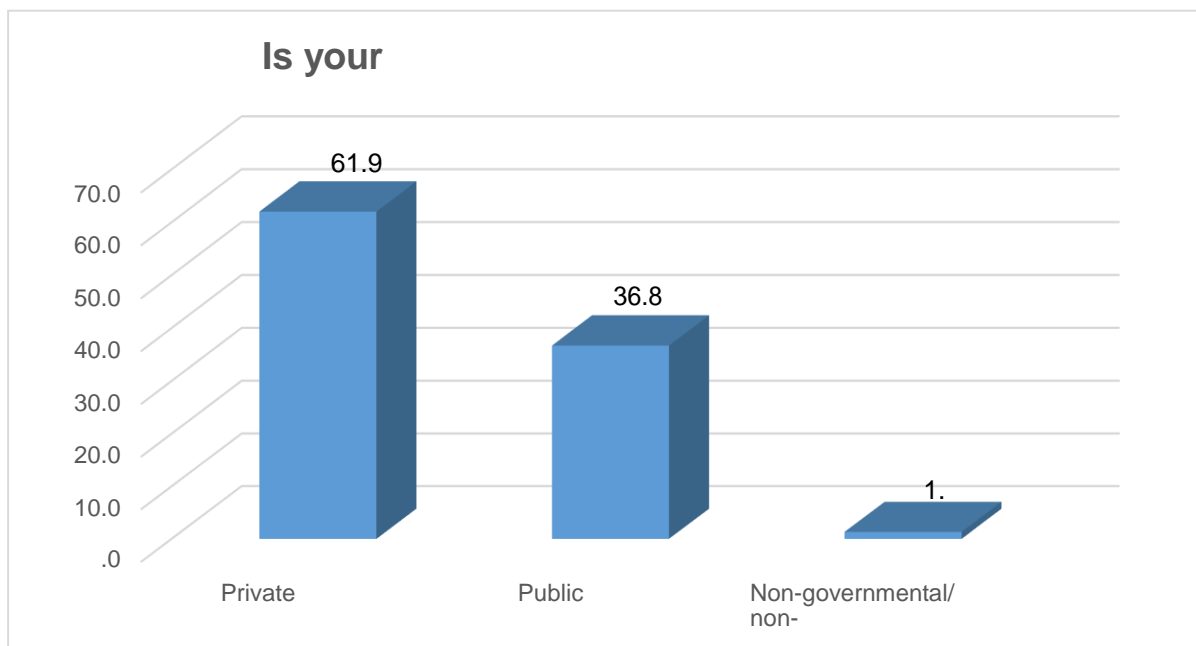
The distribution of answers is different between ethnic Macedonians and ethnic Albanians - for 58.6% of ethnic Macedonians this is acceptable (cumulative), as opposed to 39.8% of ethnic Albanians who say that it is acceptable for them.

More than half of the respondents are not employed for an organization/company/institution (54.1%). More than a third (37.7%) are employed in an organization/ institution/ company – meaning 82.1% of those who are employed. Of those who are employed, 8.9% are self-employed, contract workers or subcontractors. Specifically, 4.1% of those who are employed are managers or directors, 1.7% are volunteers or some kind of unpaid workers, and 3.1% are another type of member in an organization/ company.

The majority (61.9%) are employed in the private sector, as opposed to 36.8% in the public sector and 1.3% in NGOs.



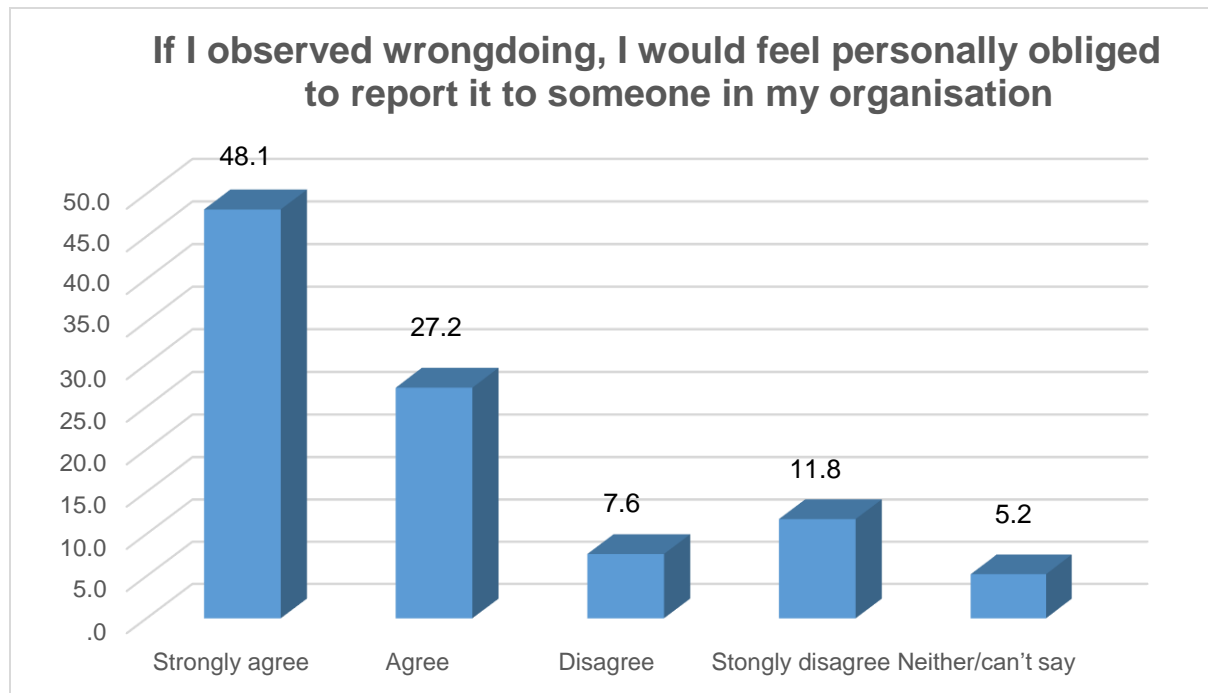
Graph 7



Graph 8



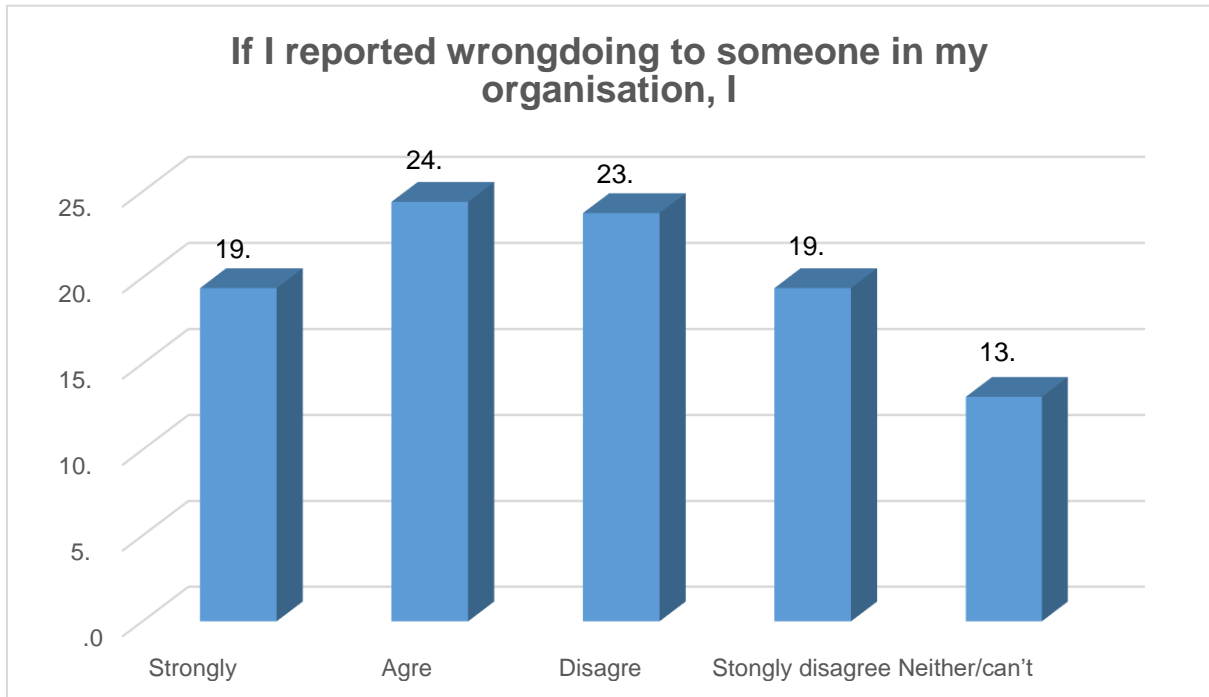
Those respondents who are employed were further asked to answer how they would act in certain situations. If they notice illegal behaviour, 75.4% of them will feel personally obliged to report (cumulatively of 'I absolutely agree' and 'Agree'). Absolute consent is present in almost half of the employees (48.1%). Those who do not agree at all that they would feel obliged to report are 11.8%.



Graph 9

Absolute agreement is much more declared by the ethnic Macedonians - 51.5% of them absolutely agree that they will feel obliged to report, compared to 39.1% of the ethnic Albanians. Those with higher education also declare a higher consensus that they would report than those with secondary education (60.2% vs. 44.9%). Absolute consent is the least evident among the respondents living in the Northeast Region (17.1%).

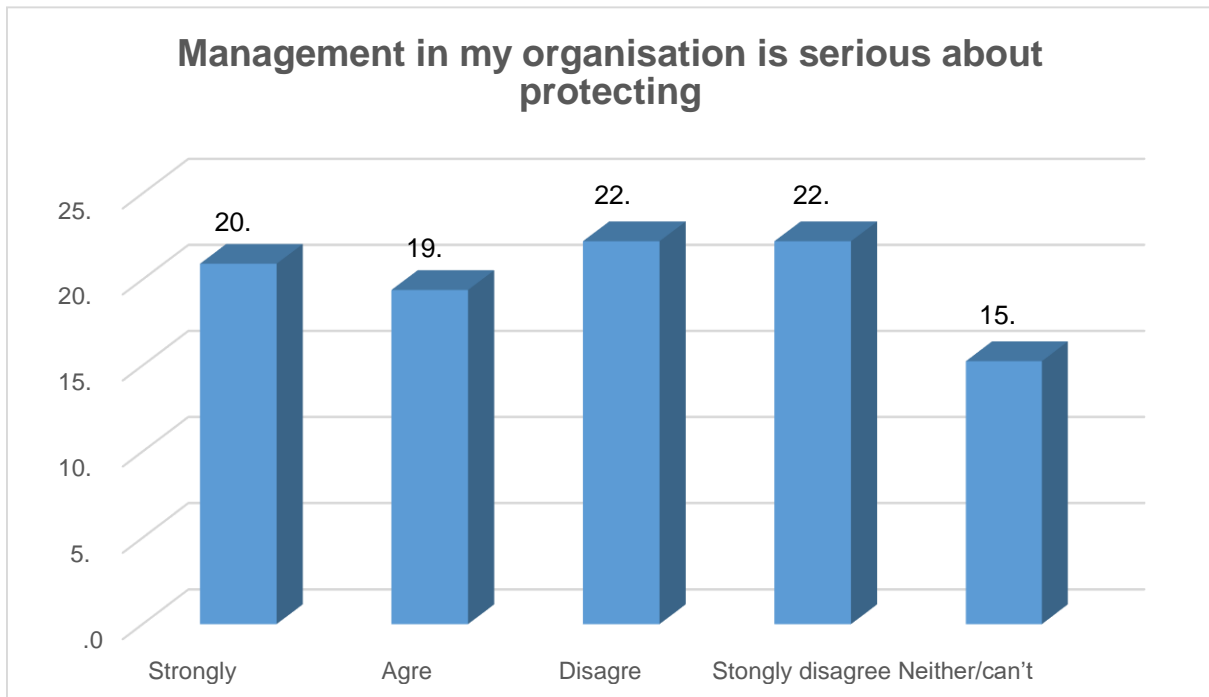
The opinion is also divided regarding the appropriate action in case of reporting illegal behaviour in the organization. 43.8% agree that appropriate action will be taken, as opposed to 43.1% who do not agree that appropriate action will be taken.



Graph 10

The respondents from the Vardar and Southwest Regions express the lowest consent that appropriate actions will be undertaken (23.3% and 26.2%).

There is also a divided opinion on whether the organization is committed to protecting people who report illegal actions - 40.3% agree that management will protect them, as opposed to 44.4% who do not agree.

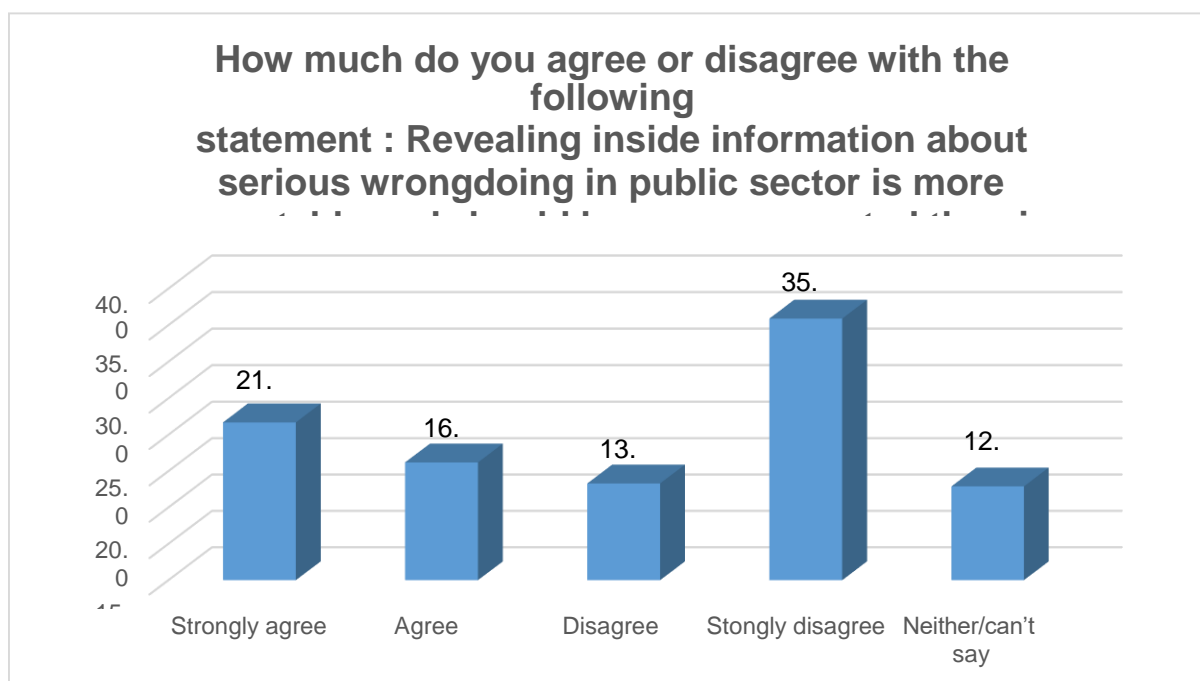


Graph 11

The answers of the respondents with secondary education differ from the answers of those with higher education - namely, the agreement that the management will protect those who decide to report illegal actions is lower among the respondents with secondary education - 38.5% cumulatively, compared to 46.1% of those with higher education. The respondents

employed in the private sector express consent that is higher by 5.1 percentage points. The respondents from the Vardar Region express the lowest consent compared to the respondents from other regions (20% cumulative consent).

Furthermore, all respondents were asked how much they agree that disclosing confidential information about illegal behaviour in the public sector is more acceptable than in the private sector. The analysis of the answers shows that almost half of the respondents do not agree with this statement (49.2% cumulatively), and the percentage (35.9%) of those who do not agree with that at all is the largest.



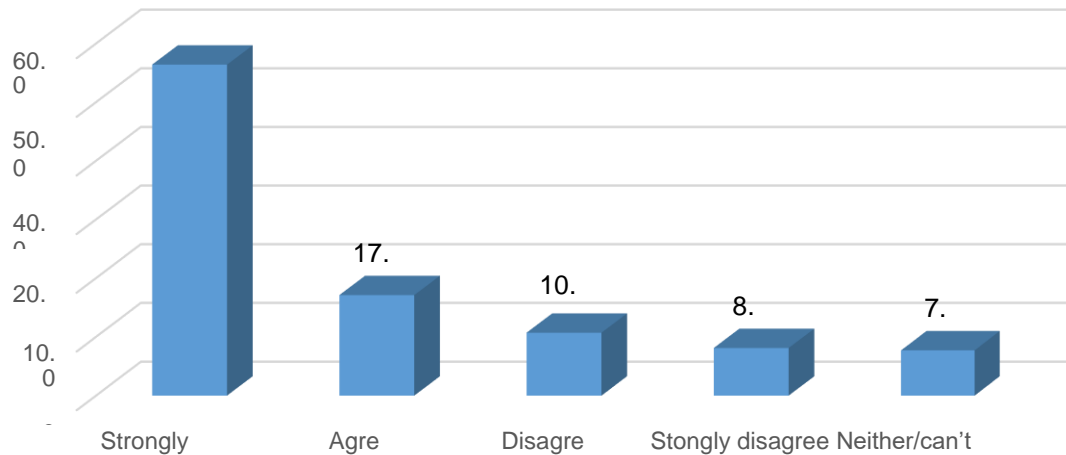
Graph 12

The analysis of the results shows that the male respondents agree more with this view than the female respondents (42.3% cumulatively, as opposed to 33.3% cumulatively). There is a greater agreement among the ethnic Albanian respondents (44.9% cumulatively versus 35.4% cumulatively among ethnic Macedonians). More than a third (36.2%) of the respondents with completed secondary education agree with this view, while every second (50.5%) with higher education agrees.

The disclosure of internal information about illegal behaviour in the public and private sector should be treated in the same way – this is the agreement of the majority of respondents (73.5% cumulatively), as opposed to 18.8% who disagree.

Absolute agreement with this attitude is higher in the female respondents than in the male respondents (61.6% vs. 51.5%). The distribution of responses is different among ethnic Macedonians and ethnic Albanians. 66.4% of the ethnic Macedonians express absolute consent, as opposed to 25.8% of ethnic Albanians who absolutely agree that internal information about illegal behaviour in the public and private sector should be treated in the same way.

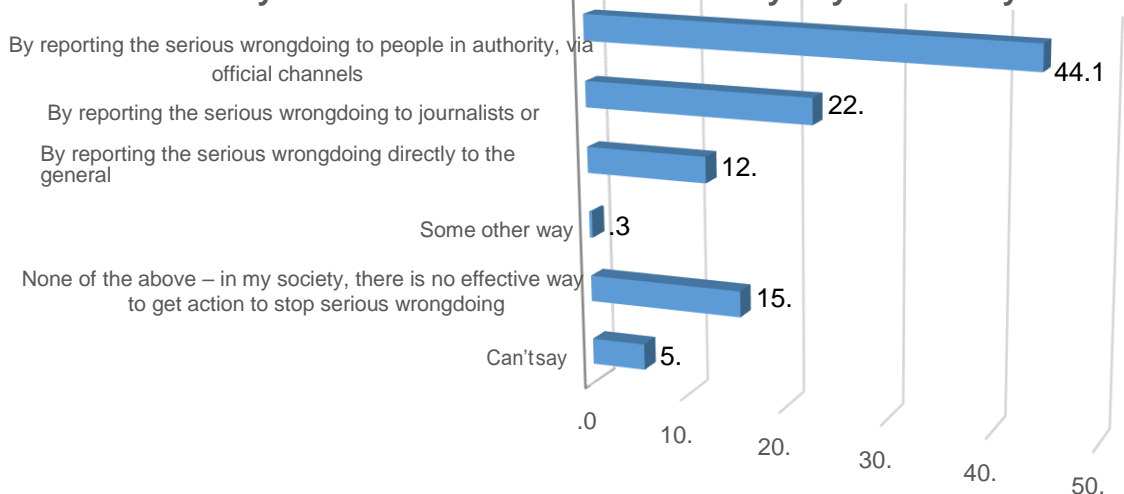
**How much do you agree or disagree with the following statement : Revealing inside information about serious wrongdoing in public and private sectors should be treated the same way.**



Graph 13

Thinking about the most effective ways to prevent illegal behaviour, most of the respondents (44.1%) believe that it is reporting such behaviour to authorized persons, through official channels. Every fifth respondent (22.7%) thinks that it is by reporting to journalists or broadcasting media. A small part (12.1%) think that online and social media should be used for reporting. However, a small part (15.4%) believe that there is no effective mechanism for such situations.

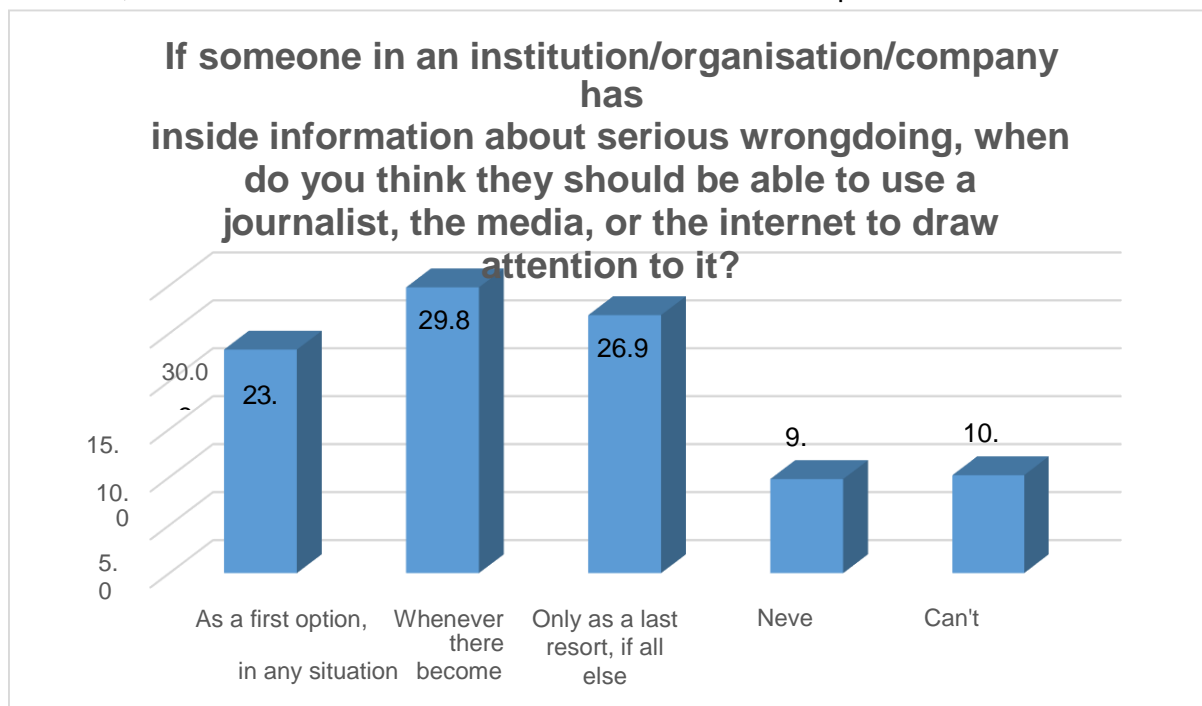
**In different societies, there are different views on the most effective way to take action to stop serious wrongdoing. Which one of these do you think is the most effective way in your society?**



Graph 14

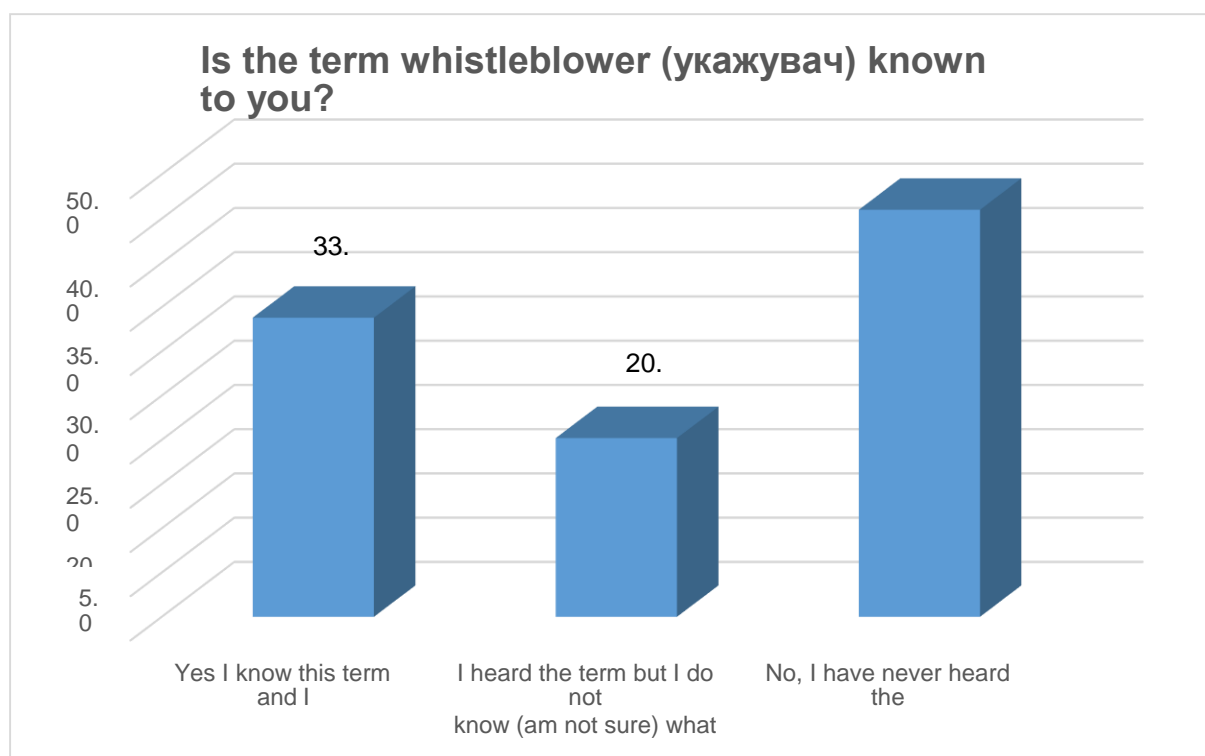
Reporting through authorized persons and official channels is the option that was chosen 14 percent more by ethnic Macedonians than by ethnic Albanians (48.3% vs. 34.3%).

The distribution of answers is similar in terms of when the media should be used to attract attention, when someone has information about illegal activities in the organization. However, almost a third of the respondents thinks (29.8%) it should be when there are specific reasons for it. More than a quarter (26.9%) believe that the media should be used as a last resort, if all else fails, and 23.3% believe that the media should be the first option in such situations.



Graph 15

The term "whistleblower" (укажувач) is familiar and clear to every third respondent (33.8%). One in five (20.2%) has heard of the term, but does not know what it means. Almost half (46%) have not heard of this term.

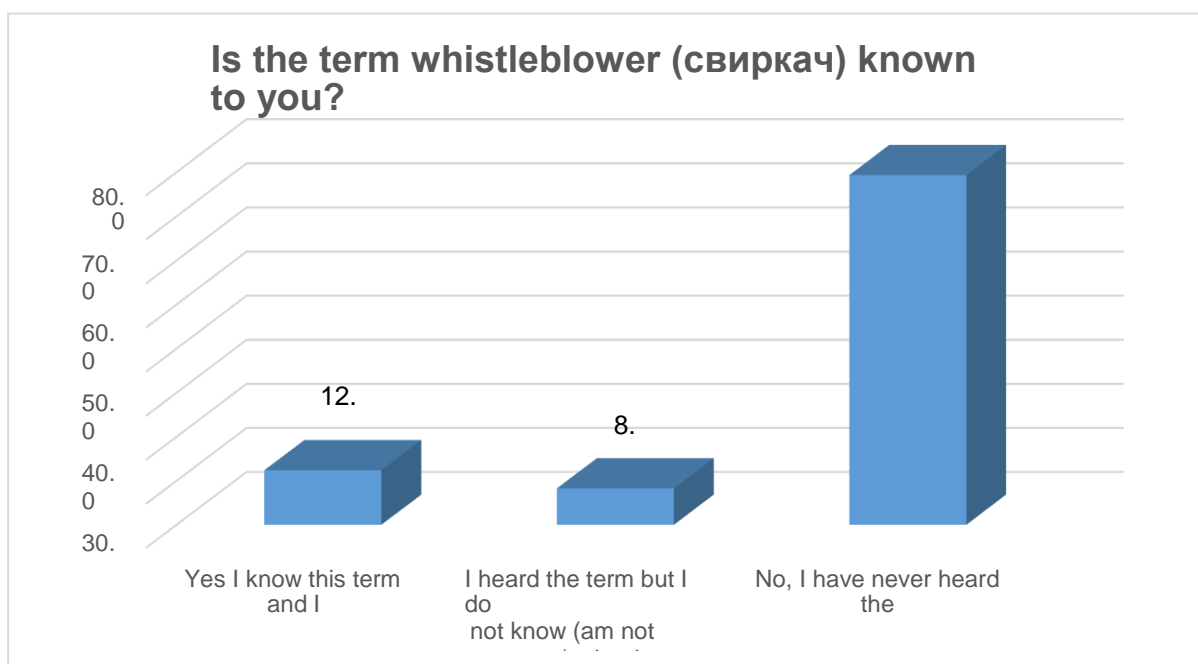


Graph 16

This term is more familiar and clear to male respondents (38% vs. 29.4% of females who have heard and understood the term). The largest percentage 43.7% of people aged 30 to 39 have heard and understand the term and almost two thirds of 59.6% of those age 65+ have not heard of a "whistleblower" as a term. The Albanian ethnicity respondents say that they heard about and understand the "whistleblower" term, which is more compared to ethnic Macedonians (44.1% vs. 31.8%). Every second respondent with higher education have heard of this term and understands it. Least familiar with this term are the respondents from the Eastern Region, where 62.2% have not heard about it.

These respondents, who had never heard of the term "whistleblower" (укажувач), were asked if they were familiar with the term "whistleblower"<sup>2</sup> (свиркач). Of these, 12.4% have heard and understood, 8.3% do not know what it means, and the majority (79.3%) have not heard of this term.

This term is more familiar and clear to male respondents (16.7% vs. 8.8% of females who have heard and understood the term). Regardless of the demographic profile, the largest percentage of those who have not heard of the term "whistleblower" have not even heard of the term "whistleblower".

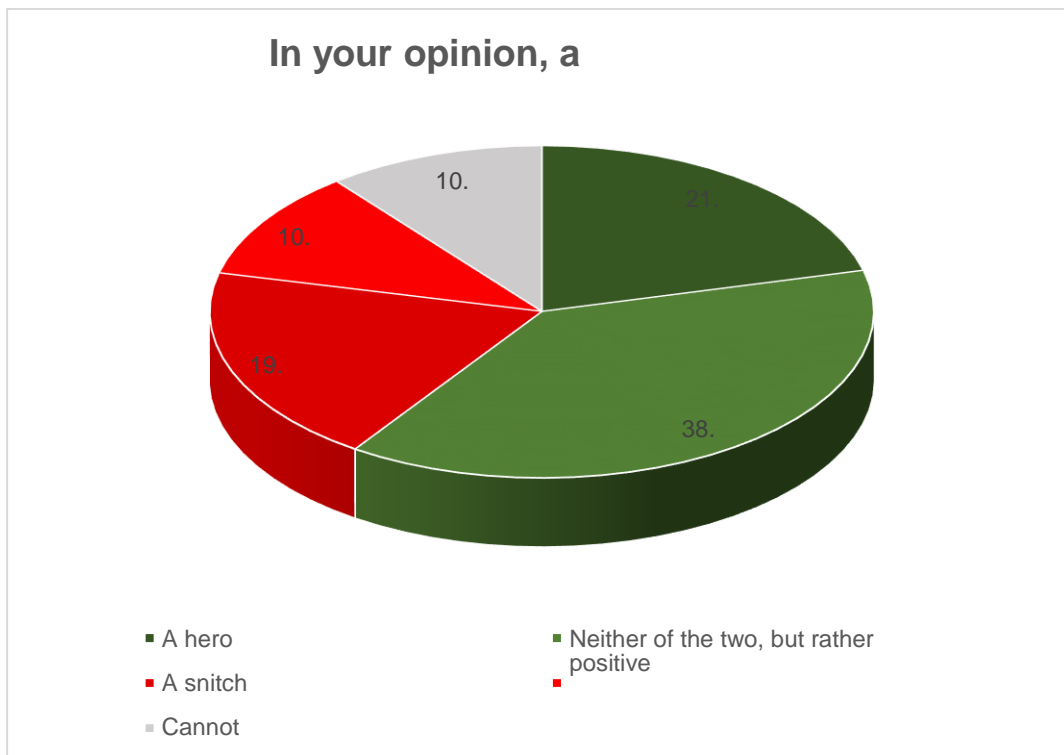


Graph 17

The perception that these people are heroes is shared by 21% of those who understand these terms, similar is the percentage who consider them snitches (19.2%). The largest percentage

<sup>2</sup> Translator note: the original English term 'whistleblower' can be translated with two different words in the Macedonian language which can be used interchangeably. This and the following paragraphs pertain to the second translation of "whistleblower". For the sake of clarity, the translation of this report shall uniformly use the term "whistleblower".

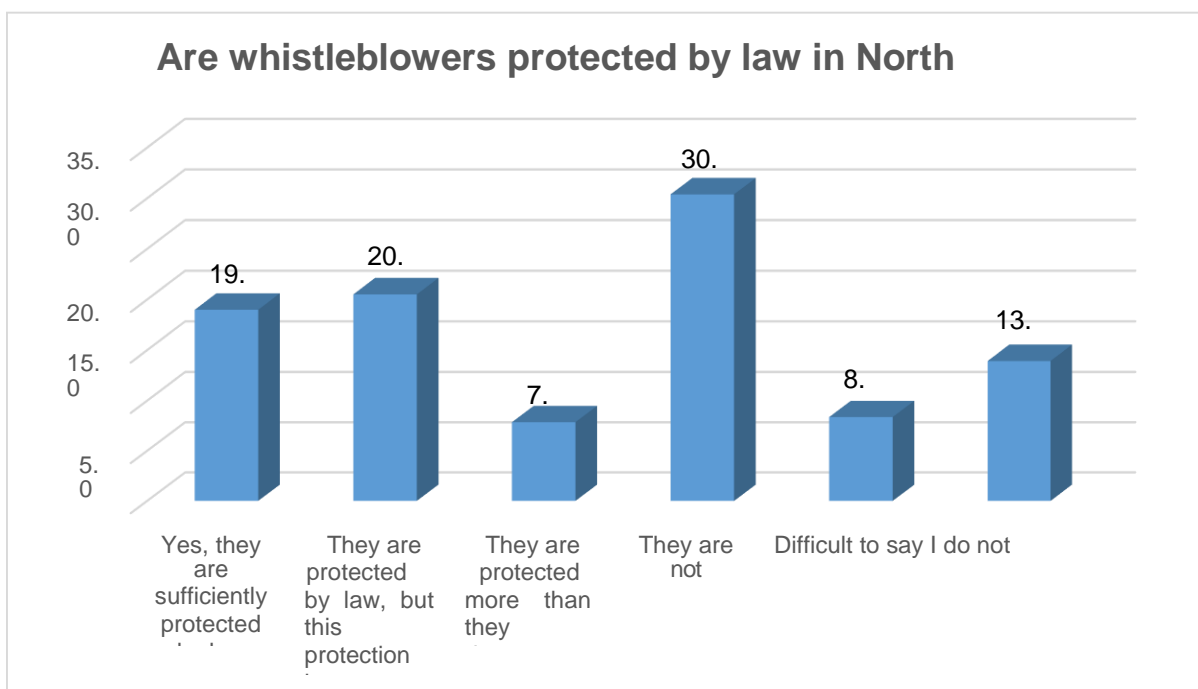
(38.5%) think that these people are neither heroes nor snitches, but still view them more positively.



Graph 18

If seen through the ethnic lens, the results of the ethnic Macedonians and ethnic Albanians differ - whistleblowers are much more rated as snitches by ethnic Macedonians (24.3% vs. 5.6% of ethnic Albanians who consider these people snitches). Additionally, 63.6% of the ethnic Albanians think that they are neither heroes nor snitches, but still view them more positive, unlike the ethnic Macedonians where 29% of them choose this answer.

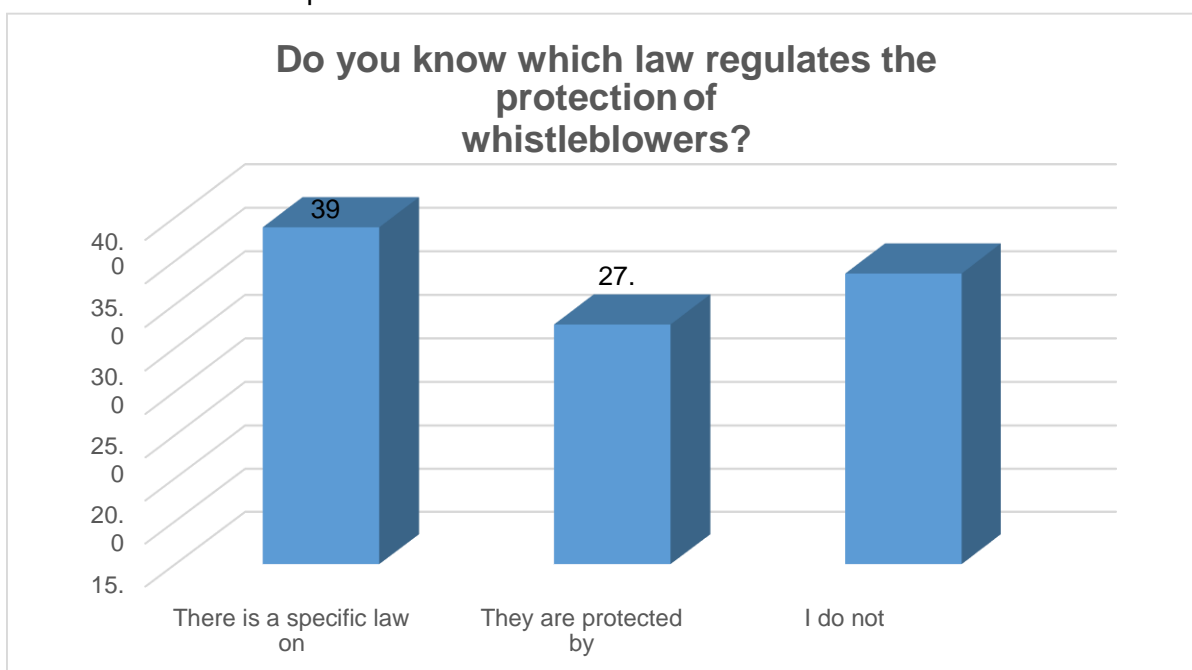
Those who understand these terms were asked if the whistleblowers are protected by law in N. Macedonia. According to the answers of the respondents, most of them (almost a third) think that these people are not protected. The percentage of those who think that they are protected by law and those who think that the law is there is similar, but that is not enough (19% vs. 20.5%).



Graph 19

The perception that the whistleblowers are sufficiently protected by law in the country is higher among the male respondents than among the female respondents (21.8% vs. 15.1%). The ethnic Albanians believe more that the law exists, but that is not sufficient protection (30.8% versus 16.5% of ethnic Macedonians who think that the law is not sufficient protection).

The respondents who believe that there is a law on protection of whistleblowers were asked if they know what that law is. The largest percentage (39%) think that there is a specific law, 27.8% think that different laws cover the protection of whistleblowers, and one third (33.2%) do not know which law protects the whistleblowers.

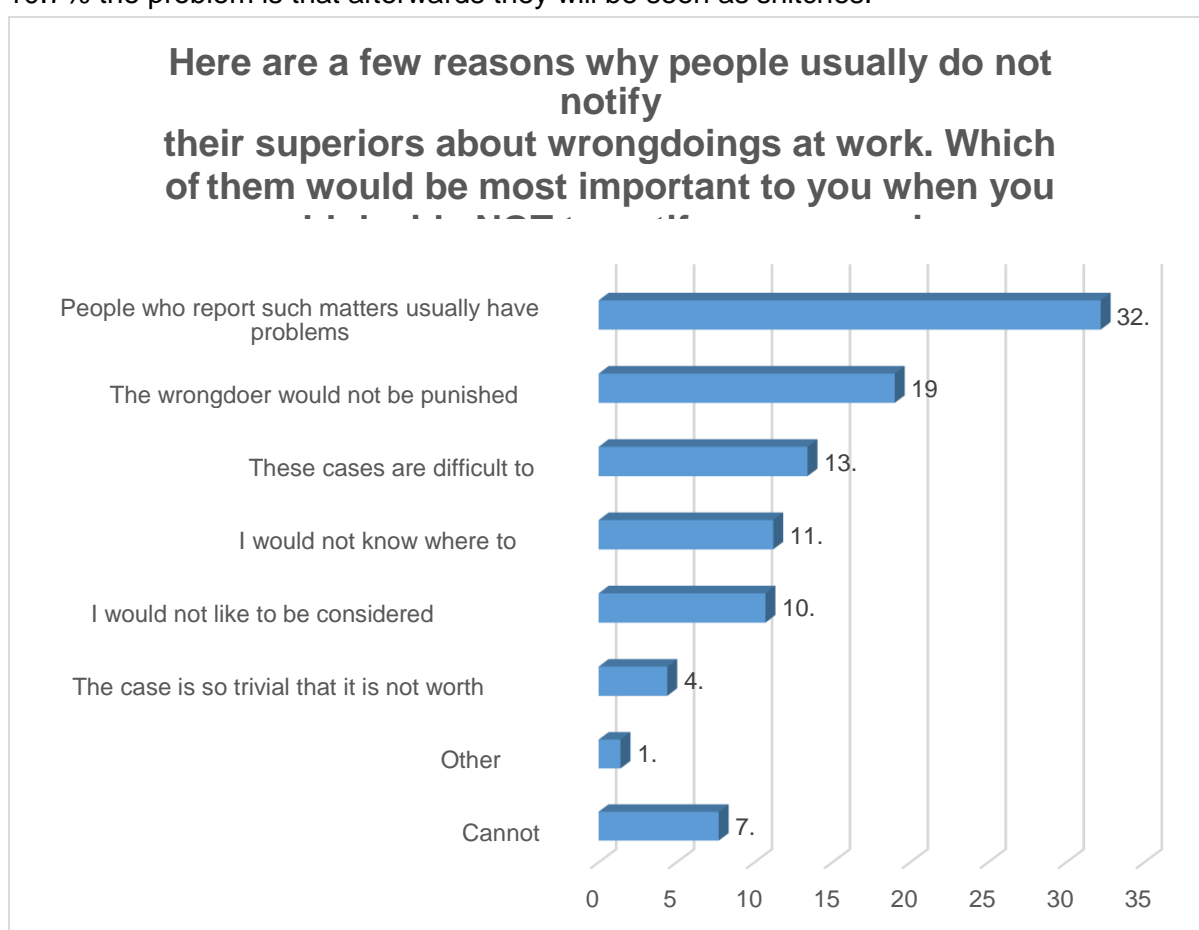


Graph 20



The ethnic Macedonian respondents show less familiarity on what is the law that protects the whistleblowers (39.8% of the ethnic Macedonians do not know, as opposed to 17.5% of ethnic Albanians who do not know what this law is). Similarly, those with secondary education are less familiar with the law than those with higher education (38.8% of those with secondary education do not know about the law, as opposed to 23.3% of those with higher education who do not know the law).

All respondents were asked about hypothetical situation and the reasons why they would not report any illegal behaviour to the superior. The most common reason is the perception that these people will afterwards have problems if they report. Almost a fifth (19%) would not report because they believe that in case of reporting the perpetrator would not be punished. For 10.7% the problem is that afterwards they will be seen as snitches.



Graph 21

The problems that would follow for the persons who report these cases are the reason why more of the ethnic Macedonian respondents than the ethnic Albanians do not report (35.2% think so, as opposed to 24.6% of the ethnic Albanians who would not report for this reason). For the ethnic Albanian respondents, a demotivating factor would be that these cases are more difficult to prove, compared to the ethnic Macedonians (20.3% vs. 11.5% of ethnic Macedonians).

The majority of the respondents - 43.4% say that the ethical norms are very important for them and they apply the ethical norms in their personal and professional life. The distribution of the answers that ethical norms are important and that they try to apply them in real life, but that they are impractical in the society is similar (12% vs. 11.8%). The percentage of those who

answer the question with 'it depends on how they will approach the ethical norms' is equal (7.1%), and the same goes those who say that they are neutral to the norms (7.2%) and those who say that the norms do not matter to them (7.2%).



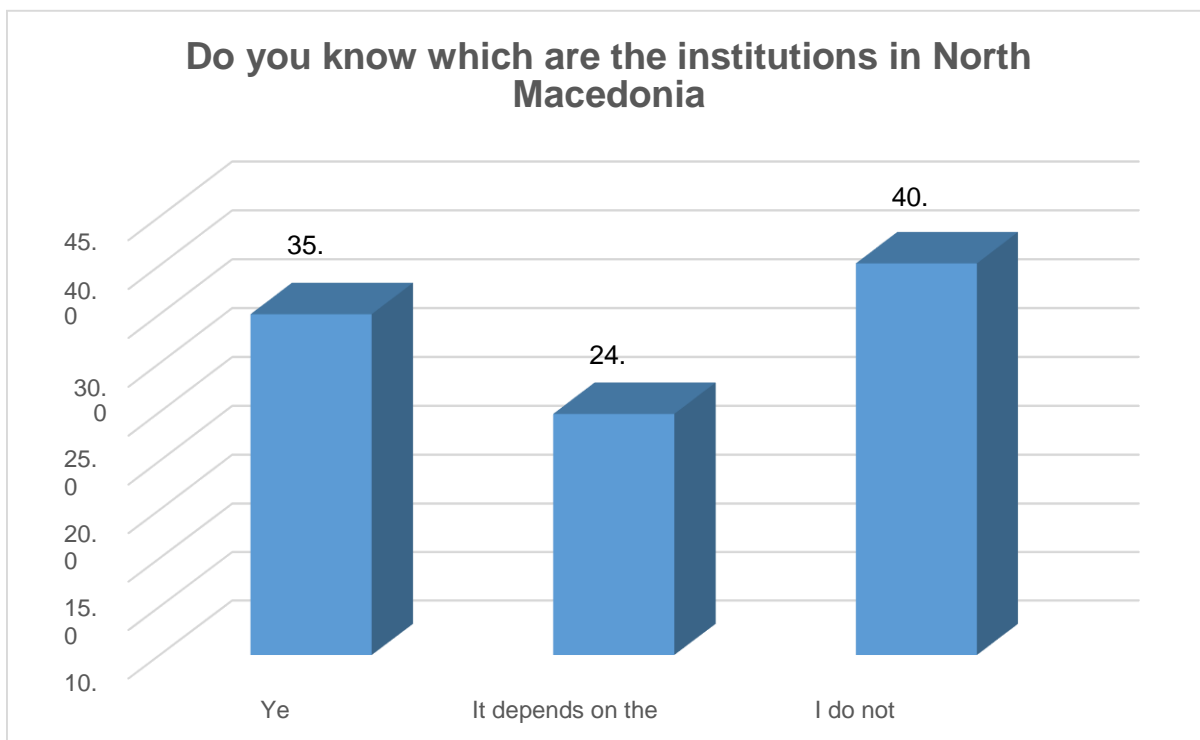
Graph 22

The analysis of the answers shows that the ethnic norms are declared more important and applied by ethnic Macedonians than ethnic Albanians (49.9% vs. 25.4%). Ethnic Albanians prefer that some of the norms to be important and other are not (11.4% vs. 1.7% of ethnic Macedonians). More than half (58.7%) of the respondents with higher education think that ethical norms are important and apply them in their personal and professional life, as opposed to 43% of the respondents with higher education who say this.

Almost two thirds (59.9%) of those for whom ethical norms are important and apply them in a personal and professional life believe that the people should be encouraged to reveal illegal actions, even when it means disclosing inside information. 35.3% think this should be punished. Of those respondents who say they try to follow the ethical norms, 54.2% say that this should be punished, as opposed to 36.7% who believe that this should be encouraged.

For 62.1% of those for whom ethical norms are important and who follow them, whistleblowers are heroes or something positive (24.7% think they are heroes, 37.4% that they are not heroes or snitches, but with more positive opinion). More than a quarter (28.8%) think they are snitches or view them more negatively (19.2% that they are snitches). 66.7% of those who care about the norms and try to follow them have a positive attitude towards the whistleblowers - 17.5% that they are heroes and 49.1% that they are not heroes or snitches, but with more positive opinion. More than a fifth (22.8%) have a negative attitude - 15.8% think that whistleblowers are snitches.

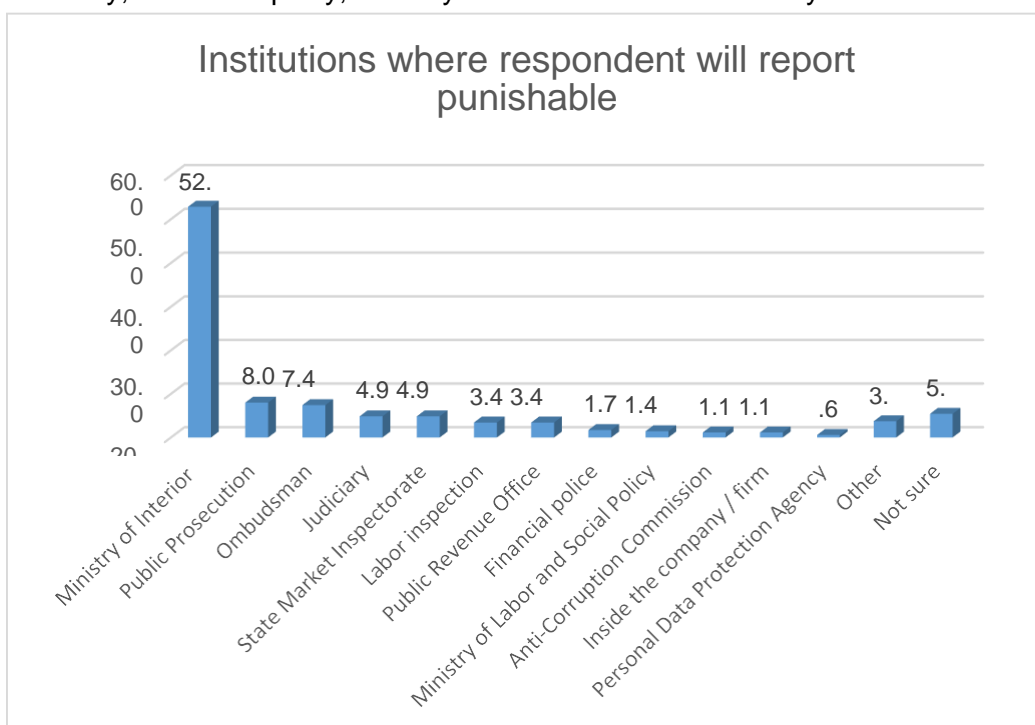
More than a third (35%) say they know the institutions where punishable, unethical behaviour can be reported.



Graph 23

However, male respondents are more familiar than female respondents - 40.1% of male respondents versus 29.7% of female respondents. Those with higher education (46.7%) know more than those with secondary education (33%). Of those who answered that they do not know where to report, 16.7% when asked why they would not report said this as a reason.

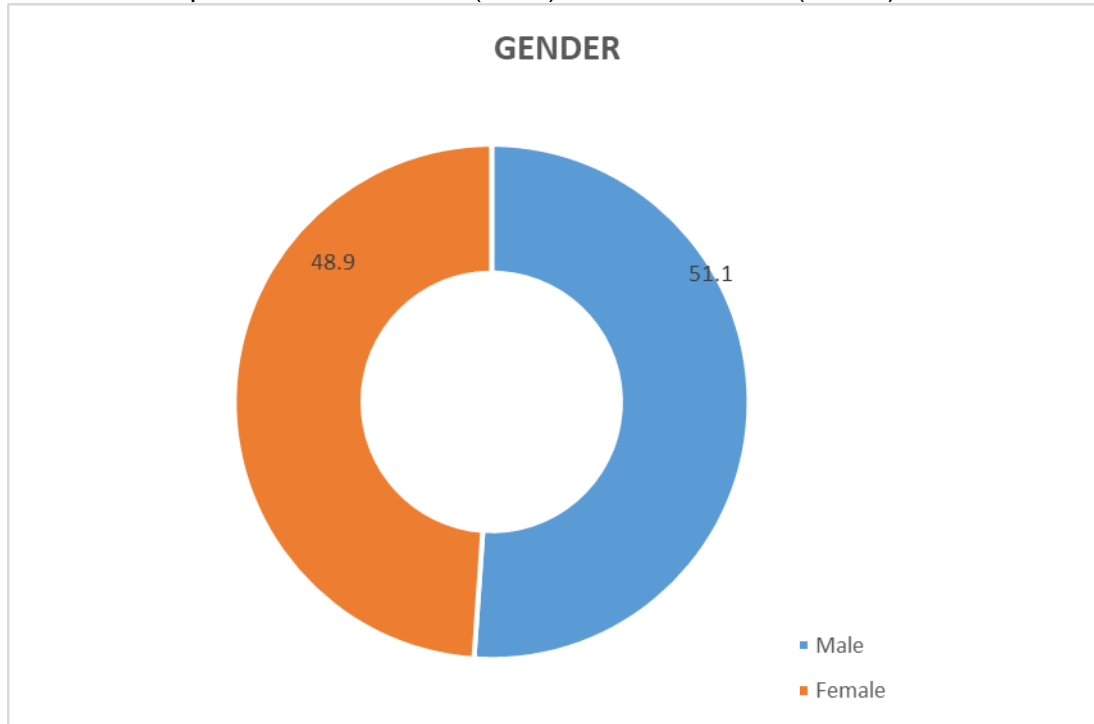
The Ministry of Interior is one of the most mentioned institutions (18.5% of the total or 52.9% of those that say that know where to report). Other institutions mentioned by the respondents are: Agency for Personal Data Protection, Anticorruption Commission, Public Prosecutor's Office, Ombudsman, Market Inspectorate, Labour Inspectorate, Financial Inspection, Judiciary, the municipality, Ministry of Labour and Social Policy and others – see graph 23a



Graph 23a

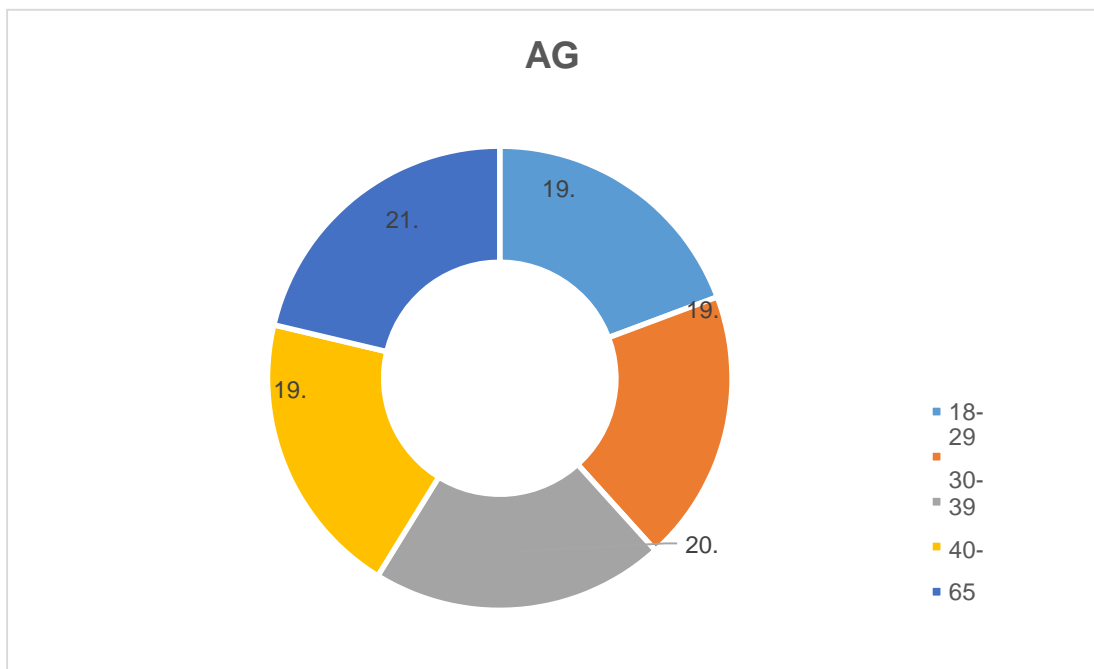
#### 4. DEMOGRAPHY

Half of the respondents are women (51.%) and half are men (48.9%).



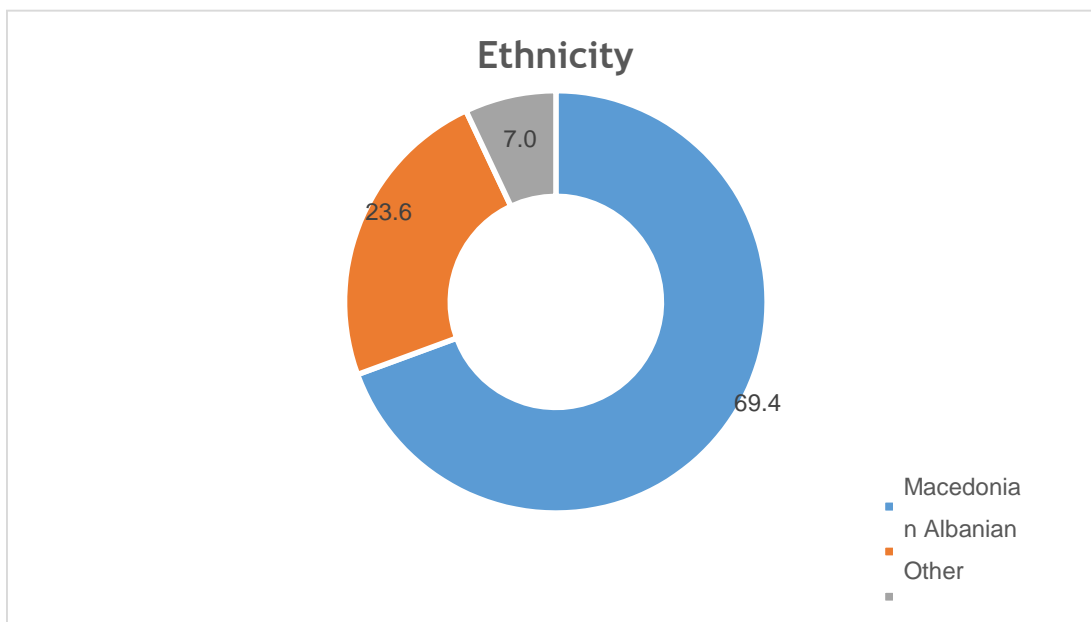
Graph 24

Of the respondents, 19.3% are aged 18-29, 19% are aged 30-39. 20.5% are between 40 and 49 years old, 19.9% are between 50 and 64 years old, and 21.3% are 65+.



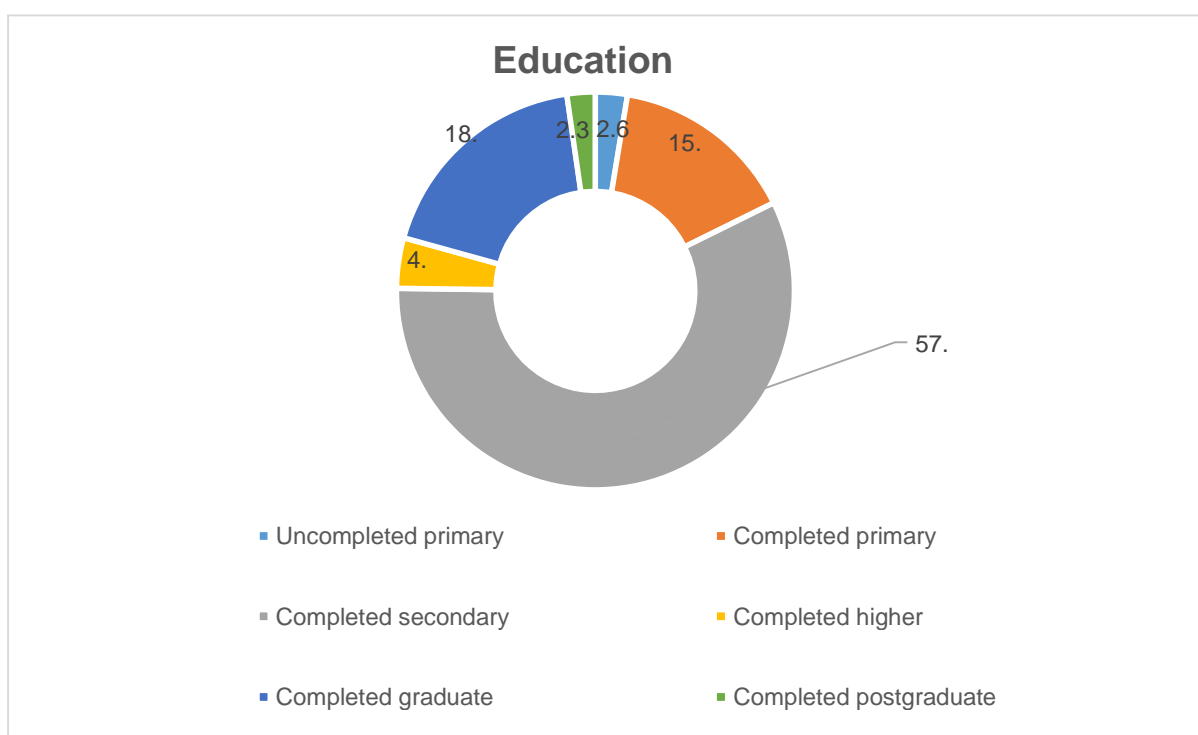
Graph 25

Of the respondents, 69.4% are Macedonians, 23.6% are Albanians, and 7% of the respondents stated that they are of another ethnicity.



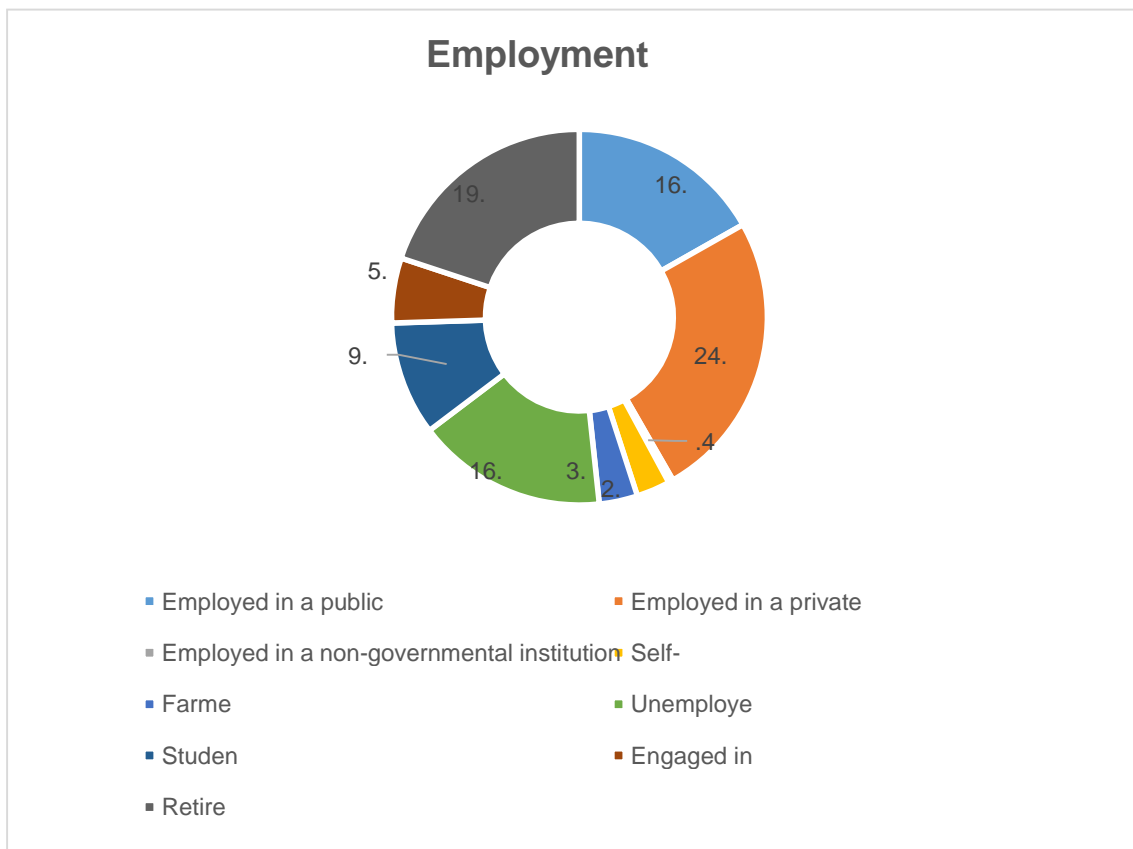
Graph 26

More than half of the respondents have completed secondary education (57.52%), 15.1% have primary education, 18.4% have completed higher education, while 4.1% of the respondents have higher education.



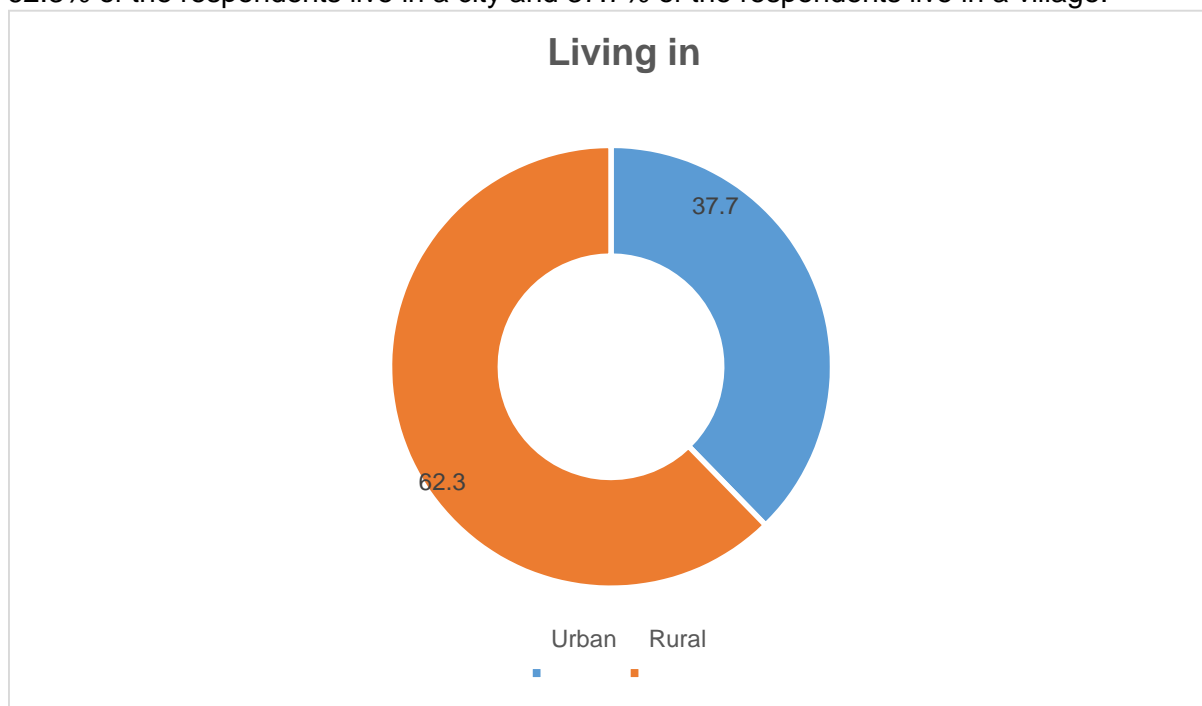
Graph 27

Almost a quarter of the respondents (24.9%) are employed in a private institution and 16.8% are employed in a public institution. Almost one fifth of the respondents are retired (19.9%), 9.8%, are students while 5.6% of the respondents are engaged in domestic obligations. Every sixth respondent is unemployed (16.4%).



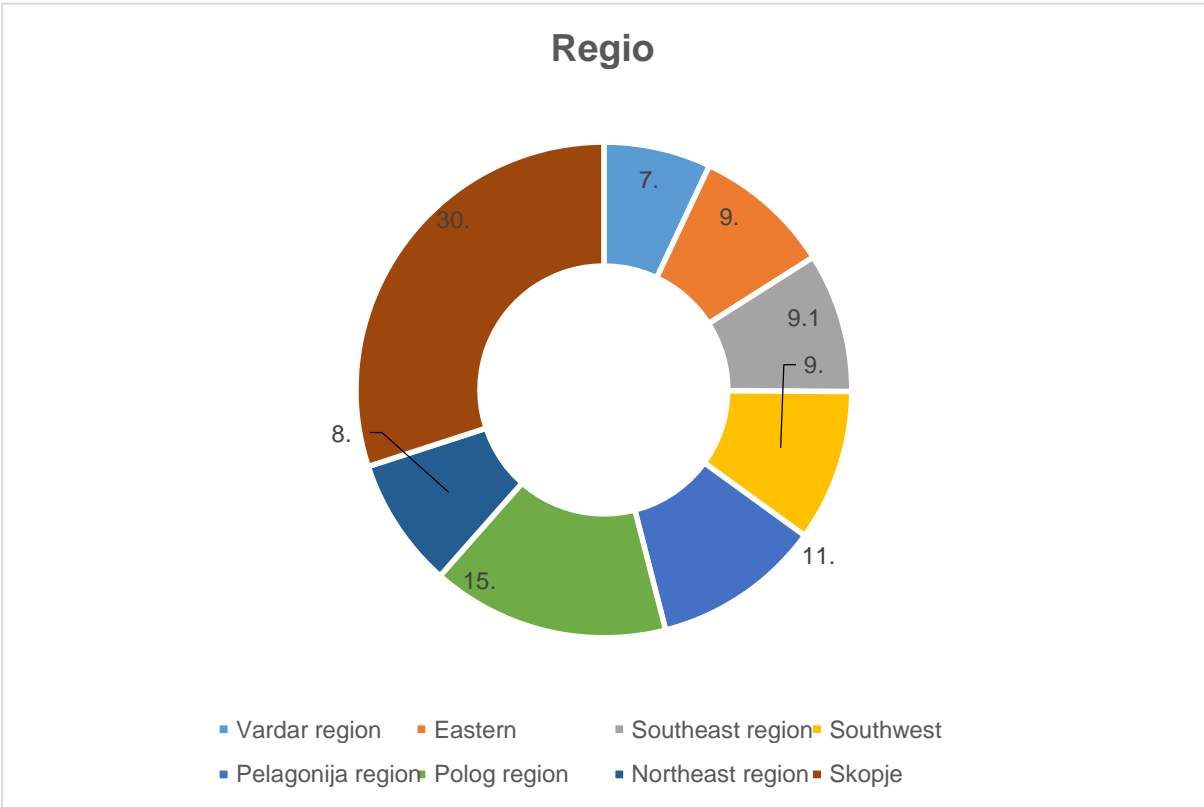
Graph 28

62.3% of the respondents live in a city and 37.7% of the respondents live in a village.



Graph 29

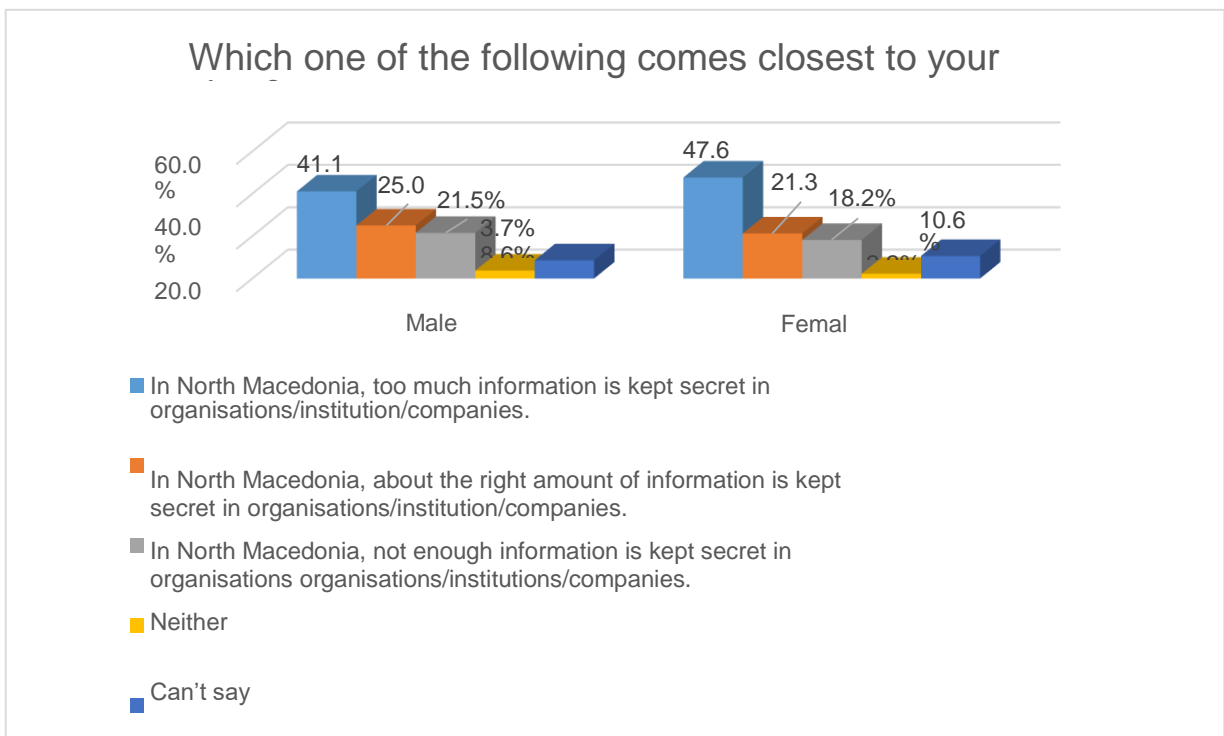
30% of the respondents are from the Skopje Region and 15.5% are from the Polog Region. 11% are from Pelagonija Region, 9.9% from Southwest Region and 9.1% from East Region. 8.5% of the respondents are from the Northeast Region while 7% of the respondents are from the Vardar Region.



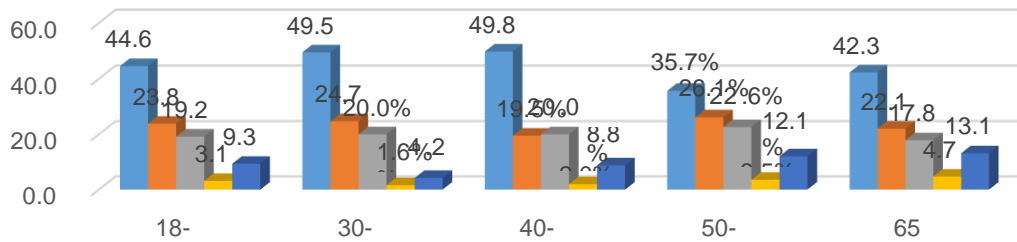
Graph 30

## 5. ANNEX 1

### 1.1 GRAPHIC REPRESENTATION OF CROSS-REFERENCED DATA

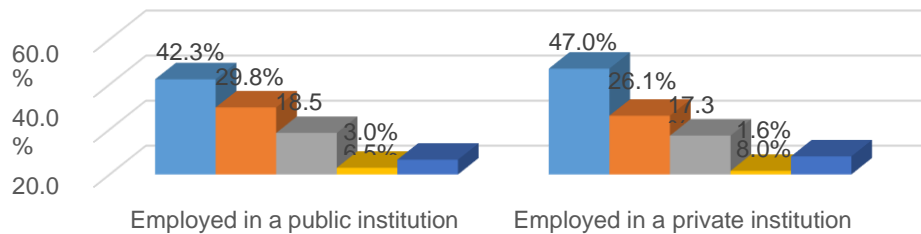


### Which one of the following comes closest to your



- In North Macedonia, too much information is kept secret in organisations/institution/companies.
- In North Macedonia, about the right amount of information is kept secret in organisations/institution/companies.
- In North Macedonia, not enough information is kept secret in organisations/institutions/companies.
- Neither
- Can't say

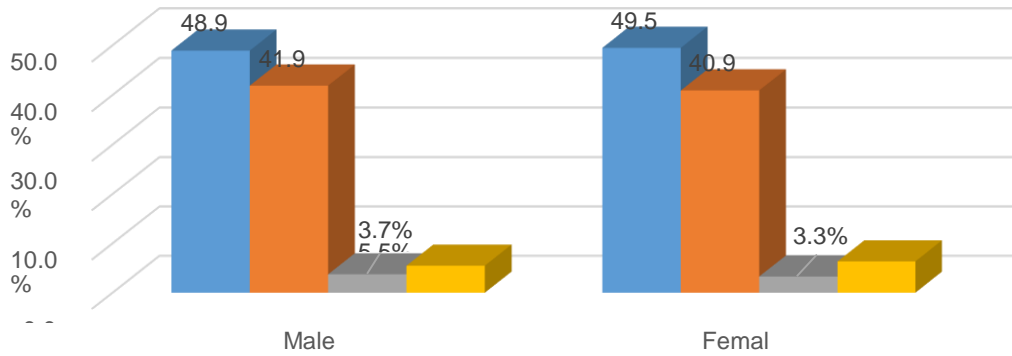
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- In North Macedonia, about the right amount of information is kept secret in organisations/institution/companies.
- In North Macedonia, not enough information is kept secret in organisations/institutions/companies.
- s. Neither
- Can't say

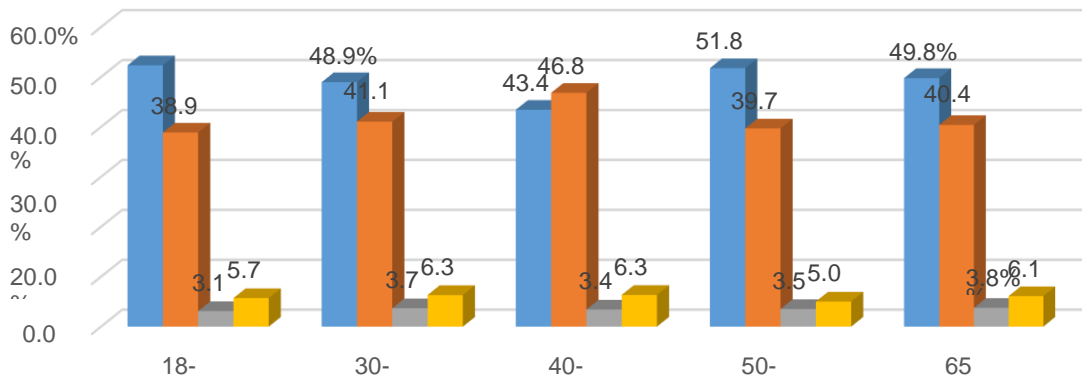


### Which one of the following comes closest to your



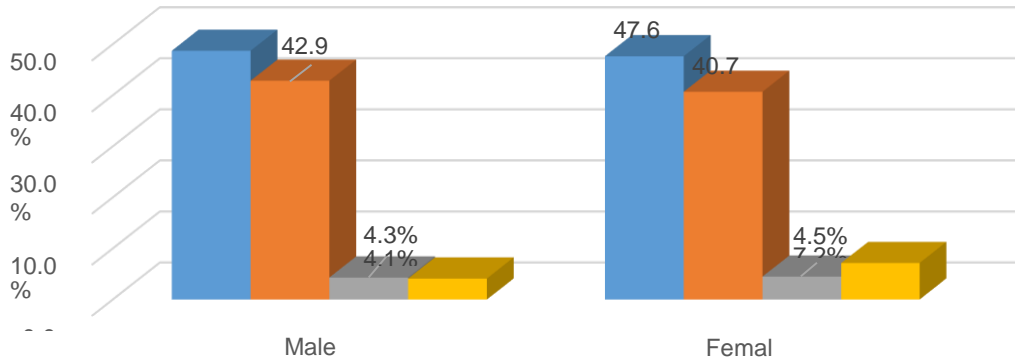
- People should be supported for revealing serious wrongdoing in an organisation/institution/company, even if it means revealing inside information.
- People who reveal inside information should be punished, even if they are revealing serious wrongdoing in an organisation/institution/company.
- Neither
- Can't say

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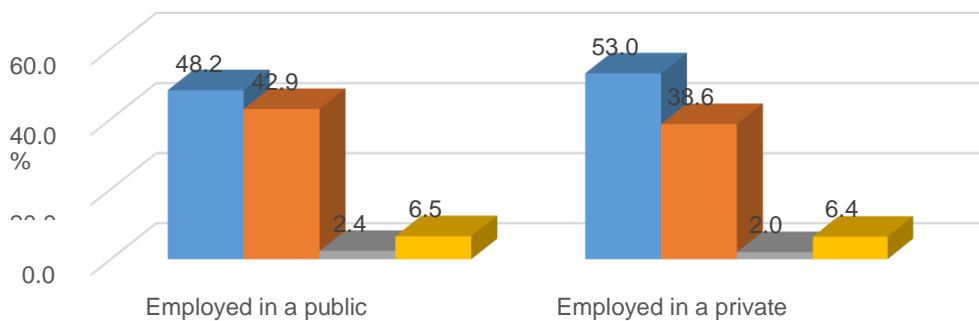
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### Which one of the following comes closest to your view?



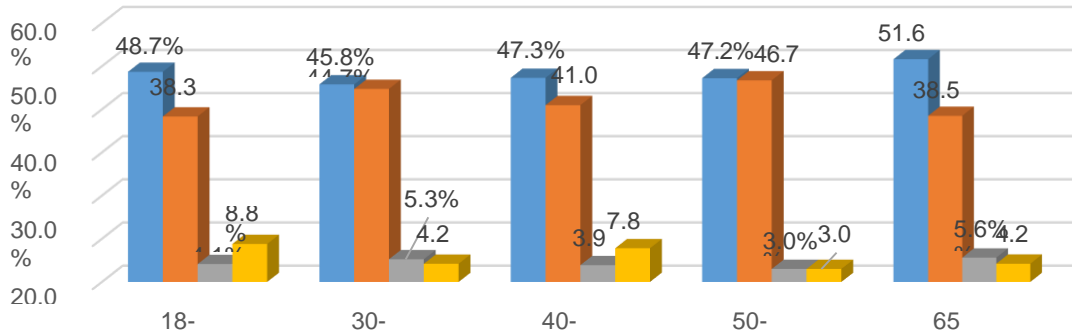
- In North Macedonia it is generally unacceptable for people to speak up about serious wrongdoing, if inside information would have to be revealed.
- In North Macedonia it is generally acceptable for people to speak up about serious wrongdoing, even if means revealing inside information.
- Neither
- Can't say

### Which one of the following comes closest to your



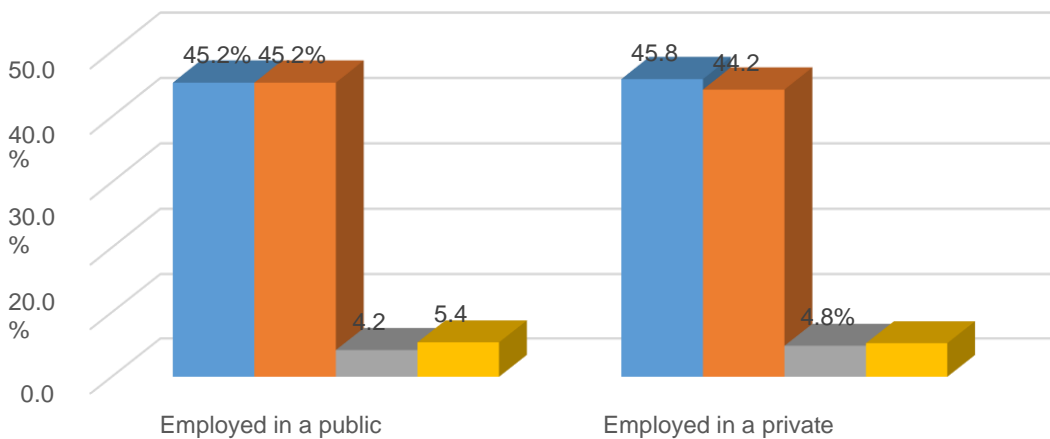
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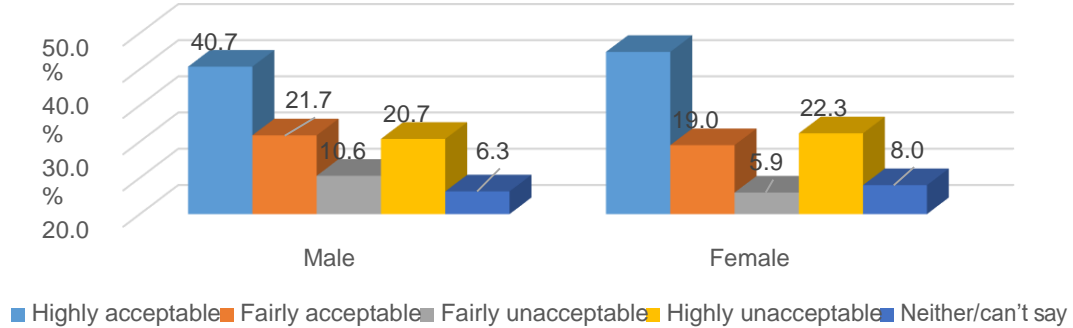
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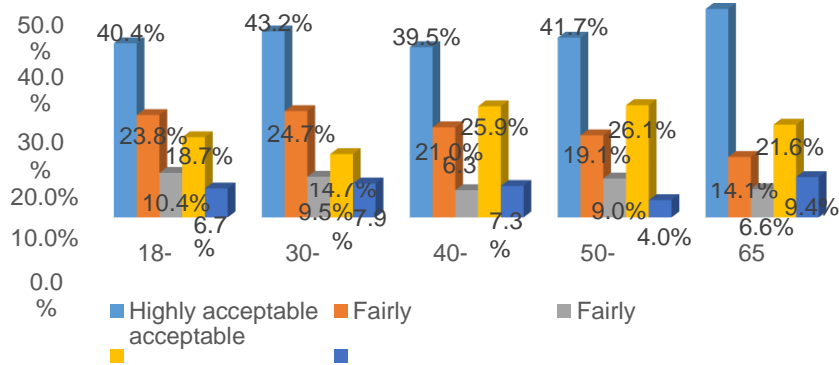


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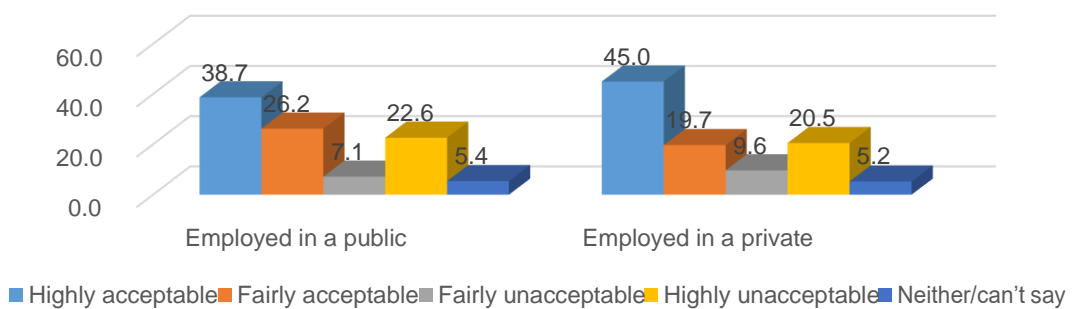
How acceptable do you personally think it is for someone to reveal inside information about serious wrongdoing by people in charge of an organisation?



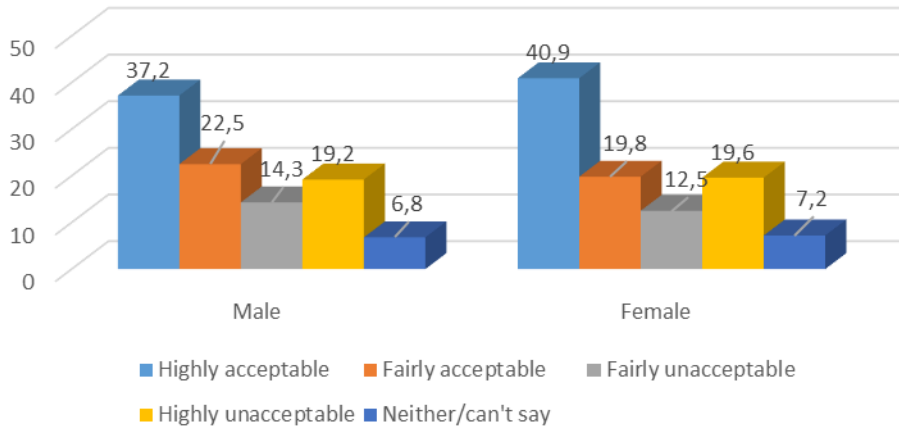
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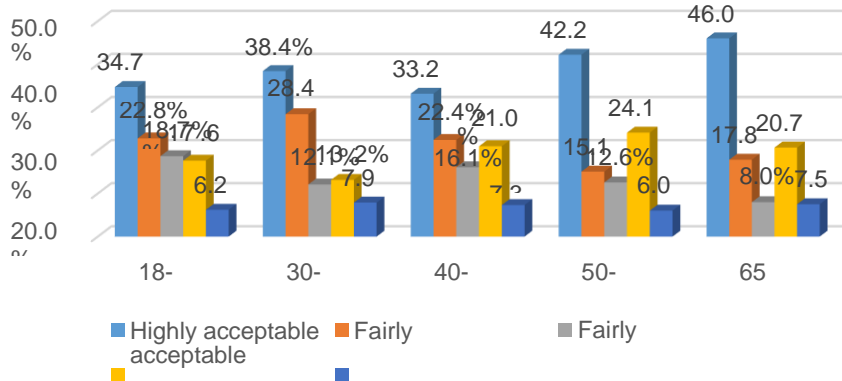
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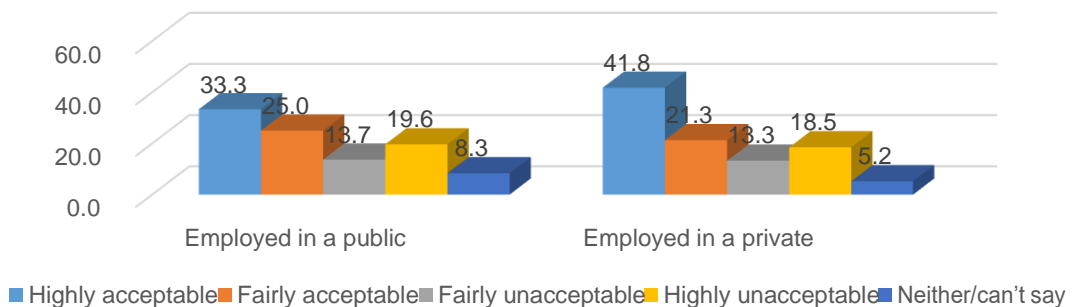
How acceptable do you personally think it is for someone to reveal inside information about serious wrongdoing by other staff or workers in an organisation?



How acceptable do you personally think it is for someone to reveal inside information about serious

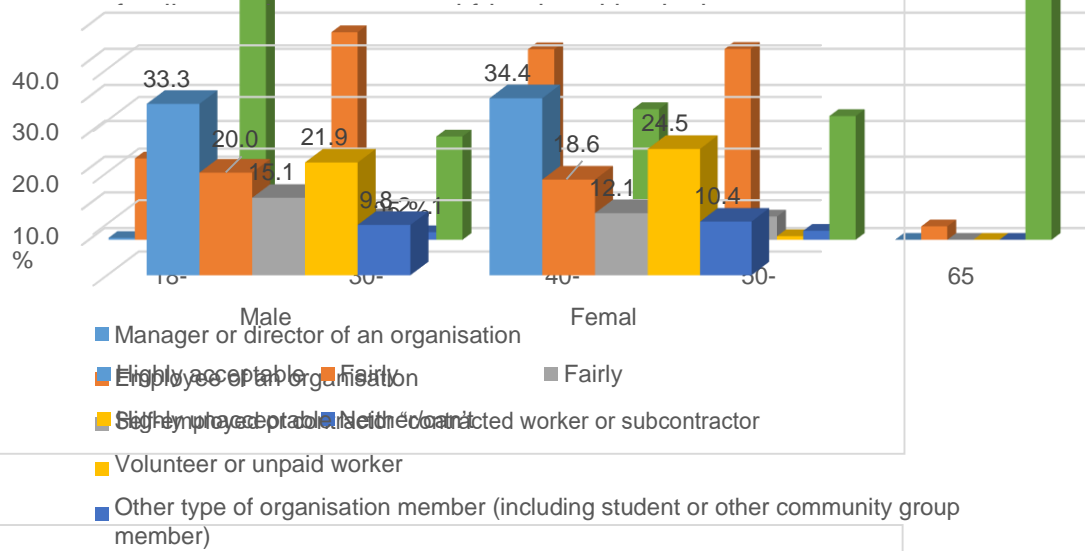


How acceptable do you personally think it is for someone to reveal inside information about serious wrongdoing by other staff or workers in an organisation?

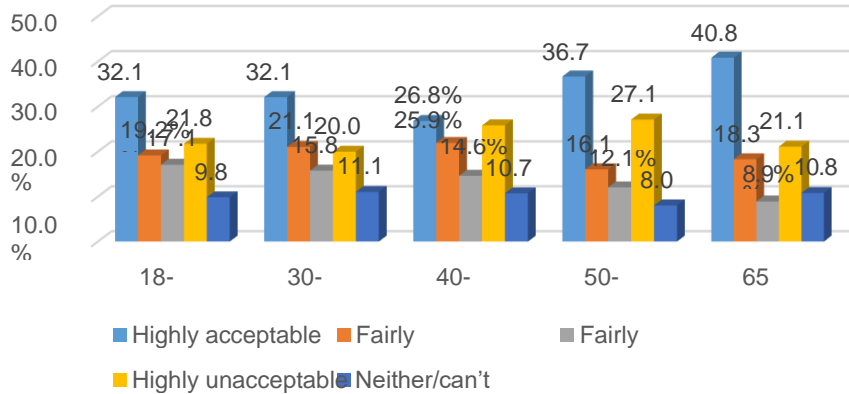


Are you currently within an organisation/institution/company?  
Choose

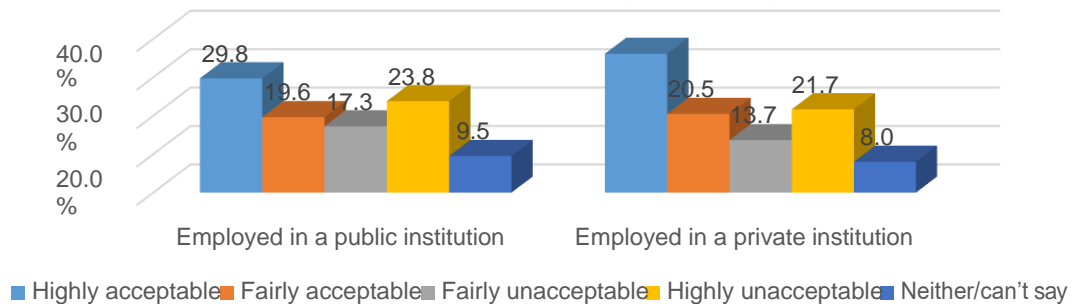
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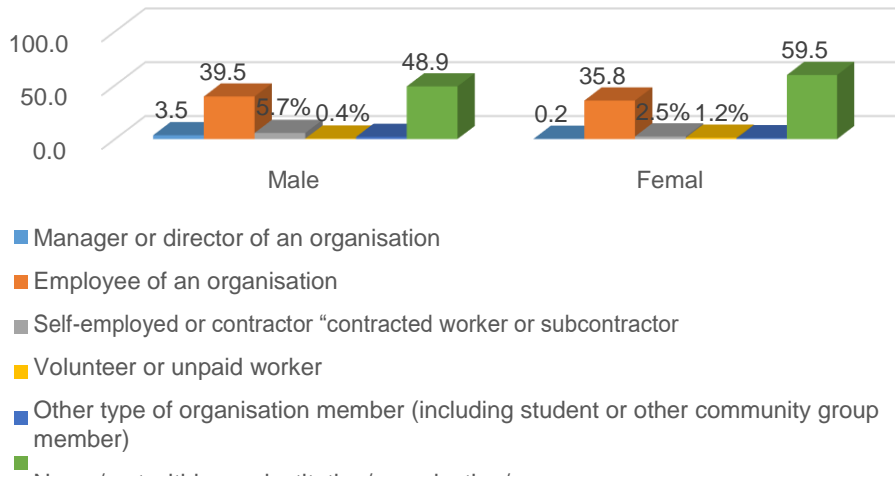
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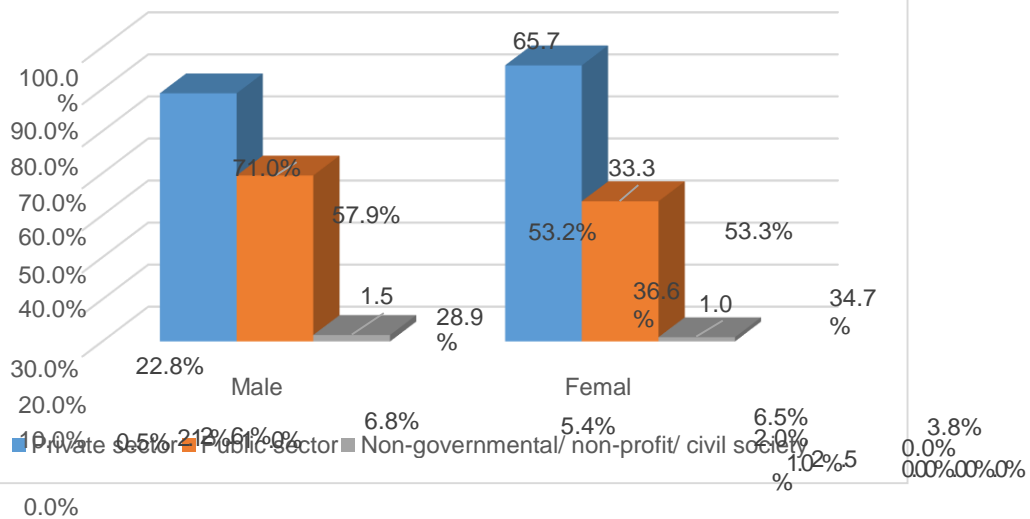
How acceptable do you personally think it is for someone to reveal inside information about serious wrongdoing by a family member or personal friend working in the organisation?



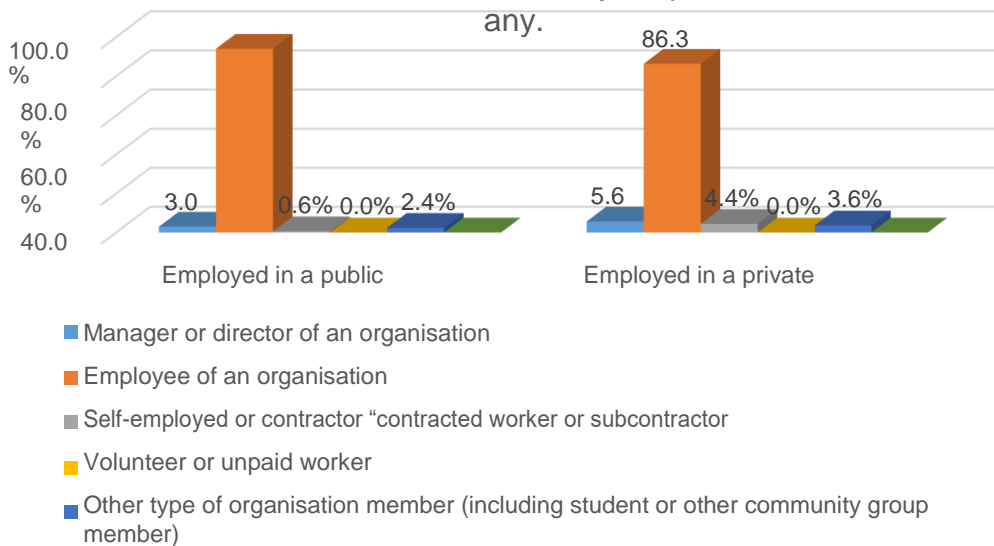
Are you currently within an organisation/institution/company?  
Choose



Is your institution/organisation/company



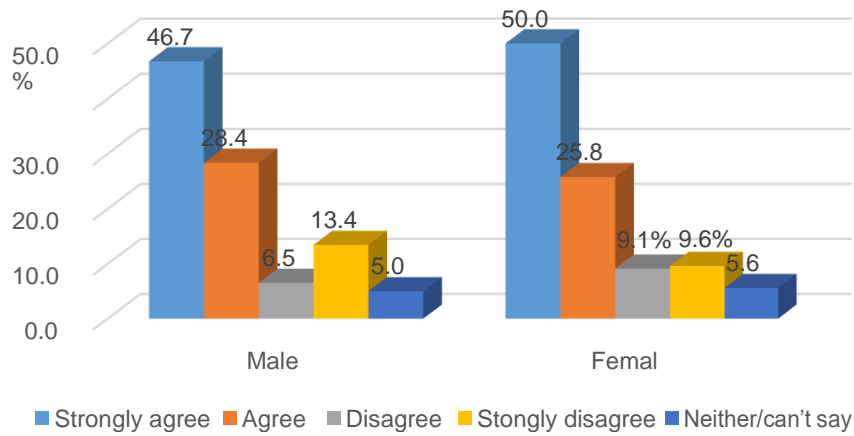
Are you currently within an organisation/institution/company?  
Choose  
the answer that best describes your present role, if  
any.



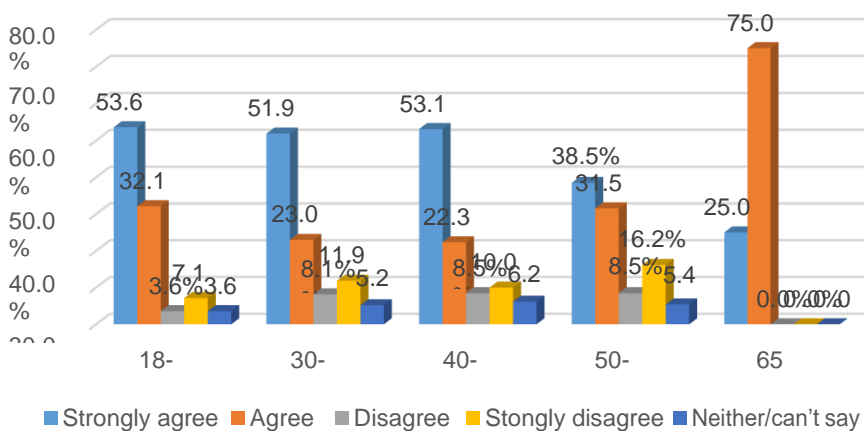




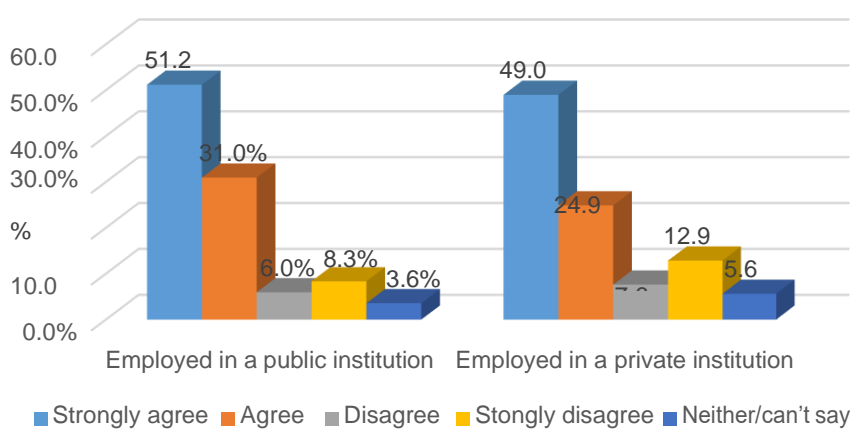
If I observed wrongdoing, I would feel personally obliged



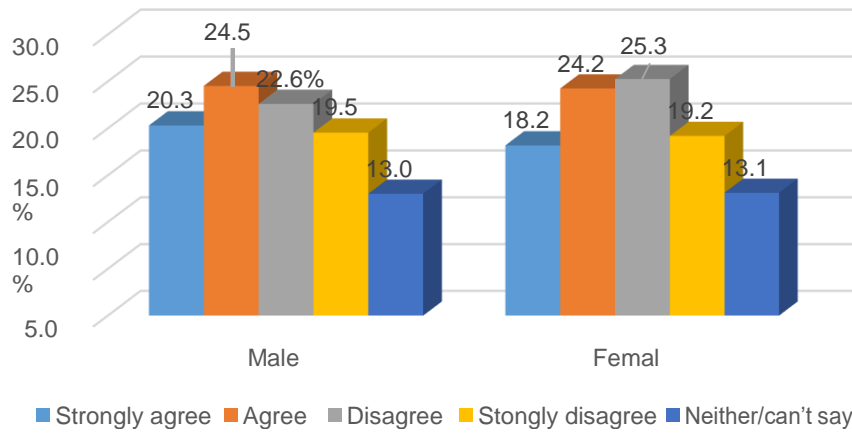
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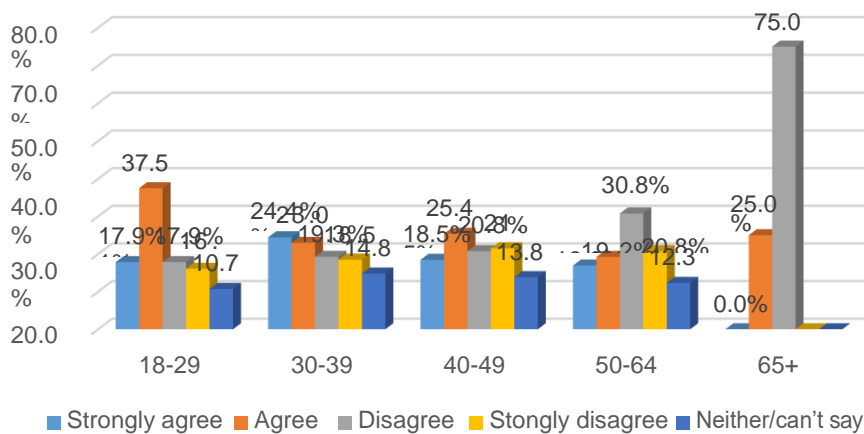
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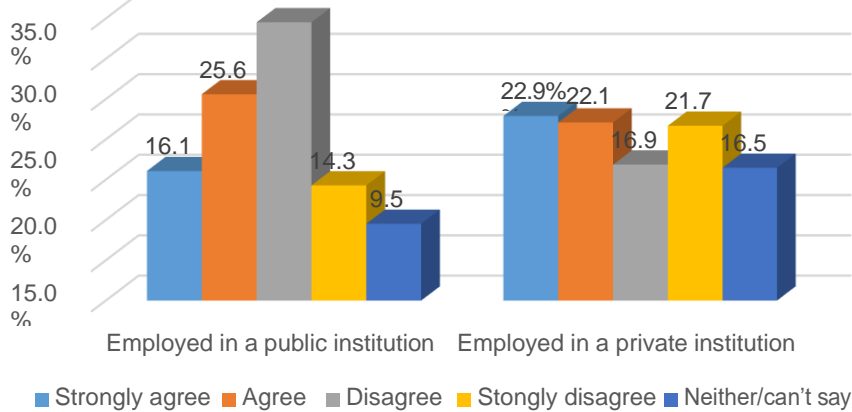
If I reported wrongdoing to someone in my organisation, I am



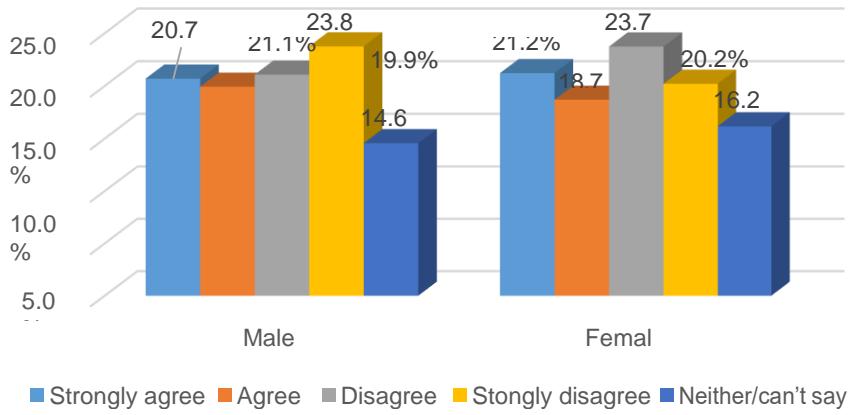
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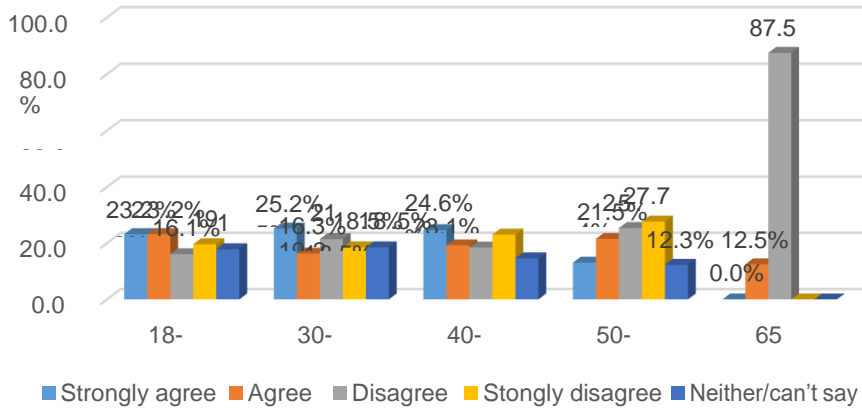
If I reported wrongdoing to someone in my organisation, I am confident something appropriate would be done about it



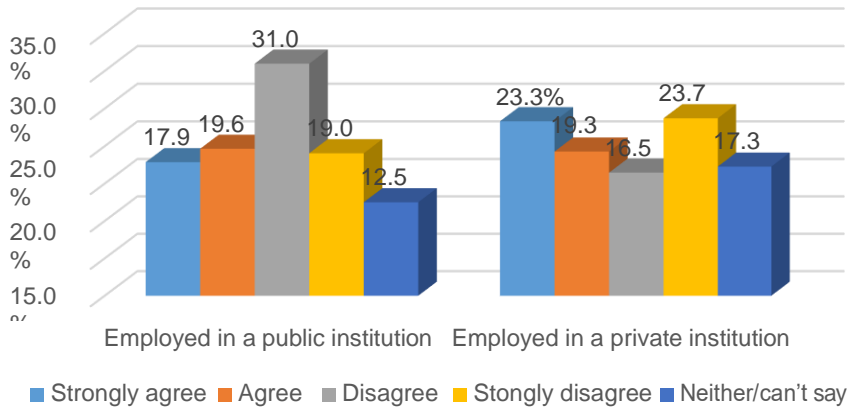
### Management in my organisation is serious about



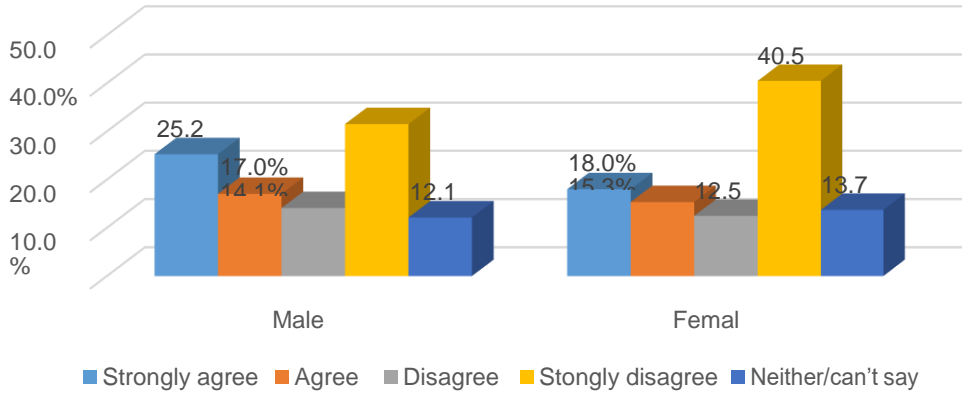
### Management in my organisation is serious about



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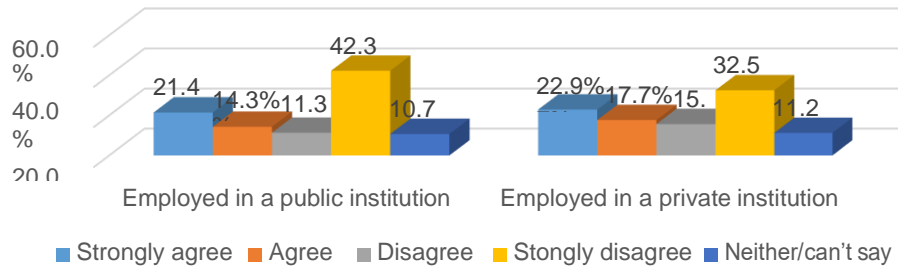


How much do you agree or disagree with the following statement :  
Revealing inside information about serious wrongdoing in public sector is more acceptable and should be more supported than in

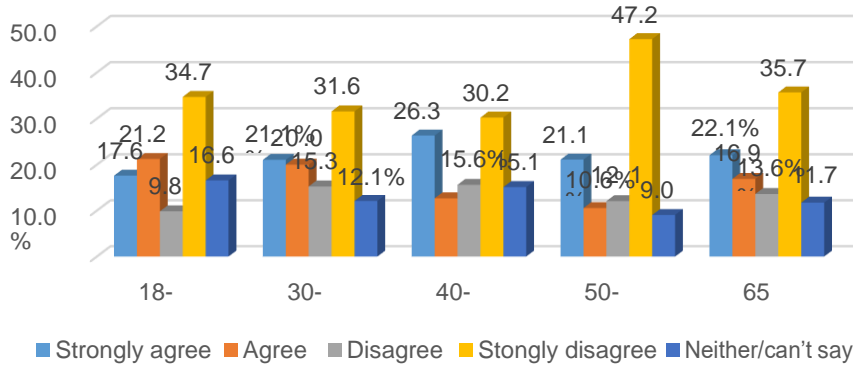


How much do you agree or disagree with the following statement :

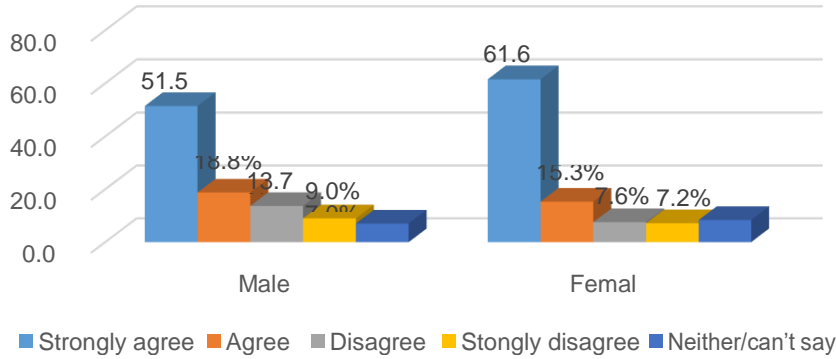
Revealing inside information about serious wrongdoing in public sector is more acceptable and should be more supported than in



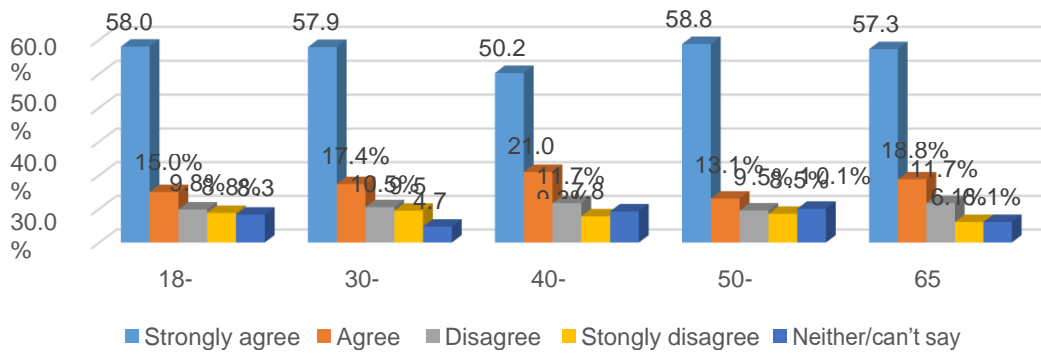
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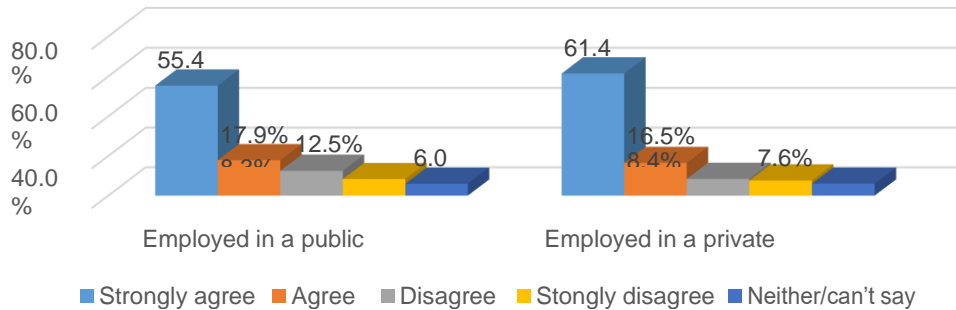
How much do you agree or disagree with the following statement : Revealing inside information about serious wrongdoing in public and private sectors should be



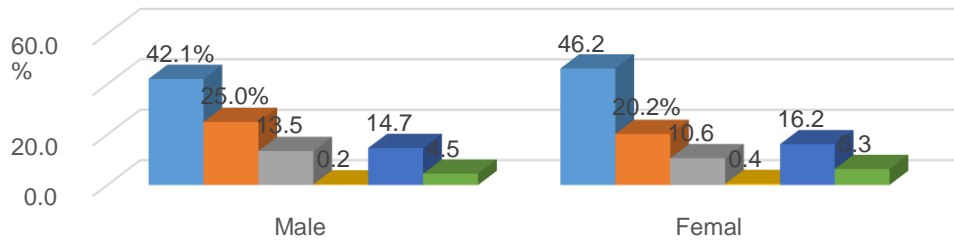
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How much do you agree or disagree with the following statement : Revealing inside information about serious wrongdoing in

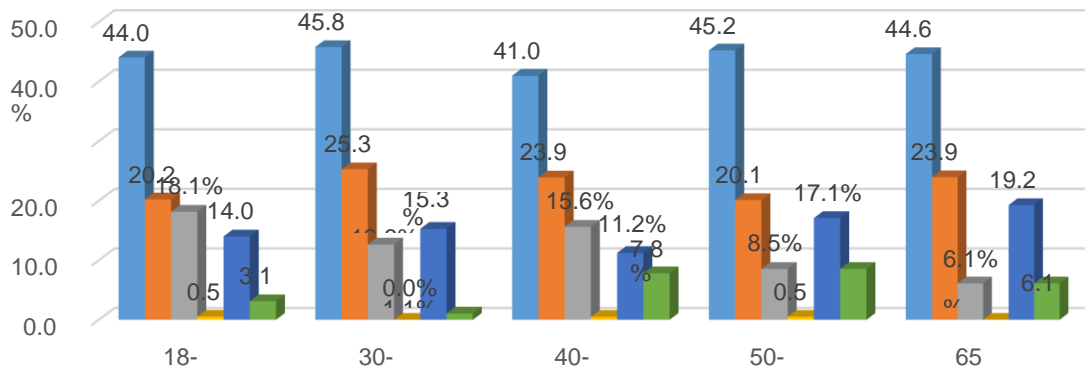


**In different societies, there are different views on the most effective way to take action to stop serious wrongdoing. Which one of these do you think**



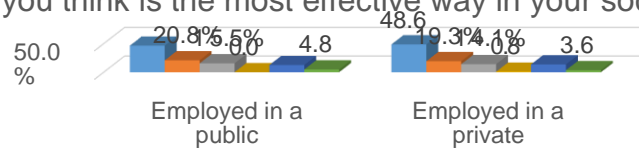
- By reporting the serious wrongdoing to people in authority, via official channels
- By reporting the serious wrongdoing to journalists or news organisations
- By reporting the serious wrongdoing directly to the general public, via the internet, Twitter, Facebook or on online blogs
- Some other way
- None of the above – in my society, there is no effective way to get action to stop serious wrongdoing

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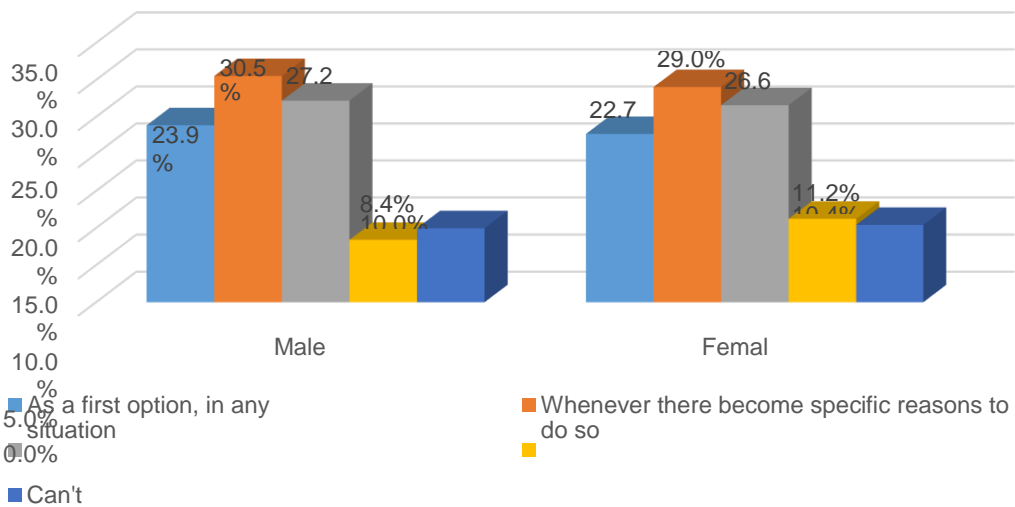
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- Some other way
- None of the above – in my society, there is no effective way to get action to stop serious wrongdoing

In different societies, there are different views on the most effective way to take action to stop serious wrongdoing. Which one of these do you think is the most effective way in your society?

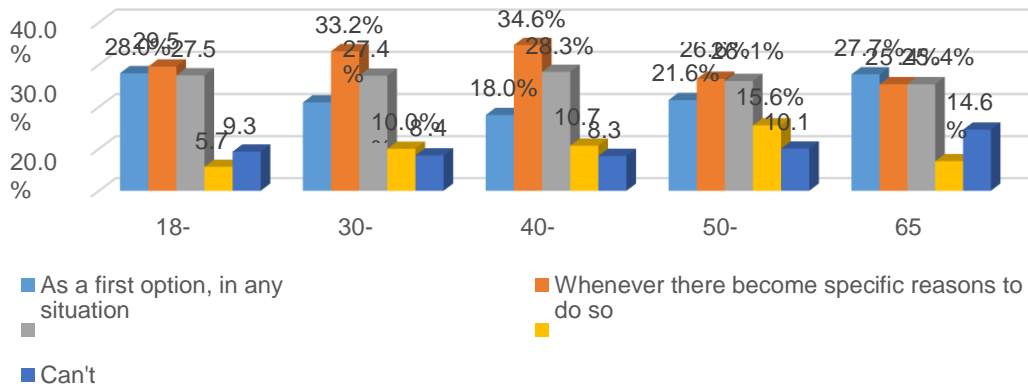


- By reporting the serious wrongdoing to people in authority, via official channels
- By reporting the serious wrongdoing to journalists or news organisations
- By reporting the serious wrongdoing directly to the general public, via the internet, Twitter, Facebook or on online blogs
- Other methods

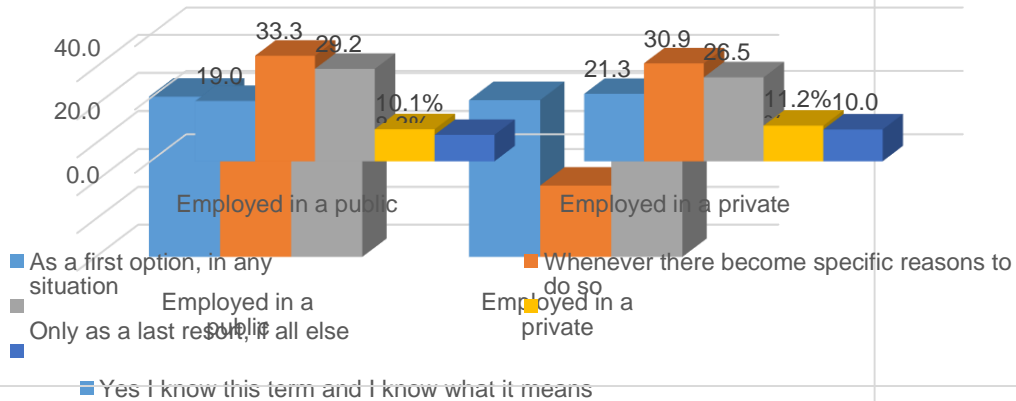
If someone in an institution/organisation/company has inside information about serious wrongdoing, when do you think they should be able to



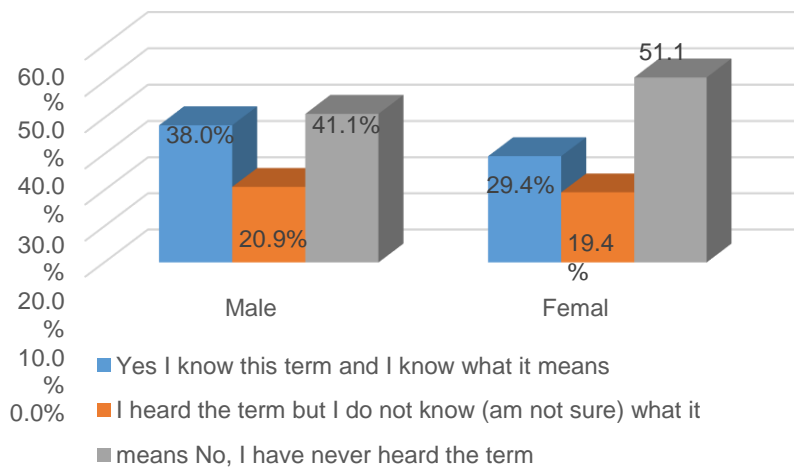
If someone in an institution/organisation/company has inside information about serious wrongdoing, when do you think they should be able to use a



If someone in an institution/organisation/company has inside information about serious wrongdoing, when do you think they should be able to use a journalist, the media, or the internet to  
Is the term whistleblower (укажувач) known to

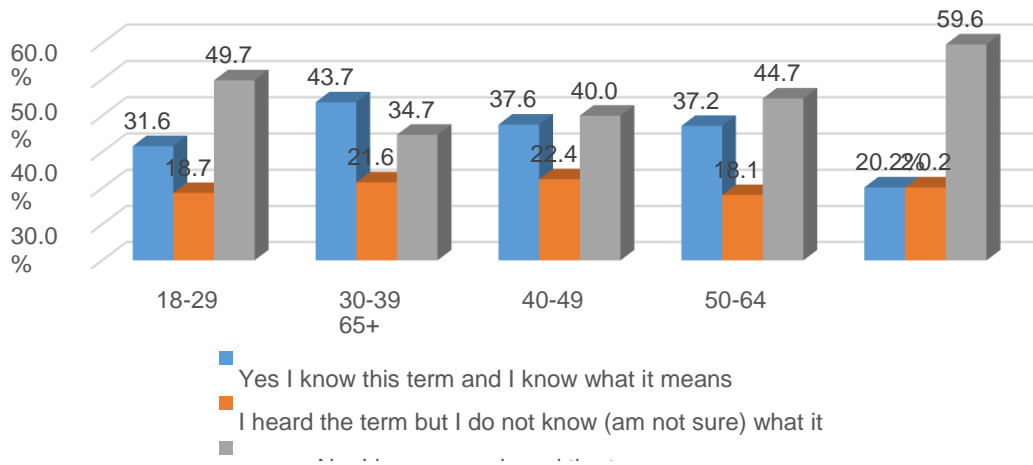


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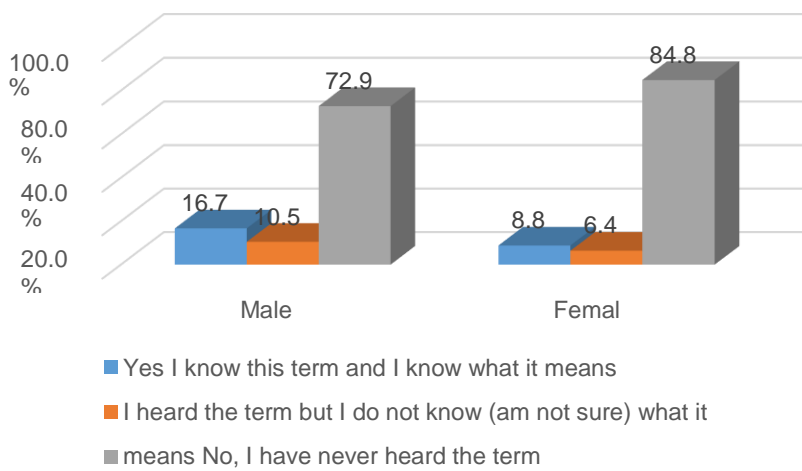




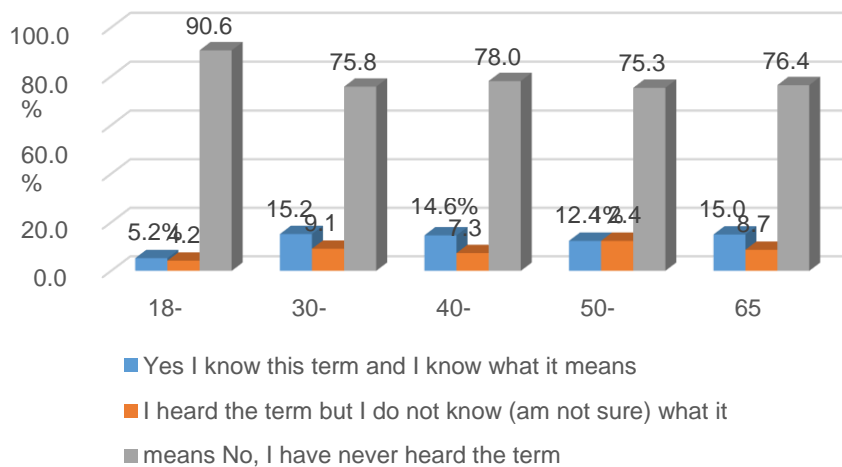
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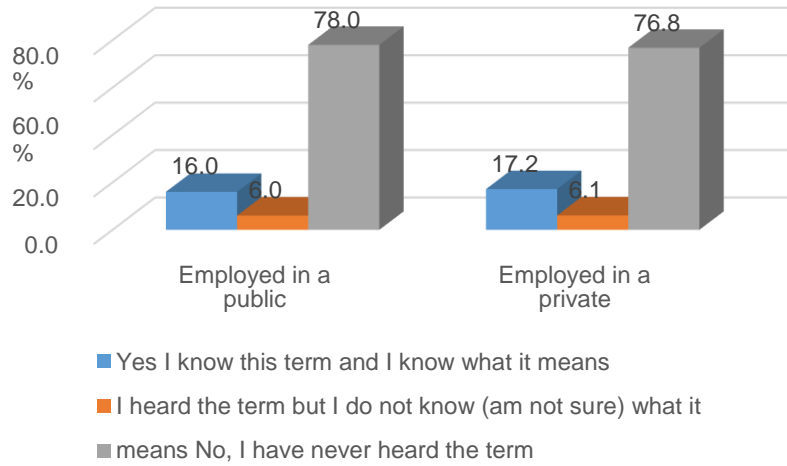
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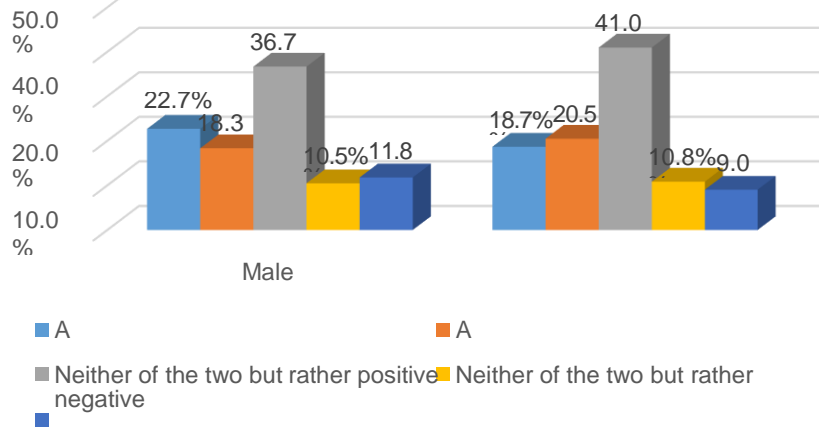
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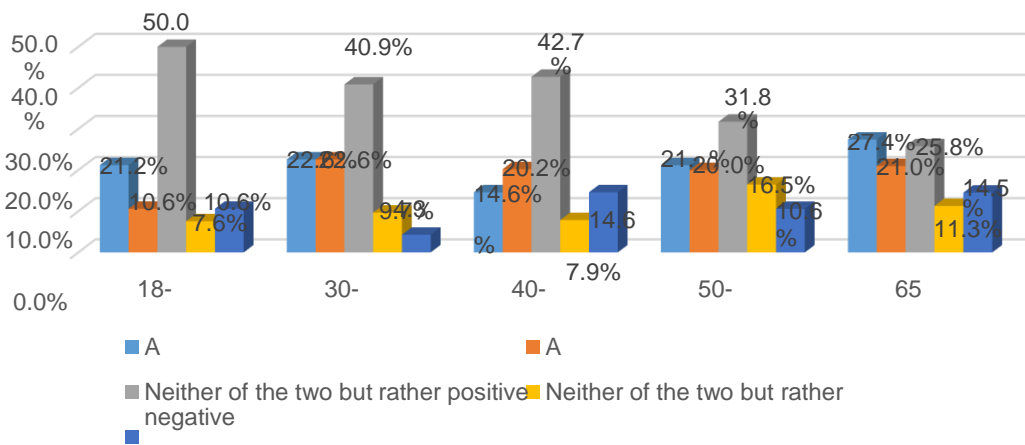
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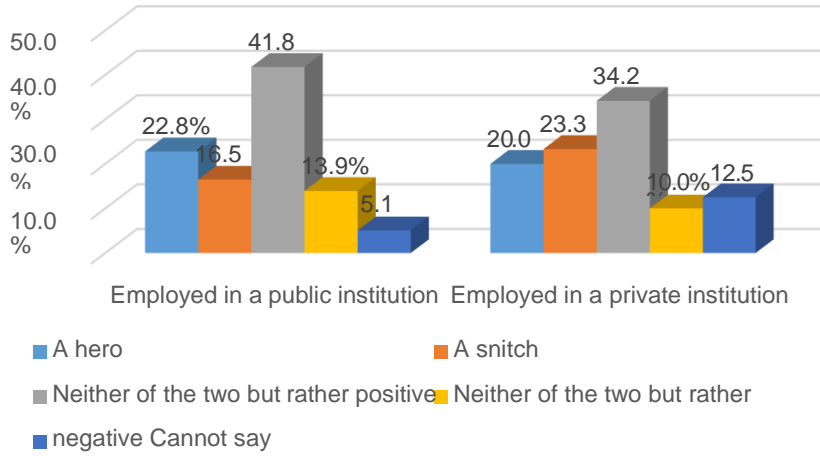
### In your opinion, a whistleblower



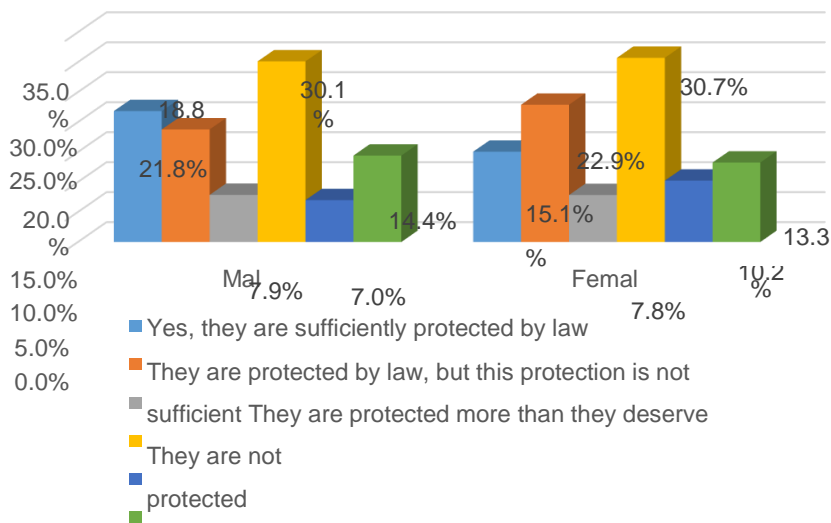
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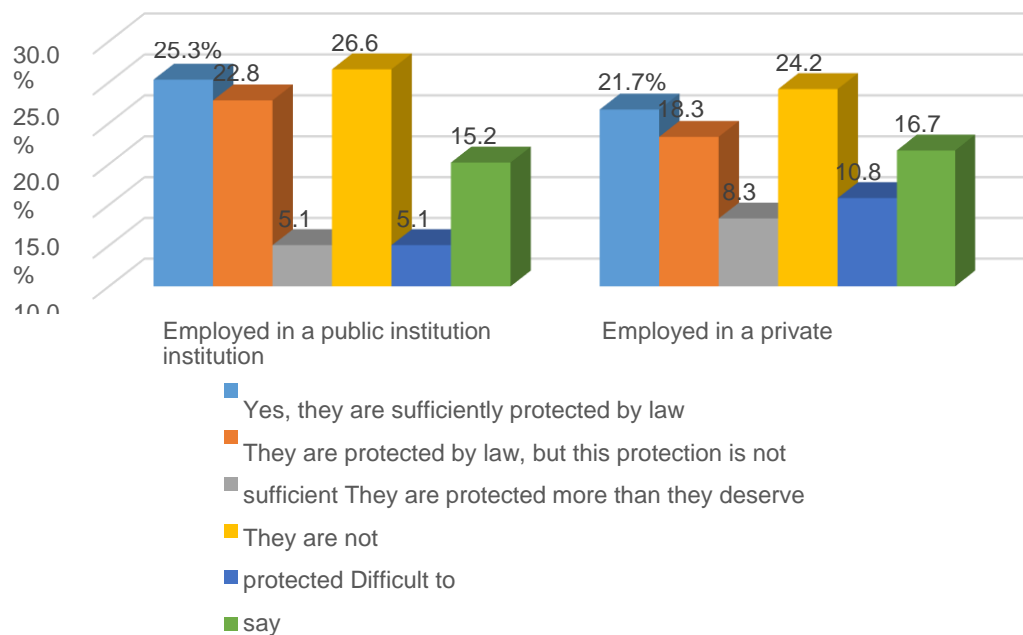
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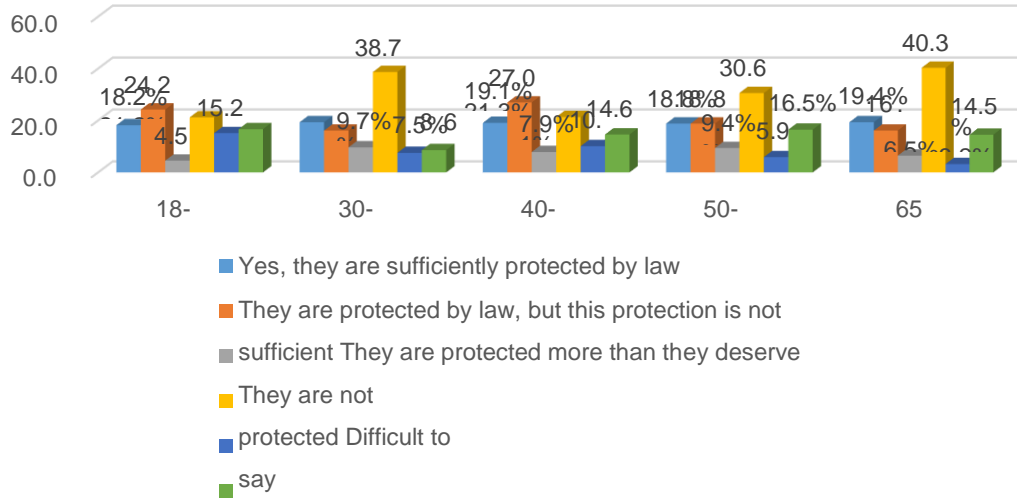
### Are whistleblowers protected by law in North



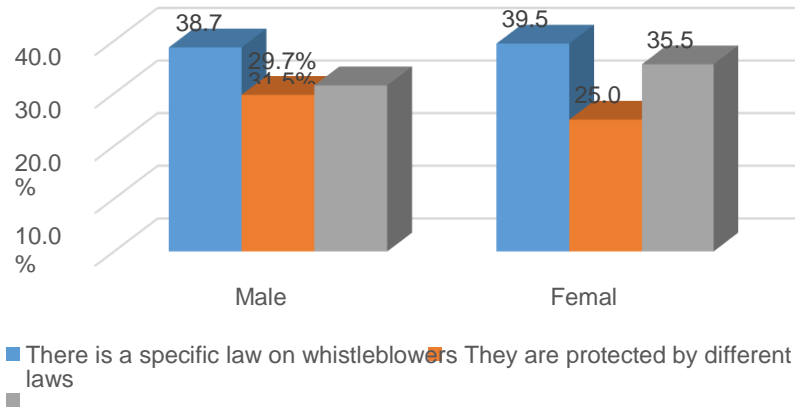
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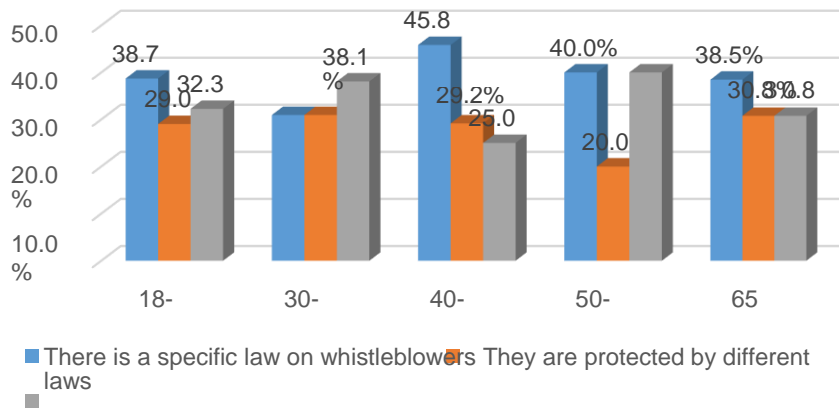
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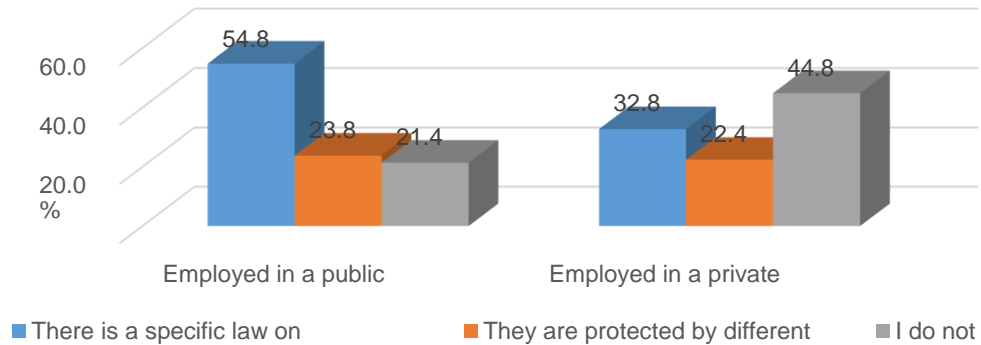
### Do you know which law regulates the protection



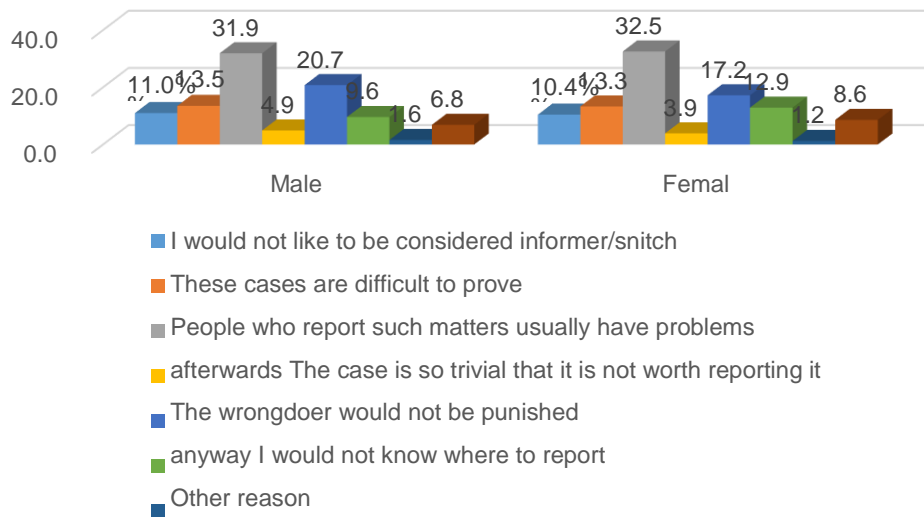
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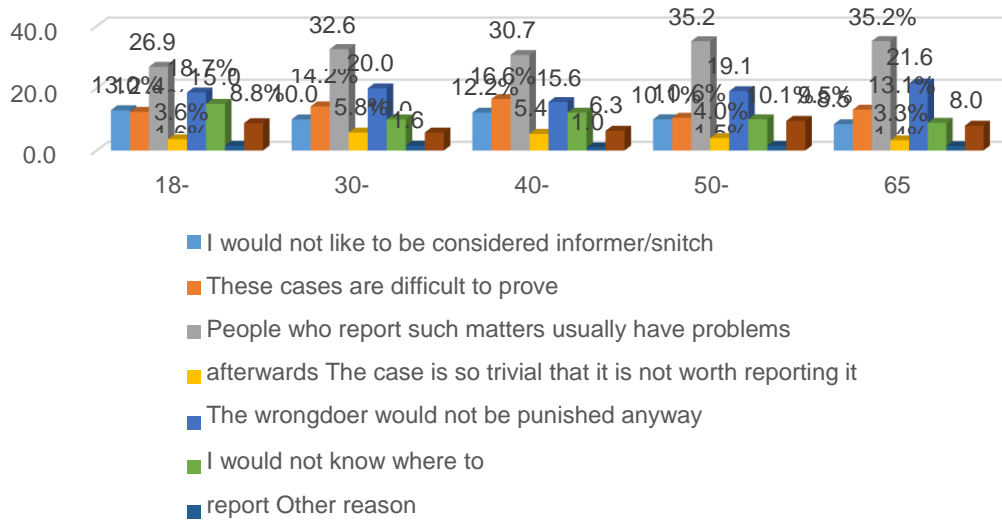
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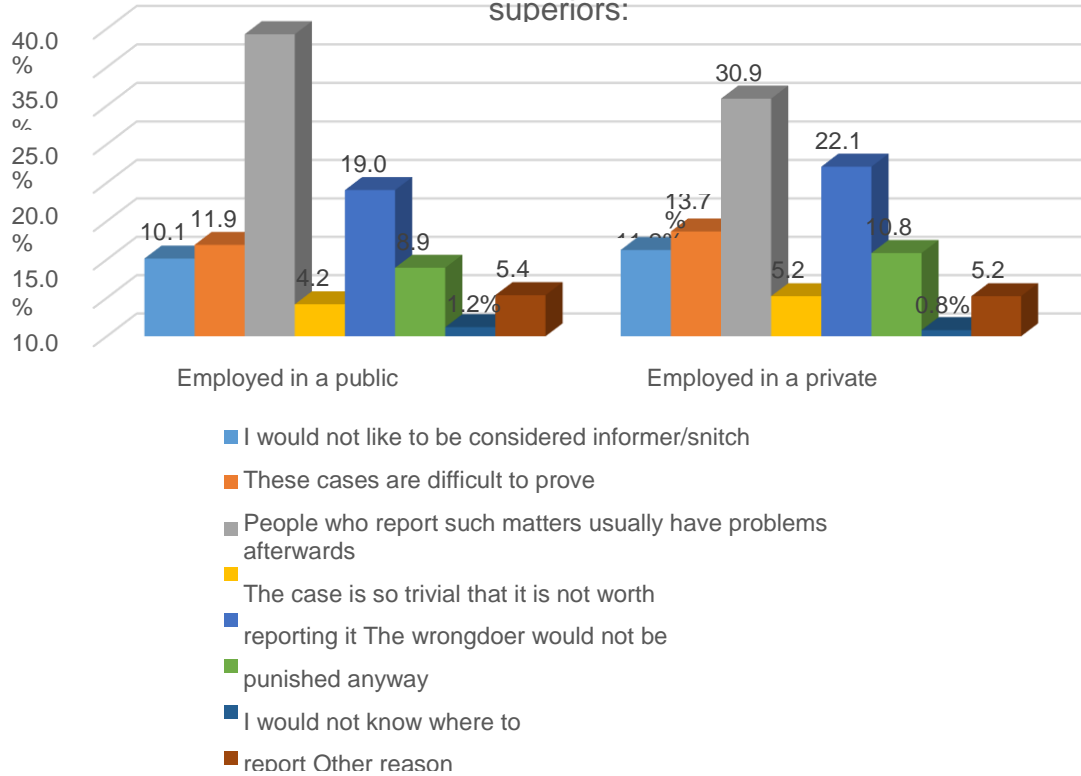
### Here are a few reasons why people usually do not notify their superiors about wrongdoings at work. Which of them would be most



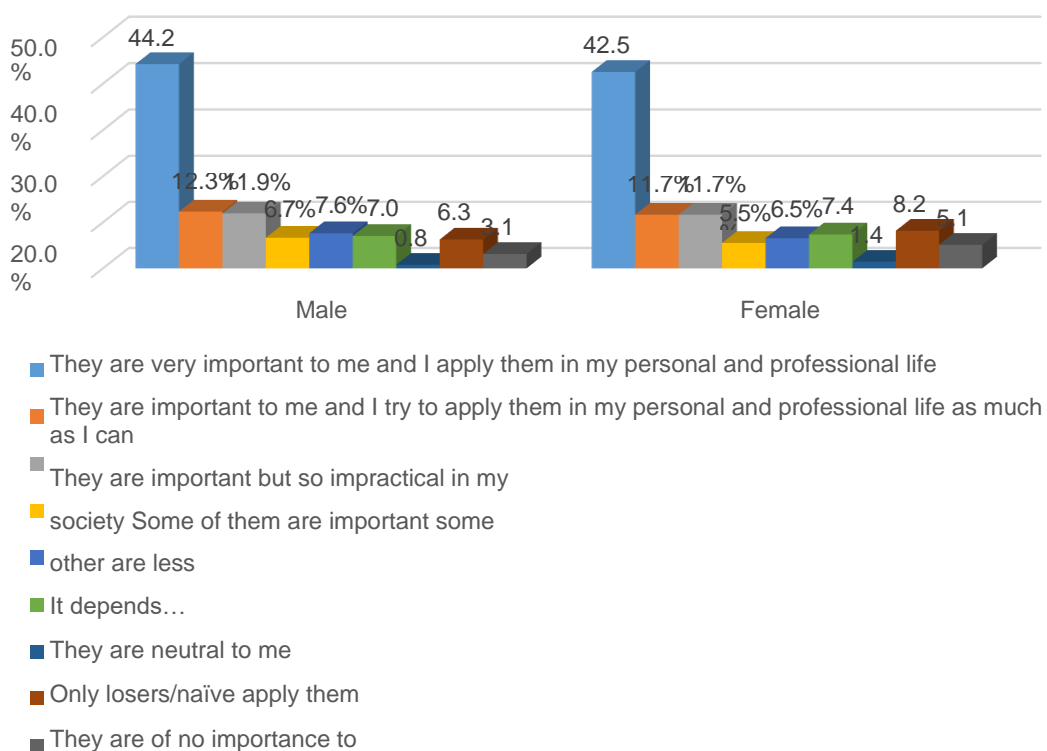
Here are a few reasons why people usually do not notify their superiors about wrongdoings at work. Which of them would be most important to you



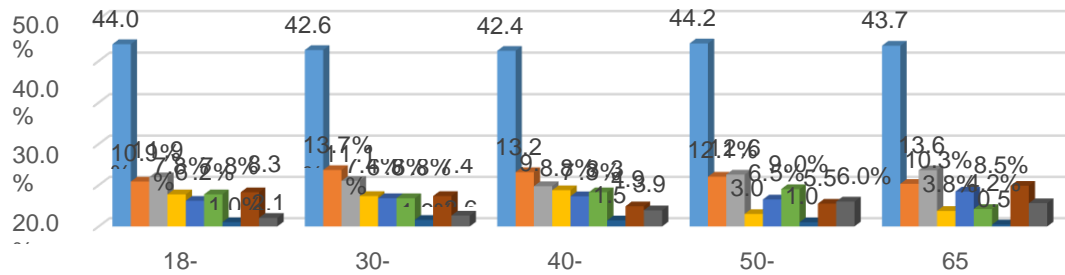
Here are a few reasons why people usually do not notify their superiors about wrongdoings at work. Which of them would be most important to you when you would decide NOT to notify your superiors:



What is your attitude to ethical

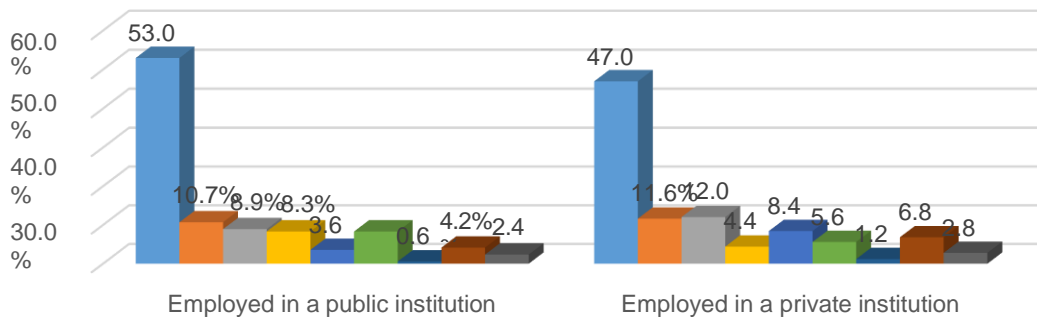


### What is your attitude to ethical



- They are very important to me and I apply them in my personal and professional life
- They are important to me and I try to apply them in my personal and professional life as much as I can
- They are important but so impractical in my society
- Some of them are important some other are less
- It depends...
- They are neutral to me
- Only losers/naïve apply them
- They are of no importance to me
- Cannot say

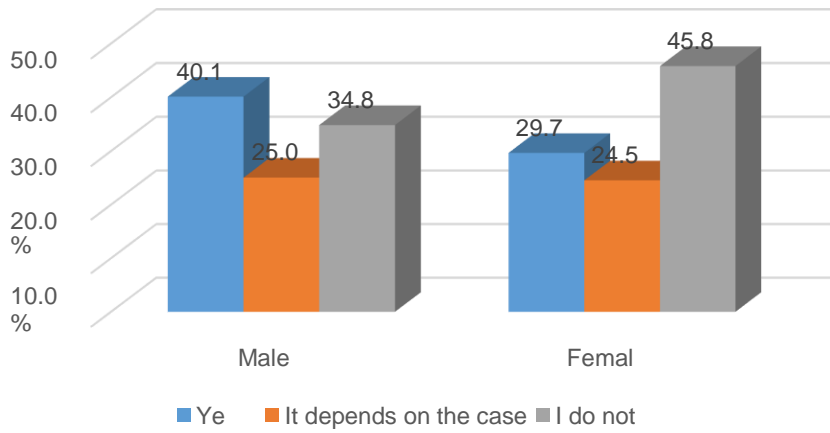
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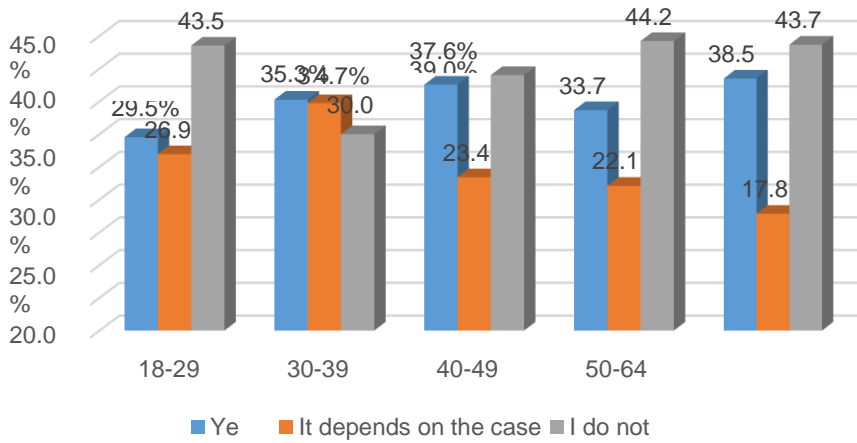
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Do you know which are the institutions in North Macedonia



Do you know which are the institutions in North Macedonia



Do you know which are the institutions in North Macedonia where you can report punishable unethical activity?

