



SURVEY RESULTS

1.0 RESPONDENT PROFILE

A total of 367 respondents were interviewed from the Armed Forces of the Philippines (AFP) coming from 4 sites: PMC, HPN, PNOPCOM, and NASSCOM.

1.1 Education

Less than one third of the respondents have a college degree or higher (32.97%). The big percentage of the respondents only finished high school (35.69%) or a vocational course (29.43%).

Education Profile

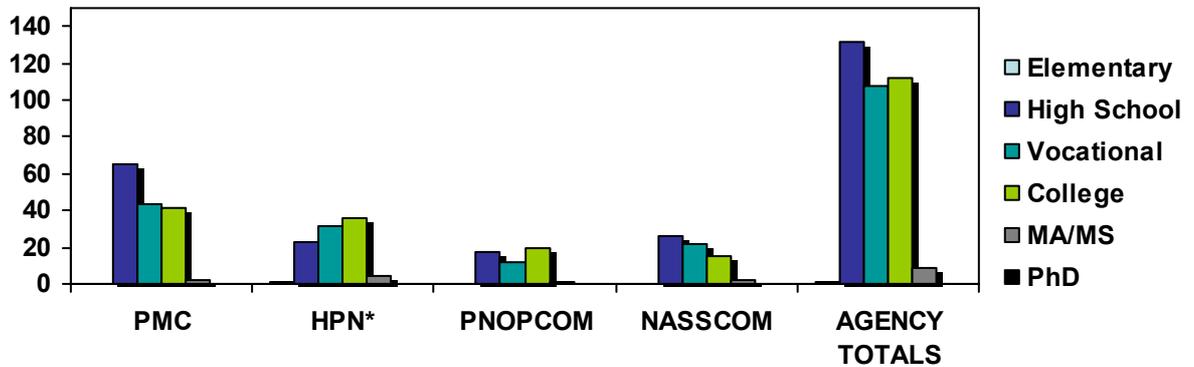
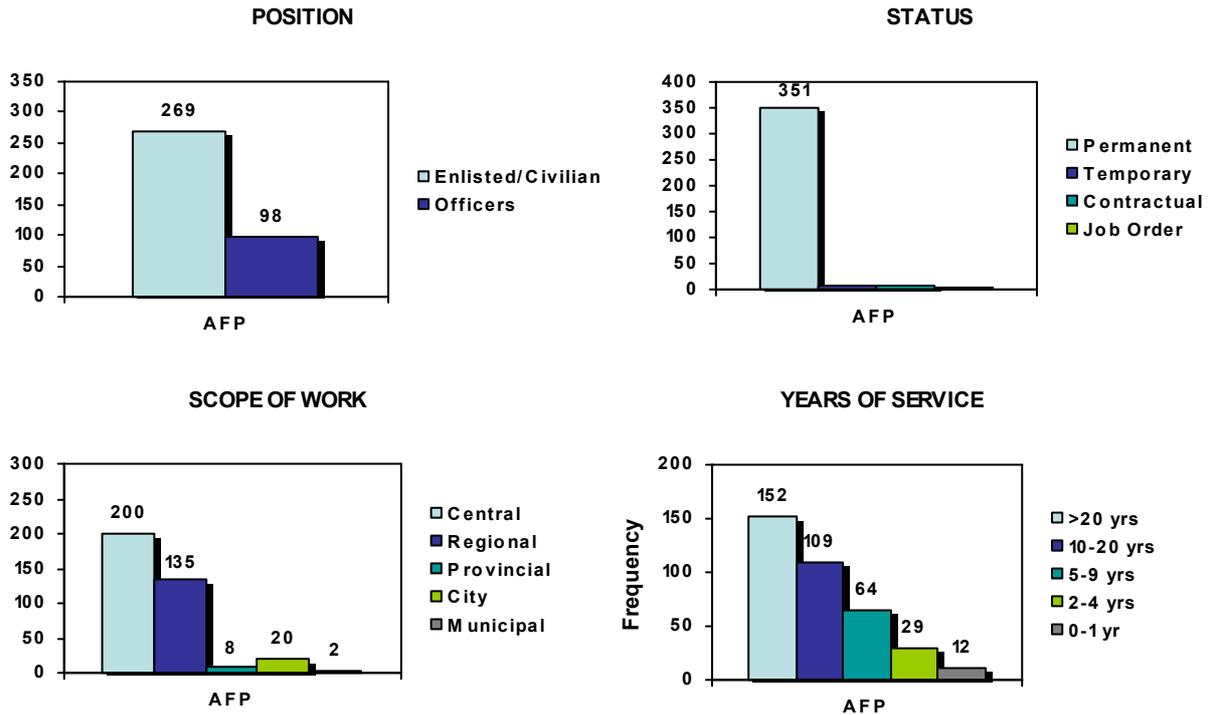


Table 1.1 Educational Attainment Distribution by Site in Frequency and Percentage

Educational Attainment	PMC	HPN	PNOPCOM	NASSCOM	AGENCY TOTALS
Elementary	0 0.00%	1 1.03%	0 0.00%	0 0.00%	1 0.27%
High School	65 41.94%	23 23.71%	17 34.00%	26 40.00%	131 35.69%
Vocational	43 27.74%	31 31.96%	12 24.00%	22 33.85%	108 29.43%
College	41 26.45%	36 37.11%	20 40.00%	15 23.08%	112 30.52%
MA/MS	2 1.29%	4 4.12%	1 2.00%	2 3.08%	9 2.45%
Ph.D.	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

1.2 Work Profile

More than half of the respondents are Enlisted/Civilian personnel (73.30% of total) with nearly one-hundred percent (95.64%) of permanent status.



In terms of scope of work, most of the respondents from PMC and HPN (75 - 80%) cover national scope. On the other hand, most of the respondents from PNOPCOM and NASSCOM (86 – 100%) are involved in regional activities.

Most of the respondents (71.12%) have been in active service at the AFP for at least 10 years.

Table 1.2 presents the number of respondents distributed by work description and by site.

Table 1.2 Work Profile Distribution by Description and by Site

Description of Work		Number of Respondents				Agency Total (%)
		PMC	HPN	PNOPCOM	NASSCOM	
POSITION	Officers	56	21	11	10	26.70%
	Enlisted/Civilian	99	76	39	55	73.30%
STATUS	Permanent	149	94	50	58	95.64%
	Temporary	2	2	0	3	1.91%
	Contractual	4	1	0	1	1.63%
	Job Order	0	0	0	3	0.82%
SCOPE	Central	117	77	5	0	54.22%
	Regional	19	8	43	65	36.78%
	Provincial	4	3	1	0	2.18%
	City	12	7	1	0	5.45%
	Municipal	1	1	0	0	0.54%
YEARS	0-1 yr	4	6	1	1	3.27%
	2-4 yrs	12	8	1	8	7.90%
	5-9 yrs	26	20	14	4	17.44%
	10-20 yrs	63	26	10	10	29.70%
	>20 yrs	50	37	23	42	41.42%
TOTAL RESPONDENTS		155	97	50	65	367



2.0 SURVEY RESULTS

The survey instrument focuses on twelve (12) areas of inquire, namely:

1. Leadership and Organizational Culture
2. Code of Conduct
3. Gifts and Benefits
4. Human Resources Development
5. Performance Management
6. Procurement Management
7. Financial Management
8. Whistleblowing, Internal Reporting and Investigation
9. Corruption Risk Management
10. Interface with the External Environment
11. Types of Corruption
12. Attitudes Regarding Corruption Reporting

A 6-point Likert scale was utilized in order to assess the level of agreement or disagreement of the respondents to specific terms relevant to corruption prevention. Levels of agreement range from Strongly Disagree (SD) to Strongly Agree (SA) and include Don't Know and Refuse to Answer.

Using a 4-pt weighted scale system, net ratings were computed for statements in each of the 12 areas of inquiry. Zero weight is given to "Don't Know" and "Refuse to Answer" responses. The weighted rating is computed using the following formula:

<u>Response Scale</u>	<u>Weight</u>	<u>Frequency</u>	<u>Scale x Frequency</u>
Strongly Agree	1	A	1 x A
Agree	2	B	2 x B
Disagree	3	C	3 x C
Strongly Disagree	4	D	4 x D

$$\text{NET RATING} = [(1 \times A) + (2 \times B) + (3 \times C) + (4 \times D)] / \text{Total no. of respondents}$$

To interpret net ratings, the following guideline can be used:

- 1.00 - 1.79 = Highly positive net agreement
- 1.80 - 2.21 = Moderately positive net agreement
- 2.22 - 2.49 = Slightly positive net agreement and % undecided is substantial
- 2.50 = Split opinion
- 2.51 – 2.80 = Slightly negative net agreement and % undecided is substantial
- 2.81 – 3.20 = Moderately negative net agreement
- 3.21 – 4.00 = Highly negative net agreement.

A split opinion is obtained with a net weighted rating of 2.5. A positive net agreement occurs if the net rating is less than 2.5 and a negative net agreement is reached if the net rating is greater than 2.5. The lower the net rating, the positive net agreement to the statement increases. Conversely, the higher the net rating, the negative net agreement to the statement increases.

Comparison of means were also conducted using a One-way ANOVA statistic comparing each statement against five (5) work descriptions of Position, Status, Nature of Work, Scope of Work and Years of Service. This was performed separately for each of the four sites. Significant differences in responses were noted for significance values of 0.05 or less. The One-way ANOVA Tables are provided in the Appendix for reference. Results with significant differences are highlighted in bold numbers in these ANOVA tables.



A. LEADERSHIP AND ORGANIZATIONAL CULTURE

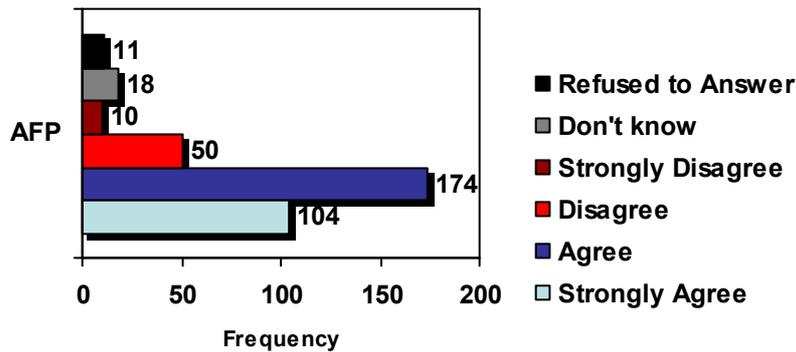
Table 2.1 Net Ratings for Leadership by Site

STATEMENTS	PMC	HPN	PNOPCOM	NASSCOM	AGENCY RATING
1. Managers in our agency do not abuse their authority. (<i>Hindi umaabuso sa kapangyarihan ang mga namumuno o manager ng aming ahensiya.</i>)	2.02	1.96	1.63	1.73	1.90
2. Managers in our agency inspire employees to be "professional". (<i>Ako ay nai-inspire ng mga namumuno o manager ng aming ahensiya upang maging propesyonal sa aking trabaho.</i>)	1.77	1.82	1.58	1.68	1.74

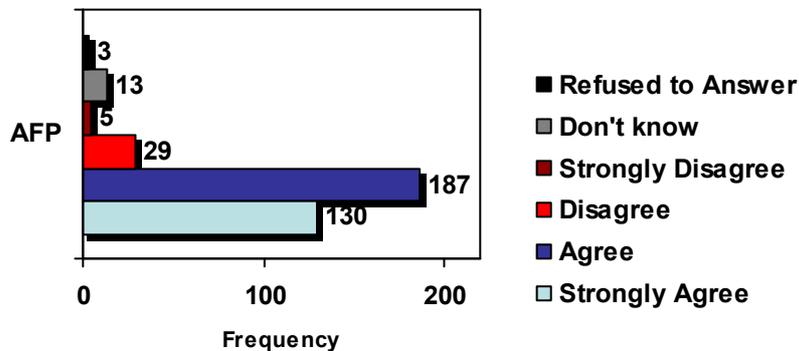
Moderate positive net ratings from PMC and HPN, and highly positive net ratings from PNOPCOM and NASSCOM, were observed pertaining to leadership concerns. With regards to professionalism, highly positive ratings were observed from PMC, PNOPCOM and NASSCOM. HPN cited only moderate net agreements.

Significant differences in responses were observed only in PMC for Statement 2. Negative ratings for professionalism are attributed to some respondents involved in central operations.

Statement 1



Statement 2





Question 3: What can you suggest to improve your leadership's contribution in preventing corruption in your agency?

Table 2.2 Suggestions to improve the leadership's contribution in preventing corruption in NIA include:

Suggestions	Frequency	Percent of Responses (%)
Dedication to work, leadership by example, honesty and truthfulness in work, transparency in all transactions, equal treatment to all personnel, quality and prompt service, continuity, act on all problems, clean living, good management	188	49.87%
Strict implementation and adherence to rules and policies, apply law to everybody, compliance with code of ethics, do not tolerate corruption in the office, punish offenders and protect whistleblowers, direct release to concerned units of funds to avoid cuts, implement changes	68	18.04%
No answer, walang maimumungkahi, no knowledge	50	13.26%
More trainings and seminars on corruption, value formation, conduct regular and random lifestyle checks, encourage personnel to pursue higher schooling, perform auditing and monitoring of financial resources/personnel, information dissemination	39	10.34%
Increase salary, appropriate funding and budget	17	4.51%
Hire/Appoint highly qualified and credible skilled-personnel, additional civilian employees	7	1.86%
Enough supplies and equipment	3	0.80%
Isang company lang ang dealer ng uniform, standardize ang uniform	2	0.53%
Activate intelligence network to respond to corruption	1	0.27%
Bawasan ang pagrelease sa pondo kasi malaki	1	0.27%
Establish procurement service	1	0.27%

Moderately positive agreement is recorded for Statement 4 which pertains to employees being consulted on policies that concern them. Moderate positive agreements were also observed for the involvement of employees in the decision-making process and open lines of communication in the agency across all four sites.

Table 2.3 Net Ratings for Organizational Culture

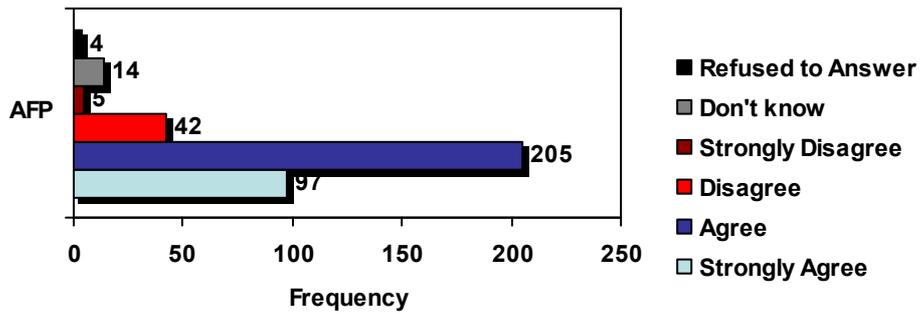
STATEMENTS	PMC	HPN	PNOPCOM	NASSCOM	Agency Rating
4. Employees are consulted on policies that concern them. (<i>Ang mga empleyado ay kinukunsulta sa mga patakarang may kinalaman sa kanila.</i>)	1.86	1.95	1.80	1.82	1.87
5. Employees are involved in making decisions. (<i>Ang mga empleyado ay kasali sa mga pagdedesisyon.</i>)	2.05	2.14	1.96	2.02	2.06
6. Lines of communication are open. (<i>Bukas ang mga linya ng komunikasyon.</i>)	1.70	1.92	1.75	1.85	1.79



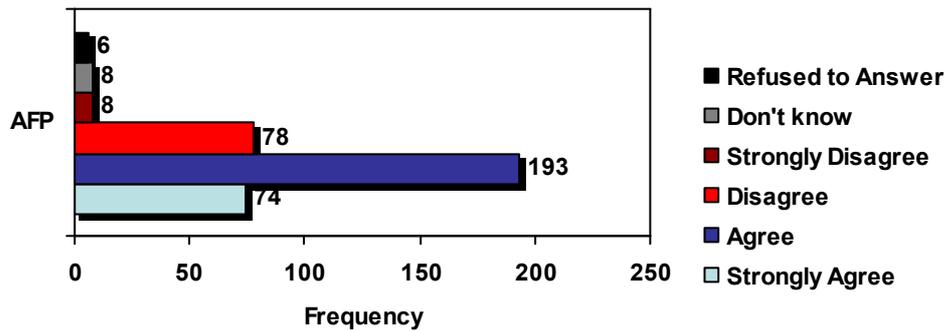
Significant differences in responses were observed in NASSCOM, HPN and PNOPCOM as follows:

- Negative ratings in NASSCOM regarding employee consultation on policies tend to come from those who finished only secondary education.
- Positive agreement in HPN for employee involvement in decision making was more likely from the Officers.
- Positive agreement in PNOPCOM to open lines of communication tend to increase as years of service increases.

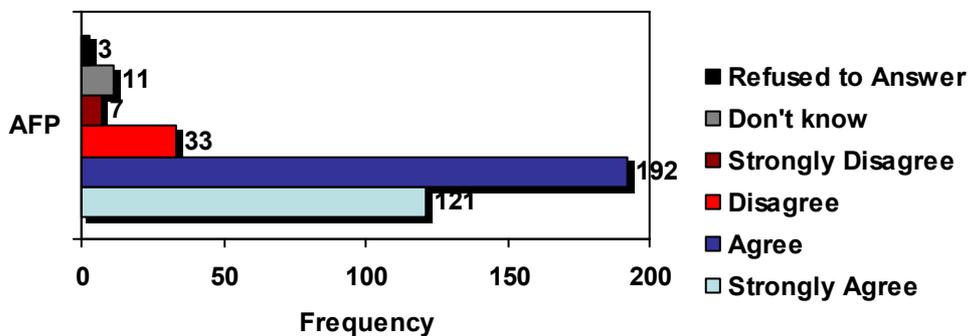
Statement 4



Statement 5



Statement 6





Question 7: What can you suggest to improve the responsibility of your employees?

Table 2.4 Suggestions to improve the responsibility of employees were:

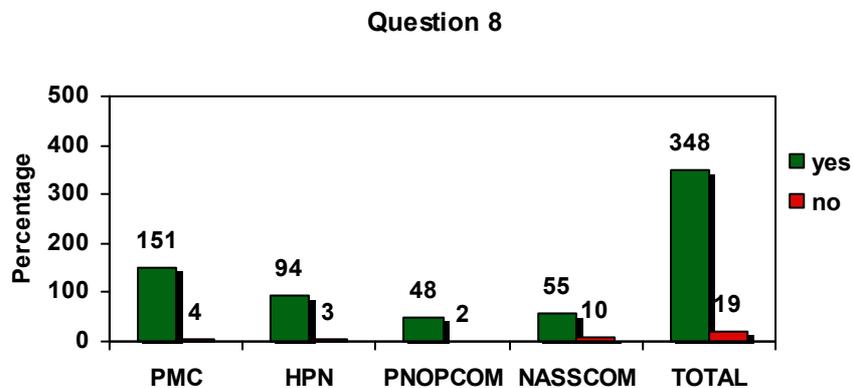
Suggestions	Frequency	Percent of Responses (%)
Know and learn your duties and responsibilities, do your work properly and accordingly, strict adherence to rules and policies, dedication to work, unity and cooperation, paghusayan ang trabaho	94	25.00%
Give due compensation, right benefits, better pay, implement reward system	91	24.20%
Inspired leadership, leadership by example, equal treatment to all employees/personnel, respect, praise good performance to sustain morale, better relay of instructions, guide employees, care for personnel and safety	78	20.74%
No answer, I have nothing to say, no problem	35	9.31%
Information dissemination, circulation of AFP Corps of Value, morale welfare program and refresher courses, regular consultation and dialogue, progressive seminars and trainings, continuous monitoring of performance	31	8.24%
Punish offenders, strict implementation of laws	15	3.99%
Transparency, no political involvement, standard processing requirements for processing of transaction, no to corruption, streamline procedures	13	3.46%
Open communication and use of 2-way form of communication	7	1.86%
Improve facilities and working environment	6	1.60%
Hiring of right person at the right job position, no kamag-anak system	6	1.60%

B. CODE OF CONDUCT

Majority of the respondents cited that the agency has a written code of conduct. Eight percent (8.11%) of the respondents replied No.

Table 2.5 Question 8: Does your agency have a written code of conduct?

Response	PMC	HPN	PNOPCOM	NASSCOM
YES	151	94	48	55
NO	4	3	2	10





Highly positive net agreement ratings were observed across all four sites with regards to the compliance to the written code of conduct. Significant differences in ratings were observed in PNOPCOM wherein negative ratings were obtained from enlisted/civilian personnel.

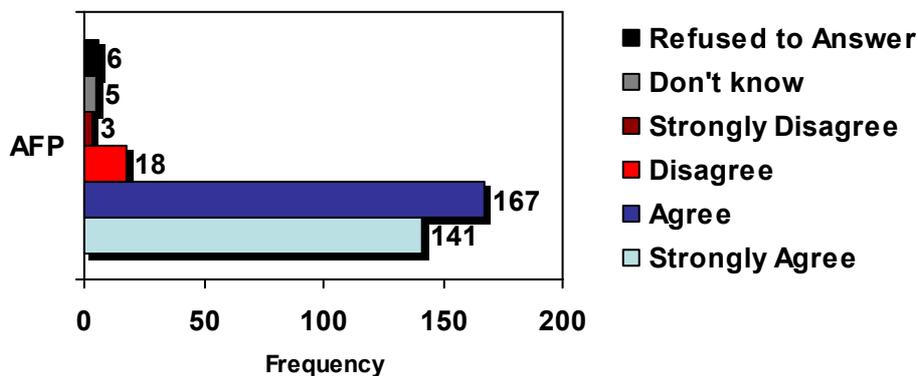
Moderately positive agreement was observed with the adequacy of orientation to the code of conduct and punishment of those who violate the code across all four sites. Significant differences in responses were noted as follows:

- Negative agreement was observed from among PNOPCOM enlisted/civilian personnel regarding adequacy of orientation on the code of conduct
- Negative agreements to adequacy of orientation and punishment of violators of the code of conduct were likely among PMC respondents involved in central and/or regional scope of work.

Table 2.6 Net Rating for Code of Conduct by Site

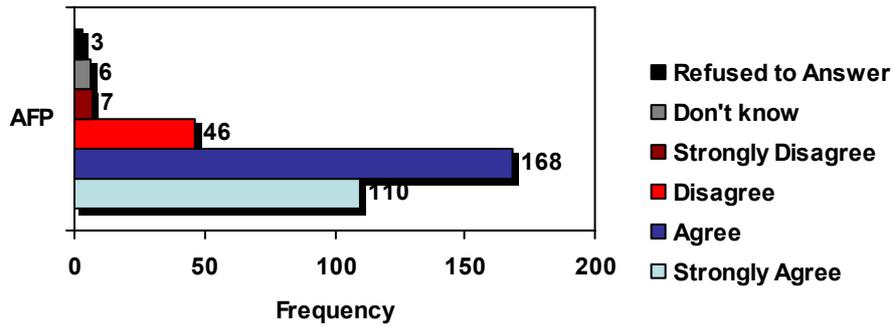
STATEMENTS	PMC	HPN	PNOPCOM	NASSCOM	AGENCY RATING
9. A written code of ethical conduct being followed in our agency. <i>(May sariling nakasulat na panuntunan ng wastong asal o gawi na sinusunod dito sa aming ahensiya.)</i>	1.62	1.70	1.56	1.69	1.64
10. Adequate orientation on the code of conduct and other corruption prevention measures are provided in our agency. <i>(May sapat na pagsasanay na ibinibigay sa amin tungkol sa code of conduct at iba pang paraan upang mapigilan ang katiwalain dito sa aming ahensiya.)</i>	1.85	1.87	1.94	1.74	1.85
11. Those who violate the code of conduct are punished. <i>(Napaparusahan ang mga lumalabag sa mga panuntunan ng wastong asal o gawi.)</i>	1.81	2.02	1.66	1.67	1.83

Statement 9

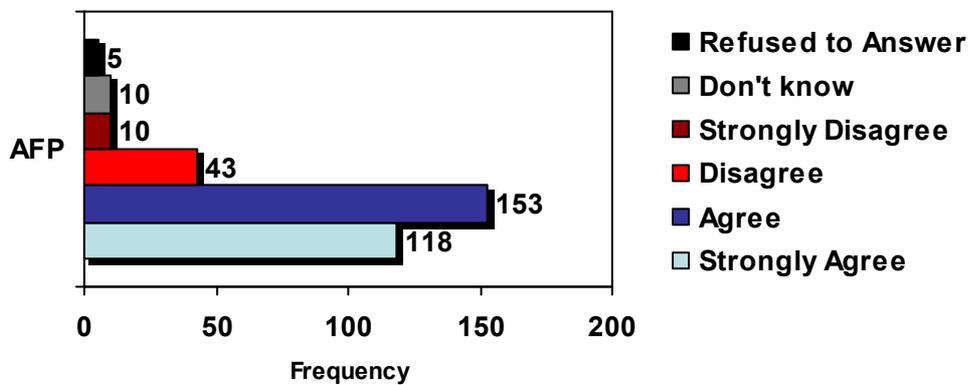




Statement 10



Statement 11

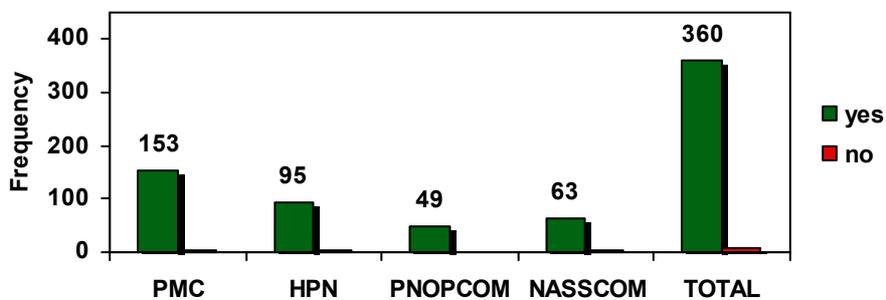


Almost all of the respondents submitted their SALN for 2005 (97.84%).

Table 2.7 Question 12: Did your HRD collect your Statement of Assets and Liabilities and Net Worth (SALN) for 2005?

Response	PMC	HPN	PNOPCOM	NASSCOM
YES	153	95	49	63
NO	2	2	1	2

Question 12





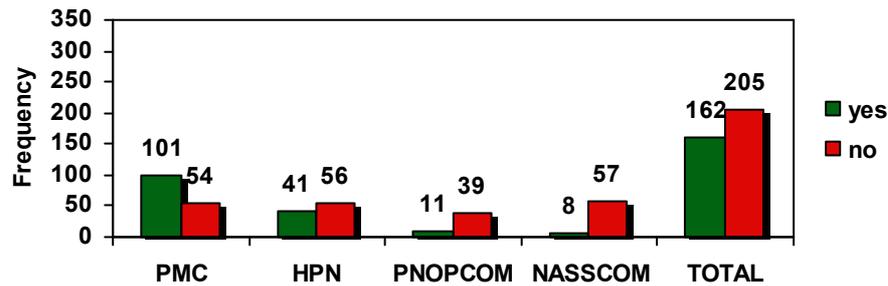
C. SOLICITATION AND RECEIVING OF GIFTS

With regards to the knowledge of the agency's written gifts and benefits policy, majority of the respondents from HPN, PNOPCOM and NASSCOM replied NO, or that they do not have a written policy on gifts and benefits.

Table 2.8 Question 13: Does your agency have a written gifts and benefits policy?

Response	PMC	HPN	PNOPCOM	NASSCOM
YES	101	41	11	8
NO	54	56	39	57

Question 13



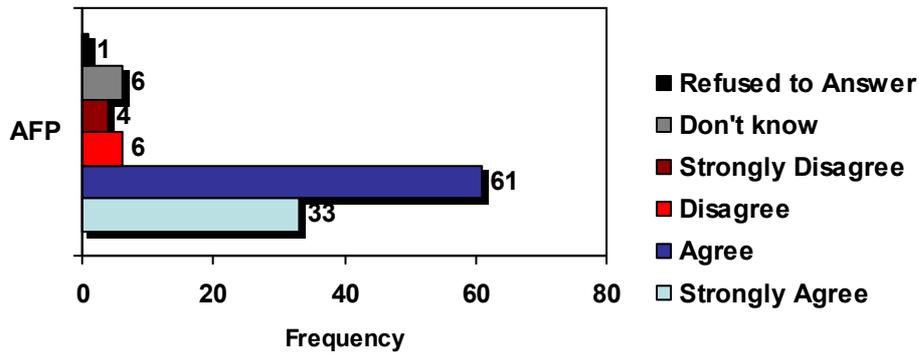
Net ratings for Gifts and Benefits indicate that a moderate positive agreement on the awareness of employees and the transacting public on the agency's policy on gifts and benefits. Significant differences in responses were observed in PNOPCOM for both statements. Positive ratings were attributed to those with college degrees. However, negative ratings were likely from the enlisted/civilian personnel.

Table 2.9 Net Ratings for Gifts and Benefits by Site

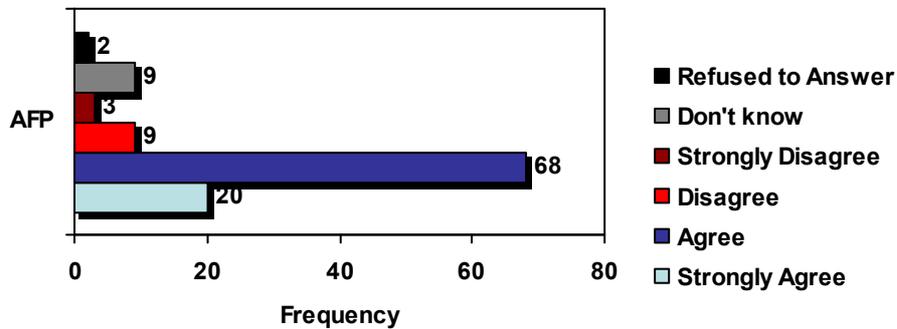
STATEMENTS	PMC	HPN	PNOPCOM	NASSCOM	AGENCY RATING
14. The employees in our agency are made aware of the policy on solicitation and receiving of gifts. <i>(Ang panuntunan sa wastong asal o gawi ukol sa paghingi o pagtanggap ng mga regalo at benepisyo ay alam ng mga empleyado sa aming ahensiyang.)</i>	1.82	1.87	1.70	1.71	1.82
15. The transacting public and suppliers know the policy of our agency on gifts and benefits. <i>(Pinapaalam ang panuntunan sa wastong asal o gawi ukol sa pagtanggap ng mga regalo at benepisyo sa mga kliyente at suppliers ng aming ahensiya.)</i>	1.87	2.06	2.00	1.86	1.95



Statement 14



Statement 15



Question 16. How much do you think is an acceptable personal gift to you?

When asked how much they think is an acceptable personal gift, more than three fourths of the respondents (76.29%) replied that no cash gift is necessary for them to render their duties as a government servant. Small amounts ranged between P10-P500, mid-range of P1,000-5,000, and high range of P10,000-50,000. Half of the respondents (12.53%) had no answer to the question.

Table 2.10 Responses on Acceptable Gift Amount

Amount	Frequency
No answer	46
0	280
30	1
50	4
100	8
200	3
300	1
350	1
500	9
1000	9
3000	1
5000	4
10000	2
TOTAL	367



D. HUMAN RESOURCES DEVELOPMENT

Results of the net ratings indicate highly positive agreement from the sites, except from NASSCOM with only moderate positive net agreement, with regards to the process of recruitment and promotions following a set of criteria. Respondents in HPN indicated only slightly positive agreements that the process was free from external influences. PMC, PNOPCOM, and NASSCOM cited moderately positive net ratings.

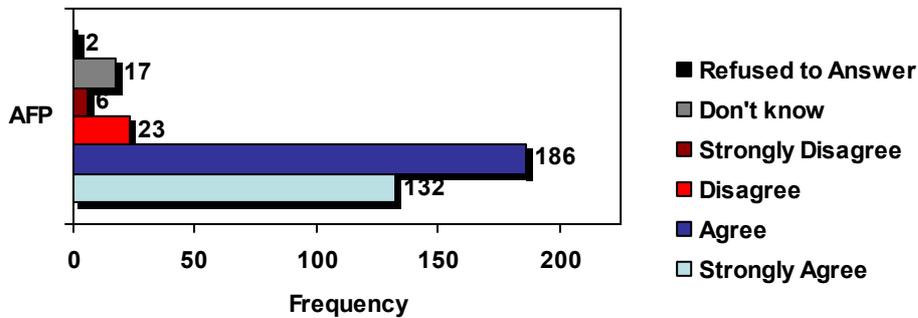
Significant differences in responses were observed as follows:

- Negative agreements regarding Statement 17 (Criteria for recruitment and promotions) among PNOPCOM respondents were likely from enlisted/civilian personnel and from among NASSCOM respondents with college degrees.
- Negative agreements regarding Statement 18 (Free from External influences) among PMC and HPN respondents were likely from those involved in central operations.

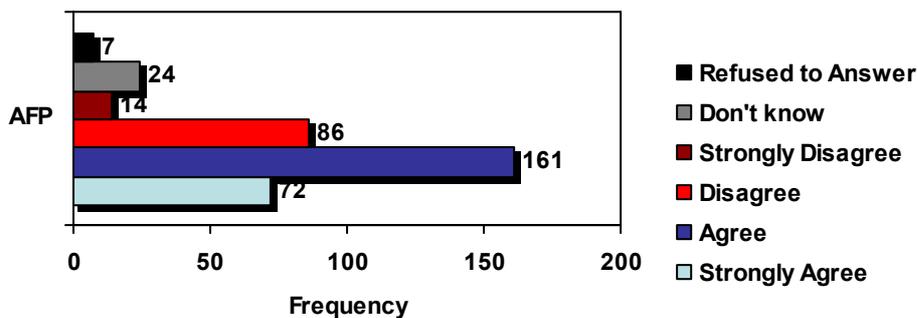
Table 2.11 Net Ratings for Human Resource Development

STATEMENTS	PMC	HPN	PNOPCOM	NASSCOM	AGENCY RATING
17. The process for recruitment and promotions in our agency follows a set of criteria. <i>(Ang prosesong sa pag-recruit at pag-promote dito sa aming ahensiya ay alinsunod sa mga tinalagang batayan.)</i>	1.66	1.73	1.57	2.00	1.72
18. The process of recruitment and promotions in our agency is free from external influences. <i>(Walang nakiki-alam sa proseso ng pag-recruit at pag-promote dito sa aming ahensiya.)</i>	2.11	2.33	1.81	2.09	2.13

Statement 17



Statement 18





Question 19: What can you suggest to improve the process of recruitment and promotion in your agency?

Table 2.12 Suggestions to improve the process of recruitment and promotion include the following:

Suggestions	Frequency	Percent of Responses (%)
Based on merit system and qualification, follow the procurement process, walang palakasan system, walang intervention from higher officers, right man to the right position, highly capable and skilled individuals dapat, walang bata-bata system, transparency, independent selection board	217	58.81%
No suggestion, no answer, no problem, no comment, walang masagot	58	15.72%
Study the process of recruitment, revise SOP no. 10, categorization of recruitment and promotion to every individuals, ibalik ang seniority sa promotion, ibalik ang dating panukala na maging trainees na gaya ng High School Graduates, dapat ipatupad ang age limit, keep the system/timing grade, recruit technical course graduate or vocational school graduate for technical unit	23	6.23%
Information dissemination of vacancies and opportunities, constant monitoring, send concerned personnel to attend seminars, use of tri-media, schooling	21	5.69%
Do background checks on recruits, screen well all applicants	17	4.61%
Bawasan ang requirements sa promotion (educational attainment, sea duty, shore and shipboard ratings)	10	2.71%
Incongruent - dagdagan ang mga kagamitan, dapat idaan sa bidding process, increase mess allowance, iwasan ang korupsiyon, unit needs additional armor vehicles, itaas ang sahod, procure new advance computer	9	2.44%
Constant change of personnel at recruiting office, additional employees sa recruitment and promotions	5	1.36%
Immediate processing of papers, speed up promotion process	3	0.81%
Dapat maraming quota sa promotion at recruit	2	0.54%
Establish recruitment team per region so that those coming from the provinces need not go to Manila	1	0.27%
Ayusin ang facilities para tuluy-tuloy ang pagdami ng sundalo	1	0.27%
Dapat taga-ibang lugar ang recruit na ipapadala sa isang lugar	1	0.27%
Dagdagan ang pondo	1	0.27%

E. PERFORMANCE MANAGEMENT

Positive net ratings were observed with regards to performance management concerns. Highly positive ratings were recorded with regards to clarity of individual performance targets, rewards and job satisfaction. Moderately positive ratings were observed for yearly performance bonus and performance feedback.

Significant differences in responses were observed with regards to clarity of performance targets as follows:

- Positive agreement among PMC respondents tend to increase as the years of service increase.
- Higher positive agreement is observed among officers compared to enlisted/civilian personnel in HPN.
- Positive agreement among NASSCOM respondents tend to increase with higher education attainment.

Significant differences in responses regarding employee feedback were observed only among PMC respondents. Negative responses were likely from among those involved in central operations and/or from among those who have been with the agency for at least 5 years.



Significant differences in responses regarding giving of yearly bonuses were observed in three sites as follows:

- Negative responses among PMC respondents were likely from among those involved in central operations.
- Negative responses among HPN and PNOPCOM respondents were more likely from the enlisted/civilian personnel

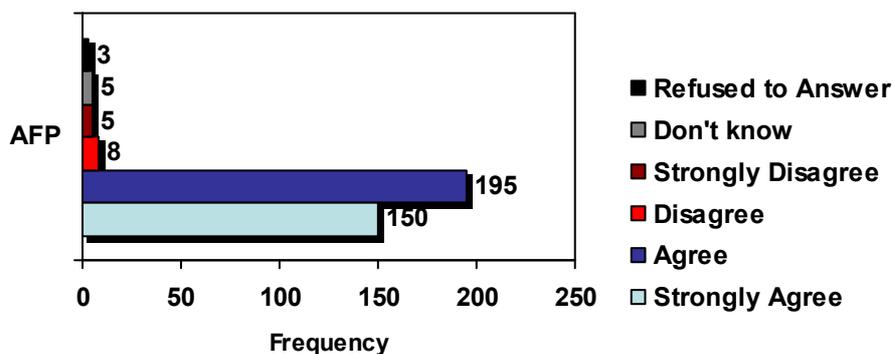
Significant differences in responses regarding job satisfied was observed in three sites as follows:

- Job satisfaction among PMC respondents tend to increase with years of service.
- Highly positive agreement among HPN respondents were likely from those involved in central operations.
- Highly positive agreement among NASSCOM respondents are attributed to the officers while negative ratings were likely from the enlisted/civilian personnel.

Table 2.13 Net Ratings for Performance Management

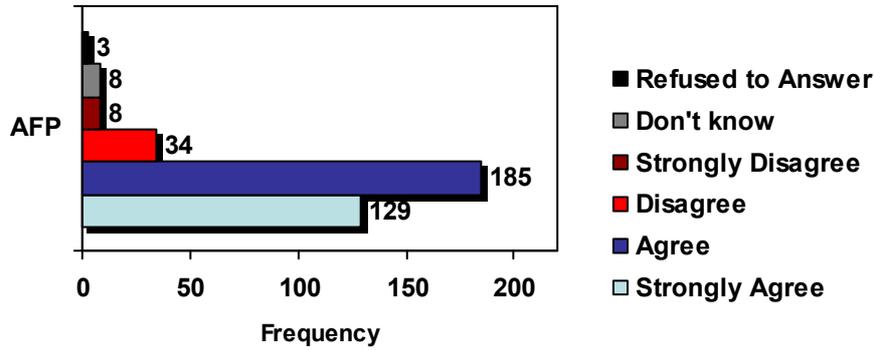
STATEMENTS	PMC	HPN	PNOPCOM	NASSCOM	AGENCY RATING
20. <i>My performance targets are clear to me. (Malinaw sa akin ang performance targets ko.)</i>	1.64	1.64	1.47	1.73	1.63
21. <i>Outstanding performance is rewarded in our agency. (Ginagantimpalaan sa aming ahensiya ang mga taong may bukod tanging pagganap sa kanyang tungkulin.)</i>	1.78	1.77	1.72	1.85	1.78
22. <i>The employees in our agency are regularly provided feedback regarding their performance. (Ang mga empleyado sa aming ahensiya ay regular na sinasabihan o nabibigyan ng komentaryo o puna ukol sa pagganap ng kanilang tungkulin.)</i>	1.82	1.90	1.73	1.97	1.86
23. <i>The employees of our agency are given the yearly performance bonus regardless of how they performed. (Ang mga empleyado sa ahensiya naming ay binibigyan ng performance bonus paano man nila ginampan ang kanilang tungkulin.)</i>	1.96	1.97	1.81	2.03	1.96
24. <i>I am satisfied with my job. (Ako ay nasisiyahan sa aking trabaho.)</i>	1.46	1.46	1.34	1.60	1.47

Statement 20

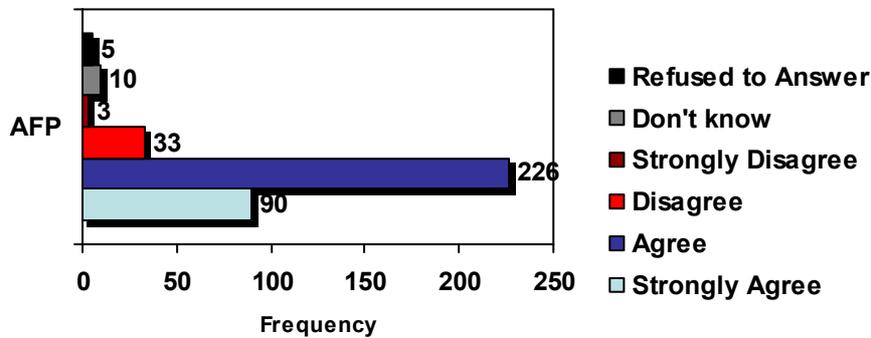




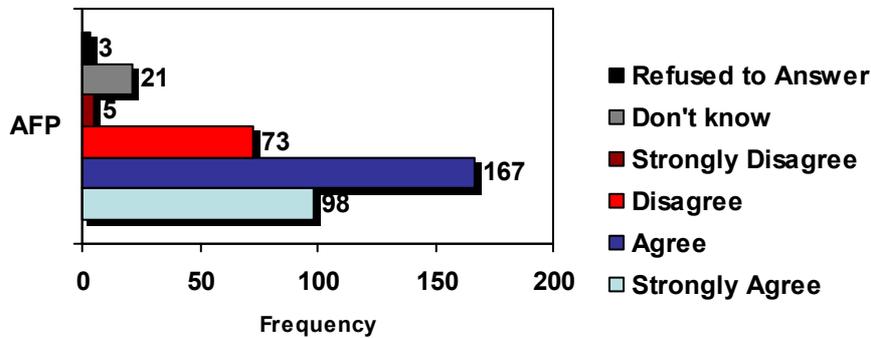
Statement 21



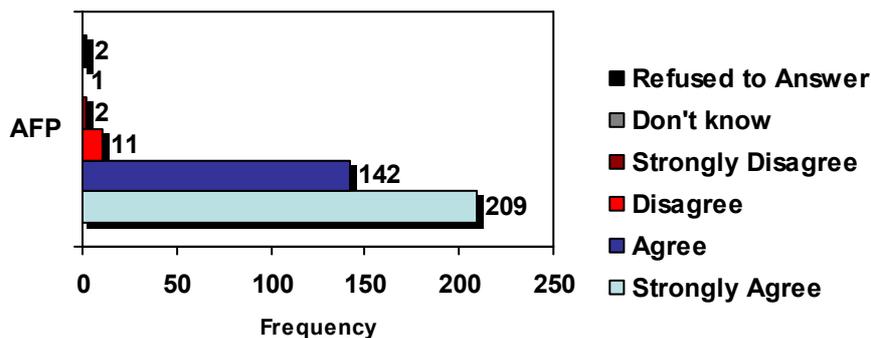
Statement 22



Statement 23



Statement 24



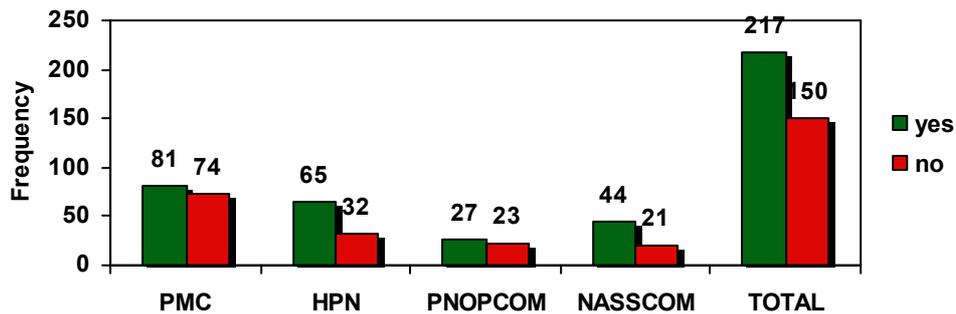


Setting of personal performance targets is practiced in a majority of the respondents in the survey. Between 52% to 68% of the respondents from the site have had their superiors set their performance targets for 2005.

Table 2.14 Question 25: Do you have a personal performance target set by your superior for 2005?

Response	PMC	HPN	PNOPCOM	NASSCOM
YES	81	65	27	44
NO	74	32	23	21

Question 25



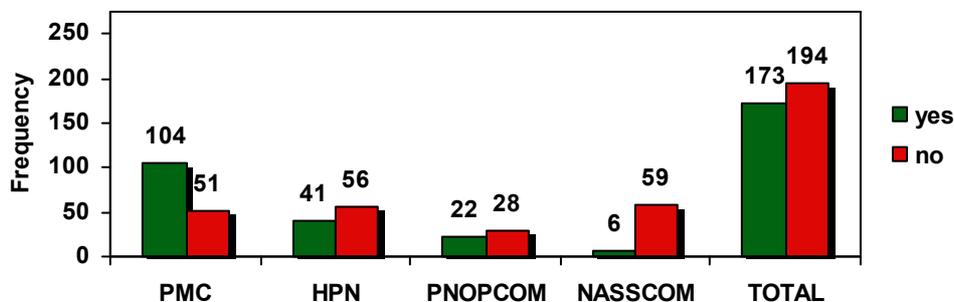
F. PROCUREMENT MANAGEMENT

Most of the Respondents from HPN, PNOPCOM and NASSCOM sites are not aware of the new procurement law. Less than half of the respondents from all the sites (40.59%) are aware of the procurement law.

Table 2.15 Question 26: Are you aware of the new Procurement Law or RA 9184?

Response	PMC	HPN	PNOPCOM	NASSCOM
YES	104	41	22	6
NO	51	56	28	59

Question 26



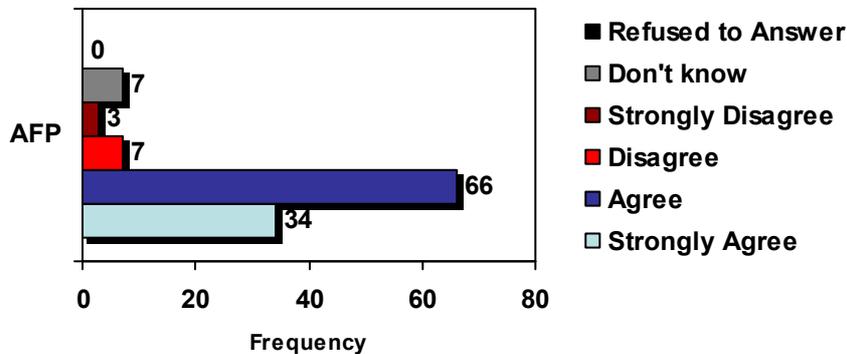


Respondents across sites generally cited high to moderate positive net ratings with concerns on Procurement Management. High positive net ratings can be observed from PNOPCOM for all the factors. No significant differences in responses were noted.

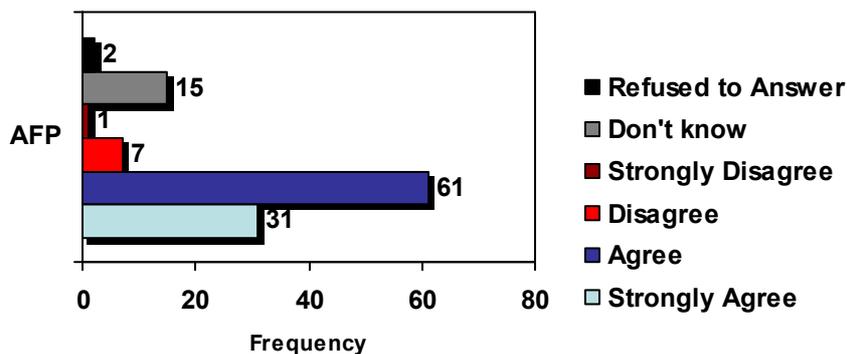
Table 2.16 Net Ratings for Procurement Management

STATEMENTS	PMC	HPN	PNOPCOM	NASSCOM	Agency Rating
27. Procurement in our agency follows the procedures as stipulated under the Procurement Law (RA 9184). <i>(Dito sa aming ahensiya, ang pagbili o procurement ay sang-ayon sa Procurement Act or RA9184).</i>	1.85	1.85	1.58	2.00	1.81
28. BAC decisions are impartial. <i>(Walang kinikilingan ang BAC sa kanilang mga desisyon.)</i>	1.81	1.81	1.56	2.00	1.78
29. Non-performing suppliers are blacklisted. <i>(Ang mga umaabuso at di matinong suppliers ay iniaalis sa talaan ng maaring magkaroon ng transaksyon muli.)</i>	1.67	1.78	1.55	1.60	1.68
30. Relevant personnel are well trained on the entire procurement process – from bidding to inspection/utilization. <i>(May sapat na pagsasanay na ibinibigay sa mga kinaaukulang empleyado ukol sa pagbili, inspeksyon, at wastong paggamit ng mga binili.)</i>	1.78	1.87	1.75	1.67	1.80

Statement 27

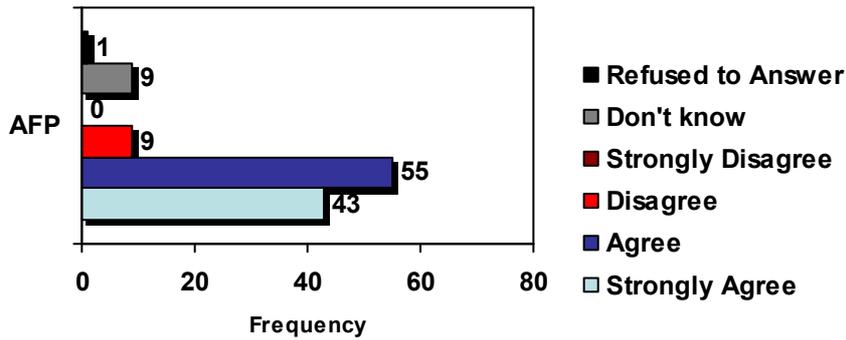


Statement 28

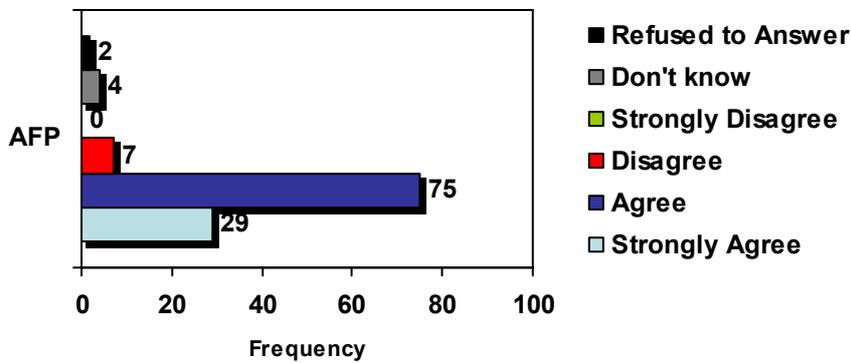




Statement 29



Statement 30



Question 31: What can you say to improve the procurement process?

Table 2.17 Suggestions to improve the procurement process include:

Suggestions	Frequency	Percent of Responses (%)
Be open, no under the table transactions, wag umabuso ang mga nasa itaas, pantay-pantay na pagtingin sa mga tauhan, observe transparency and traceability, no favoritism and palakasan system, lahat through BAC na lang, be just, dapat dumaan sa bidding	75	20.05%
Pagandahan ang trabaho, follow flow of work, follow procedures, properly execute rules, strict compliance to RA 9184, first in first out in distributing items, stick to time line	65	17.38%
Procure quality items, procure necessary and important items only, substitution of other essential items, upgrade version of procured items like in computer processors, i-check ang quality ng delivered items, procure fast moving products only, on-time delivery dapat	61	16.31%
More information dissemination, everyone should be informed on the procurement process, train personnel on procurement process, seminars and trainings, keep update on procurement status, invite more dealers/bidders	22	5.88%



Suggestions	Frequency	Percent of Responses (%)
Review and evaluate RA 9184 to expedite the tedious process and be able to respond quickly to agency's needs, streamline process of procurement, transition in procurement	19	5.08%
Hire/Appoint personnel of unquestionable integrity and not corrupt in procurement, assign well trained personnel, kailangan magaling ang personnel dito	15	4.01%
Enough budget/fund to process procurement, maagang pagrelease ng budget	10	2.67%
Decentralized bidding, granting of SDO for emergency purchases	6	1.60%
Lowest bidder should be the winner	3	0.80%
Kailangan centralized procurement, dumaan muna sa higher headquarter yung project to be procured	3	0.80%
Huwag na idaan sa mga supplier	3	0.80%
E-procurement	2	0.53%
Review procurement process of several agencies and adapt the best from them	1	0.27%

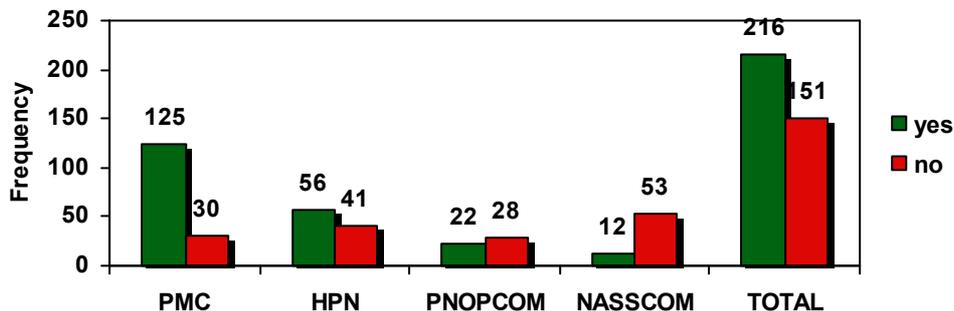
G. FINANCIAL MANAGEMENT

More than half of the respondents in PMC and HPN were aware of the Financial Management Systems in the agency. On the average, only half of the respondents (50.30%) said they were aware of the Financial Management Systems in their agency.

Table 2.14 Question 32: Are you aware of the Financial Management Systems in your agency?

Response	PMC	HPN	PNOPCOM	NASSCOM
YES	125	56	22	12
NO	30	41	28	53

Question 32



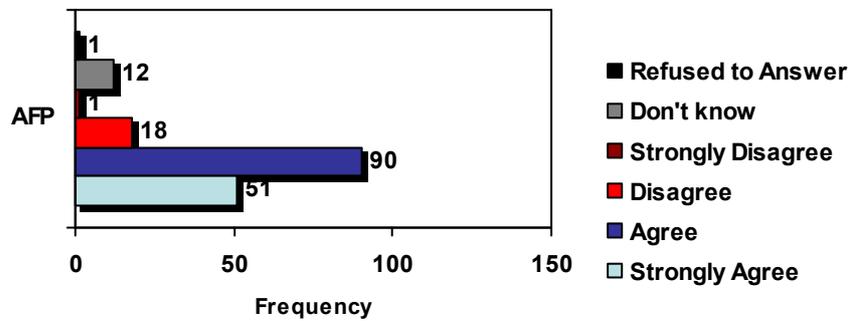
High to Moderate positive net agreement was observed with regards to financial management concerns. No significant differences in responses were noted.



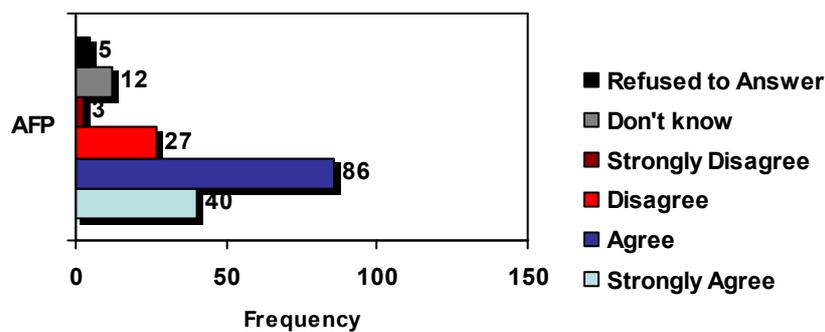
Table 2.15 Net Ratings for Financial Management

STATEMENTS	PMC	HPN	PNOPCO M	NASSCO M	Agency Rating
33. The management scrutinizes our agency spending. <i>(Binubusisi ng aming pamunuan ang gastusin sa aming ahensya.)</i>	1.88	1.77	1.68	1.64	1.81
34. Financial statements and audit reports of our agency are accessible. <i>(Madaling makakuha ng mga financial statements at audit reports dito sa aming ahensya.)</i>	1.95	1.98	1.80	2.18	1.96
35. Employees know who and where to report irregularities in financial transactions. <i>(Alam ng mga kawani kung saan isusumbong ang mga katiwalian sa financial transactions.)</i>	1.80	1.80	1.58	1.90	1.78

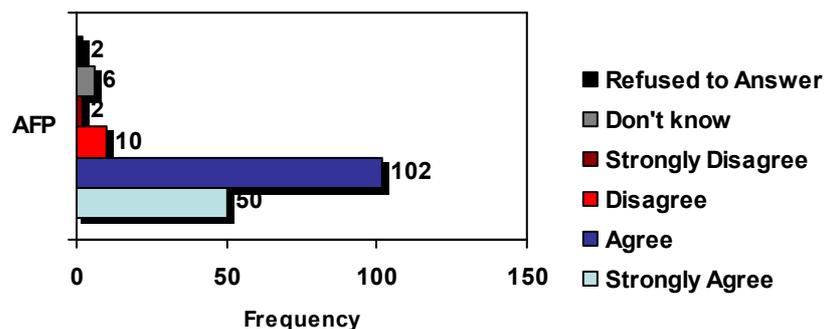
Statement 33



Statement 34



Statement 35





H. WHISTLEBLOWING, INTERNAL REPORTING AND INVESTIGATION

Moderate positive net ratings were observed with regards to whistle blowing, internal reporting and investigation. For the concern regarding the protection of employees who report corrupt behavior, only a slightly positive net rating was obtained.

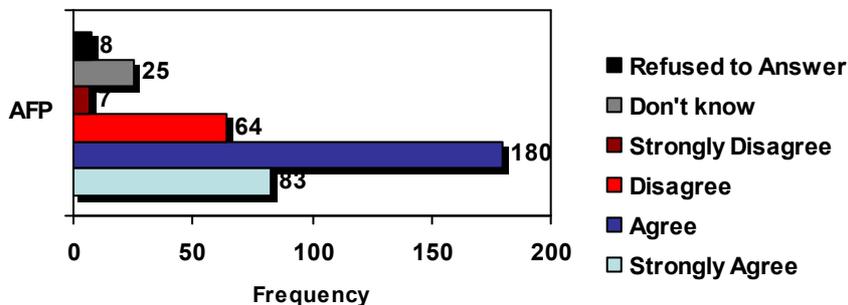
Significant differences in responses in three sites were noted as follows:

- Negative ratings regarding encouragement of employees to report corrupt behavior were attributed from among HPN respondents with post-graduate degrees or from among enlisted/civilian personnel in NASSCOM.
- Negative responses regarding clarity of guidelines for reporting corrupt behavior were likely from among PMC respondents involved in central operations.
- Negative responses regarding investigation of reported cases were noted among HPN respondents with post-graduate degrees.

Table 2.16 Net Ratings for Whistle blowing, Internal Reporting and Investigation

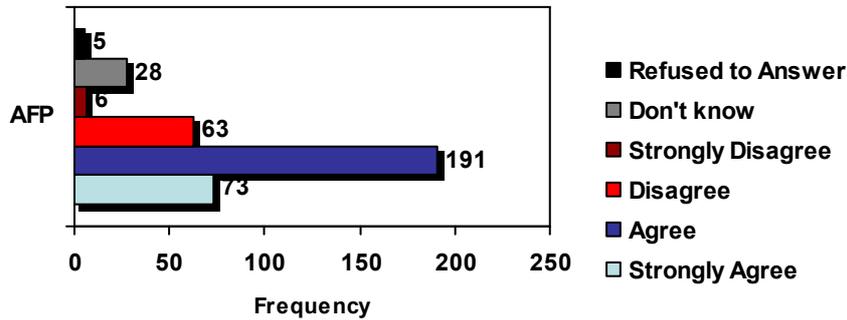
STATEMENTS	PMC	HPN	PNOPCO M	NASSCO M	Agency Rating
36. Employees are encouraged to report corrupt and unethical behavior. <i>(Ang mga empleyado ay hinihikayat na isumbong ang mga katiwalian at maling asal sa aming ahensiya.)</i>	1.95	2.02	1.90	2.10	1.99
37. Guidelines for reporting corruption and unethical behavior are clear. <i>(Malinaw ang mga gabay ukol sapagsusumbong ng mga katiwalian at maling asal sa aming ahensiya.)</i>	2.02	2.03	1.90	2.02	2.01
38. Reports of corrupt behavior are investigated. <i>(Ang mga sumbong ukol sa katiwalian o maling asal ay Ini-imbestigahan.)</i>	1.92	1.95	1.78	1.96	1.91
39. Employees who report corrupt behavior are protected. <i>(Ang mga kawaning nagsusumbong ng katiwalian ay binibigyan ng proteksyon.)</i>	2.31	2.37	2.36	2.27	2.33

Statement 36

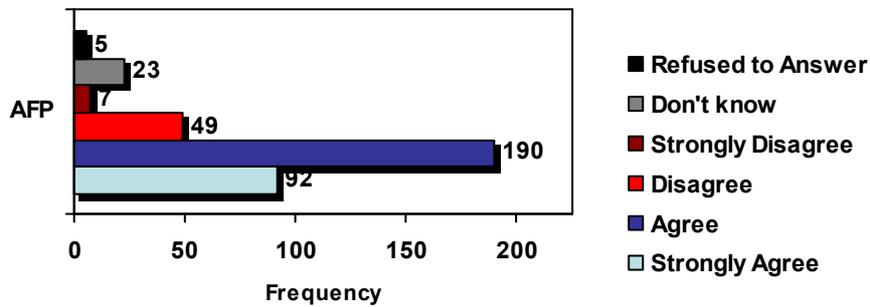




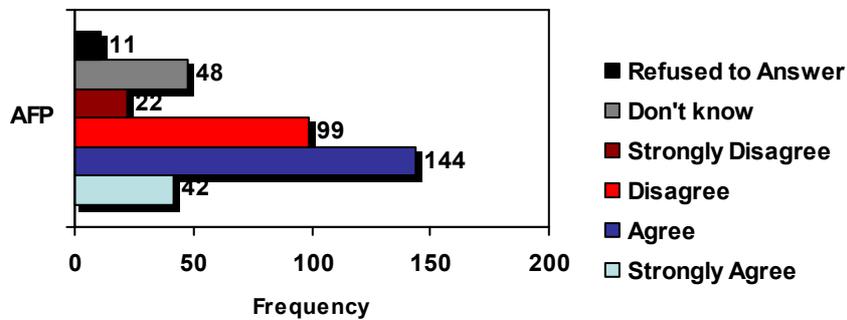
Statement 37



Statement 38



Statement 39



Question 40: What can you suggest to improve the system on internal reporting of corrupt and unethical behavior in your agency?

Suggestions to improve the system on internal reporting of corrupt and unethical behavior were:

Suggestions	Frequency	Percent of Responses (%)
Protection for the whistleblowers, ensure confidentiality of the report, rewards for whistleblowers	91	23.95%
No answer, no idea, no comment	56	14.74%
Report to proper authorities, immediate reporting of unethical behavior, be honest when reporting, do not be afraid to report	37	9.74%



Suggestions	Frequency	Percent of Responses (%)
Immediate action and investigation on the reported cases, punishment to ones proven guilty of corrupt and unethical acts, due process	35	9.21%
Information dissemination and seminars on corruption and unethical behavior prevention, encourage employees to report, provide guidelines on internal reporting, anti-corruption surveys	23	6.05%
Suggestion boxes, texting lines and hotline for reporting corruption cases, strengthen and continue the 'text mo si FOIC,' enhance text brigade system, thru internet, proper information system	22	5.79%
There should be a separate/independent body in charge of corruption prevention in the agency (handling cases and reports, investigation and monitoring), strengthen internal auditor	20	5.26%
Proper monitoring of finances and activities of the employees, proper monitoring and evaluation of employees' performance and procurement process, regular audit, monthly reports, audit of COA - twice a year, maintain recordbook or cashbook, training for the monitoring body	19	5.00%
Reports should be backed up with sufficient evidence, truthful reports	16	4.21%
Cooperation/coordination within the agency to prevent corruption, perform duties well, tapat sa trabaho	15	3.95%
Listen to lower level personnel, give attention to those who report, freedom of speech, support from upper levels is needed	8	2.11%
Transparency, publish results of investigation	6	1.58%
Strict implementation of (ESPA) procedures, rules and regulations, good governance	5	1.32%
Follow the chain of command, report thru channels	3	0.79%
Iwasan ang di mabuting gawain/katiwalian	2	0.53%
Be concise, simplification of reporting procedure	2	0.53%
Fairness, no favoritism/palakasan	2	0.53%
Subject whistleblowers to BI check	1	0.26%

I. CORRUPTION RISK MANAGEMENT

There were moderate net agreement ratings with regards to all the factors concerning corruption risk management. Only slight agreement was observed from NASSCOM for sufficient training of employees in fraud prevention. With regards to sufficient training of employees in fraud detection, HPN, PNOPCOM and NASSCOM cited slight agreements. HPN also cited slight agreements for the overall success of the agency in preventing corruption in its operations.

Significant differences in responses were observed among HPN respondents in Statements 41 to 43. Negative responses were more likely from officers. On the other hand, negative agreement to Statement 41 and 44 among NASSCOM respondents were more likely from enlisted/civilian personnel.

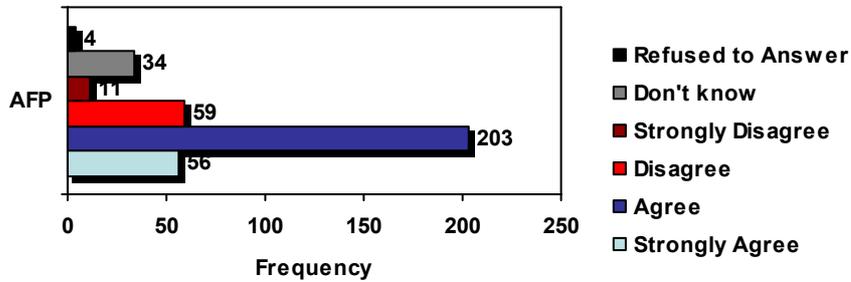
Only PMC indicated significant differences in responses regarding the agency's success in fighting corruption. Negative responses were observed to more likely come from those with post-graduate degrees.



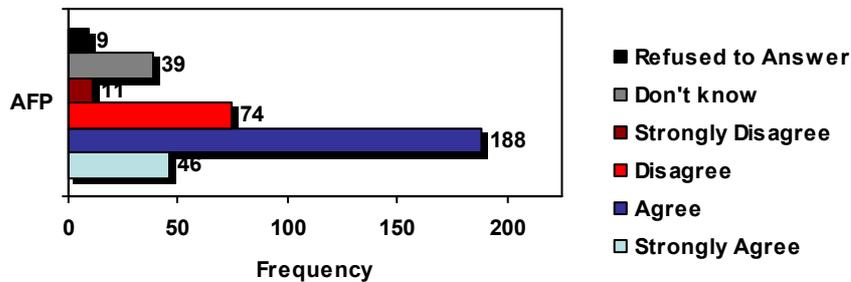
Table 2.17 Net Ratings for Corruption Risk Management

STATEMENTS	PMC	HPN	PNOPCOM	NASSCOM	Agency Rating
41. Our agency implements measures to identify potential fraud and corruption. <i>(Nagsasagawa ng mga paraan ang aming ahensiya upang malaman kung saan may posibilidad magkaroon ng pandaraya at katiwalian.)</i>	2.06	2.09	1.98	2.19	2.08
42. It is difficult to corrupt our current system of operations. <i>(May angkop na mga pananggalang upang mapigilan ang katiwalian o pangungurakot dito sa aming ahensiya.)</i>	2.19	2.22	2.07	2.04	2.16
43. Employees in our agency are trained to prevent fraud. <i>(Ang mga empleyado sa aming ahensiya ay binibigyan ng pagsasanay sa pag-pigil ng katiwalian o anuman posibilidad ng pangungurakot.)</i>	2.06	2.13	2.08	2.28	2.12
44. Employees in our agency are trained to detect fraud. <i>(Ang mga empleyado sa aming ahensiya ay binibigyan ng pagsasanay sa pagpuna ng katiwalian o anuman posibilidad ng pangungurakot.)</i>	2.17	2.23	2.26	2.22	2.21
45. Our agency is successful in fighting corruption. <i>(Ang aming ahensiya ay matagumpay sa pagsugpo sa katiwalian.)</i>	2.21	2.24	2.13	2.00	2.17

Statement 41

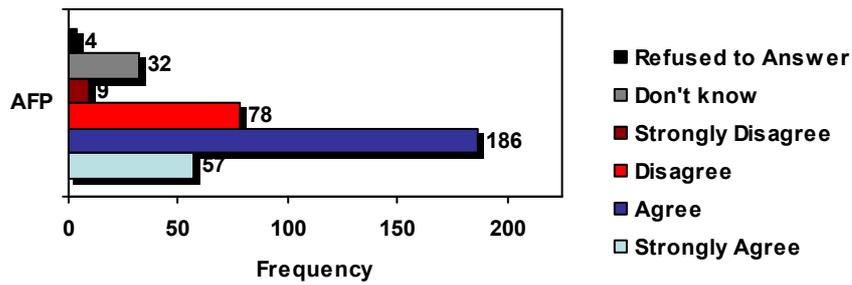


Statement 42

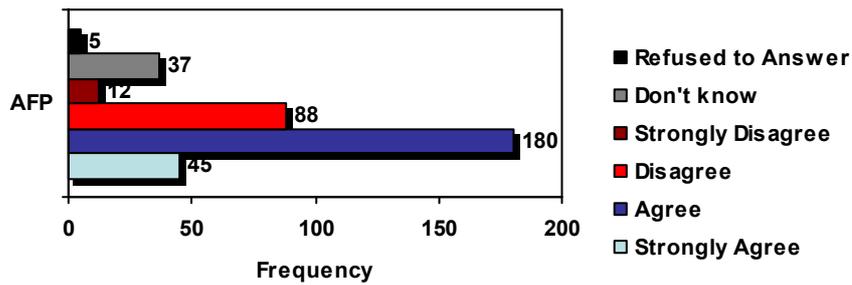




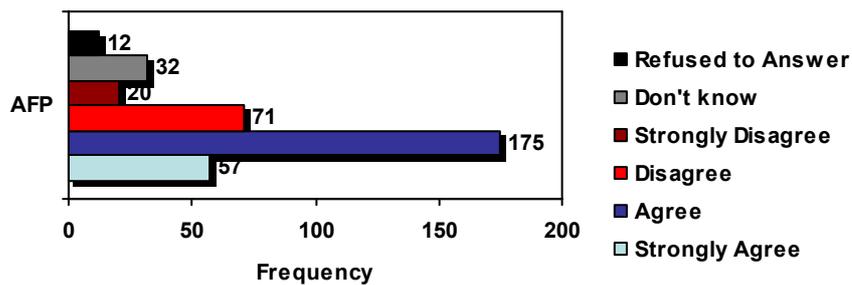
Statement 43



Statement 44



Statement 45



F. INTERFACE WITH THE EXTERNAL ENVIRONMENT

Moderate net agreement ratings are reported across all sites in terms of factors affecting interface with the external environment. Significant differences in responses were noted among the sites as follows:

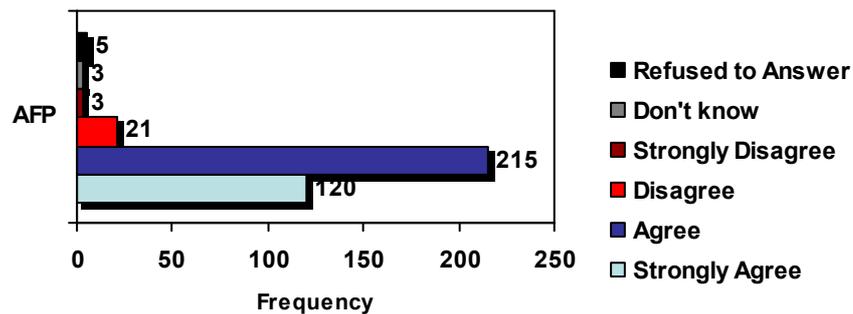
- Negative ratings among PMC respondents to Statement 46 were likely from those who have served the agency for at least 10 years.
- Negative ratings to Statement 48 were likely from those involved in central operations among PMC respondents and from among enlisted/civilian personnel in NASSCOM.
- Negative ratings to Statement 49 were likely from among college degree holders in PMC and/or PNOPCOM.



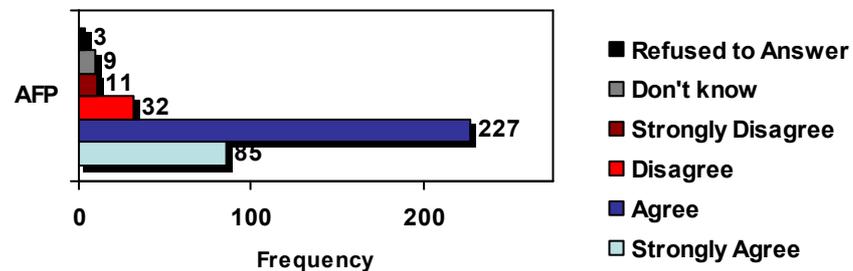
Table 2.18 Net Ratings for Interface with the External Environment

STATEMENTS	PMC	HPN	PNOPCOM	NASSCOM	Agency Rating
46. Overall, operations in our agency are clear and easily understood. <i>(Sa pangkalahatan, madaling maunawaan at malinaw ang pagpapatakbo dito sa aming ahensya.)</i>	1.81	1.71	1.68	1.67	1.74
47. Actual practices in our agency are consistent with written procedures and policies. <i>(Naaayon sa mga nakatalang proseso at patakaran ang mga gawain sa ahensiya namin.)</i>	1.94	1.96	1.84	1.83	1.91
48. Complaints and feedback of clients are acted upon in our agency. <i>(Ang mga daing, puna at komentaryo ng mga kliyente ay tinutugunan ng aming ahensiya.)</i>	2.01	1.89	1.84	2.02	1.95
49. Complaints and feedback of employees are acted upon here in our agency. <i>(Ang mga reklamo at komentaryo ng mga empleyado ay ina-aksonan ng aming ahensiya.)</i>	2.01	1.98	1.83	1.98	1.97

Statement 46

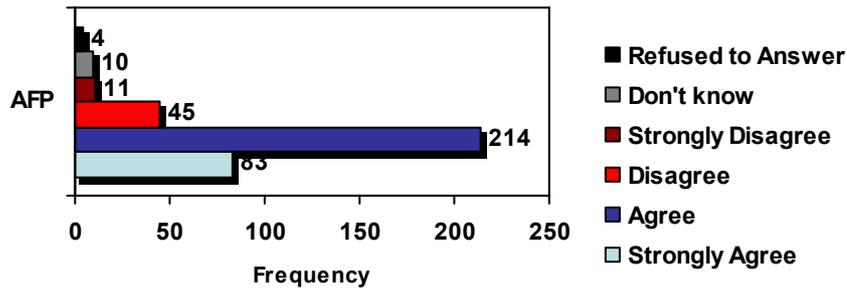


Statement 47

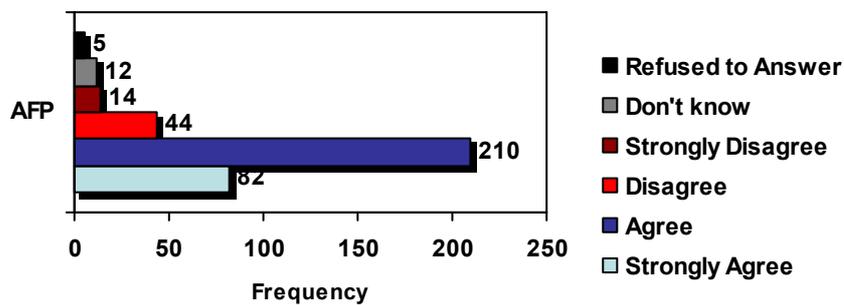




Statement 48



Statement 49



Question 50: What are the common complaints of your agency's clients?

The greater percentage of the respondents (44.44%) did not give an answer to the question or replied that there were no complaints. Common complaints cited by the respondents were with regards to the inadequacy and loss of integrity of the administration and inefficient processing in the system.

Table 2.19 Common Complaints Clients

COMMON COMPLAINTS	Frequency	Percent of Responses (%)
No answer, wala, I have nothing to say, have not received any complaints, natutugunan namin lahat ng problems nila, walang masagot, wala pa na-encounter	164	44.44%
Bureaucratic, corruption/no transparency, inappropriate use of funds, mga abuso sa serbisyo, palakasan system, non-compliance to SOP circular and directives, style of leadership, administrative lapses regarding records keeping, overly strict (pati sa vacation), stand-offs, tied with politics, violation of human rights, image, discipline, political killings, rotation policy and promotion requirements, rationalization complaints, maraming sumusuway sa patakaran	62	16.80%
Slow action on papers, mabagal na proseso, mabagal na pag-release ng sustento para sa pamilya ng mga low morale personnel/AWOL, maraming proseso ng pag-request ng supplies, delayed payment to outside suppliers, outright grant of R&R to employees with important things to attend to some other places, problems with messing and automatic deduction, tedious procurement process	39	10.57%



COMMON COMPLAINTS	Frequency	Percent of Responses (%)
Lack of equipment/facilities, shared medical facilities leading to insufficiencies, obsolete equipment, the way the office looks, logistics, lack of dentists/medical staffs, upgrading of system	32	8.67%
Lack of fund to support claims, pay and allowances, benefits, low salary, delayed salary, salary standardization, benefits para sa mga dependents	29	7.86%
Unfair treatment to employees, pinaparusahan agad kahit walang ebidensya laban sa kanila, napaparusahan kasi hindi maka-attend ng morning colors dahil naman sa sanglay pa kami manggaling, walang capability na bantayan ang dagat	12	3.25%
Uniforms na hindi sukat, pabago-bago na uniform, isa lang ang pinanggagalingan, low quality	9	2.44%
Rules of engagement - operations, hinuhuli nila yung mga fishing boats ng mga mahihirap lang dahil walang documents, troop organization	5	1.36%
Hindi magandang pakikiharap sa mga nagreklamo, regular service for personnel, strengthen existing system for organization effectiveness	4	1.08%
Trainings and seminars	1	0.27%

Question 51: What can you suggest to improve the services of your agency?

Suggestions to improve the services of the agency were:

Suggestions	Frequency	Percent of Responses (%)
Dedication to duty, disiplina, mabilis na aksyon, continue good service to public, strengthen the policies and procedures with respect to humane consideration, unity, leadership by example, enhance professionalism, leadership by example, cooperation with NGOs, good governance, intensification of service, maging honest	109	28.46%
More ships for use in duty, complete facilities for medical services, disposal of needed equipment, original computers with genuine operating systems and not pirated, additional vehicles, new equipment, more hi-tech equipment and gadgets	69	18.02%
Fully implement hazard pay or magna carta regardless of availability of funds, fast track request for support to command mandated activities, increase in subsistence allowance, budget concern, additional financial aid from government, housing aid	60	15.67%
No answer, ginagawa namin lahat, no comment, maganda naman ang samahan namin	48	12.53%
Additional manpower, streamlining personnel, upgrade moral of personnel, assign trustworthy officials, right person at the right job, hiring of competent instructors	22	5.74%
Transparency and traceability, walang pulitika	17	4.44%
Malawak na dissemination of general information, seminars and trainings, use tri-media, regular dialogue, schooling	17	4.44%



Suggestions	Frequency	Percent of Responses (%)
Adapt a better procurement process/ decentralize procurement process, religious implementation of circular/SOPs/directives, system of promotion wag masyadong higitan, alisin ang dealer na sobrang taas magpresyo ng supplies, strict adherence to rules and regulations	13	3.39%
Expedite modernization program of Philippine Navy, development of a centralized database for personnel for easy retrieval of records, development of Phil. Marines Corps, come up with a system in MOOE, ituloy ang programang CMOG	10	2.61%

K. TYPES OF CORRUPTION

Net ratings for types of corruption were obtained using a 3-point weighted scale. Weights of 1, 2, and 3 correspond to responses Low, Medium and High, respectively. The computation for net rating is the same as the 4-pt scale used to obtain agreement to statements in the survey. Interpretation of the net ratings however are directly proportional to the scale. A weighted rating above 2.3 means a High rating and a rating below 1.7 means a Low rating. Ratings between 1.7 to 2.3 indicate medium likelihood. In this section, it is more desirable to have a low rating since it will denote less likelihood of occurrence of the type of corruption in the agency.

From among the different types of corruption, Nepotism/Favoritism is ranked the highest in terms of likelihood ratings. Ranking of types of corruption in terms of their perceived likelihood of occurrence in the agency resulted in the following:

Table 2.20 Types of Corruption

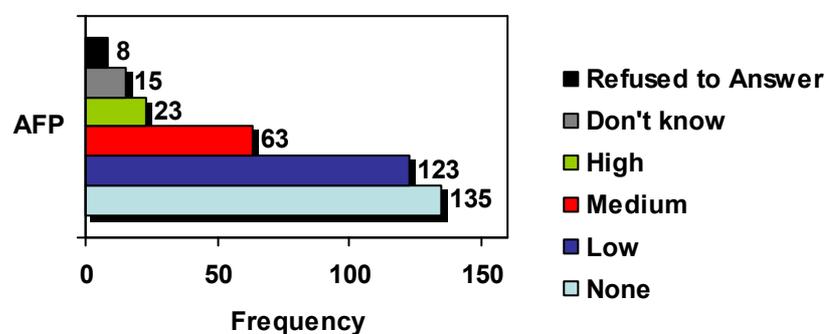
Type of Corruption	Net Rating	Likelihood
Nepotism/Favoritism	2.06	Medium
Overpricing of bids	1.98	Medium
Collusion with suppliers	1.95	Medium
Negligence of duty	1.92	Medium
Illegal use of public funds or property	1.89	Medium
Abuse of discretion/power	1.83	Medium
Disclosure of confidential informations	1.73	Medium
Corruption of Filipino values e.g. pakikisama, hiya, etc	1.72	Medium
Falsification of documents	1.68	Low
Collusion with Bids and Awards Committee (BAC) members	1.65	Low
Tolerance of fixers	1.59	Low
Theft of public resources	1.59	Low
Accepting bribes	1.55	Low
Unauthorized collection of funds	1.49	Low
Forgery or fraud	1.48	Low



Table 2.21 Net Ratings for Types of Corruption

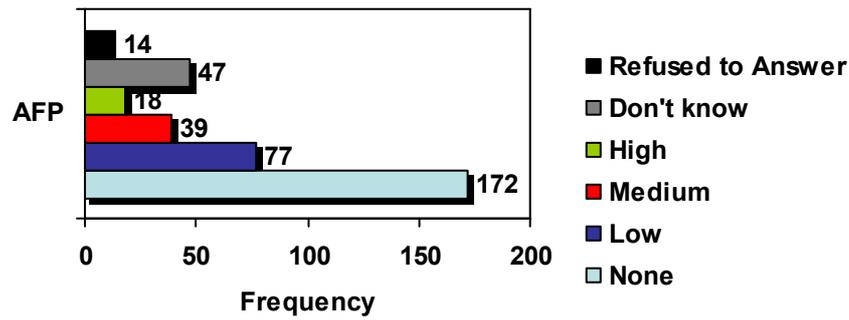
Type of Corruption	PMC	HPN	PNOPCOM	NASSCOM	Agency Rating
52. Negligence of duty (<i>Pagpapabaya sa tungkulin</i>)	1.97	2.06	1.73	1.76	1.92
53. Falsification of documents (<i>Pamemeke ng mga dokumento</i>)	1.66	1.93	1.57	1.40	1.68
54. Illegal use of public funds or property (<i>Illegal na paggamit ng pera o anumang pag-aari ng gobyerno</i>)	1.97	2.09	1.69	1.52	1.89
55. Unauthorized collection of funds (<i>Walang pahintulot na pangongolekta ng pera</i>)	1.52	1.53	1.45	1.37	1.49
56. Nepotism/Favoritism (<i>Nepotismo o Pagkakaroon ng mga paborito</i>)	2.06	2.24	1.77	1.96	2.06
57. Disclosure of confidential information (<i>Pagbibigay ng mga lihim na impormasyon</i>)	1.79	1.83	1.52	1.53	1.73
58. Collusion with BAC members (<i>Pakikipagsabwatan sa mga miyembro ng BAC</i>)	1.70	1.78	1.44	1.47	1.65
59. Overpricing of bids (<i>Pagdagdag sa presyo ng mga bids</i>)	2.03	2.09	1.73	1.82	1.98
60. Collusion with supplier (<i>Pakikipagsabwatan sa mga supplier upang itaas ang presyo at kumita ng iligal</i>)	2.05	2.05	1.67	1.71	1.95
61. Forgery or fraud (<i>Pamemeke ng pirma at pandaraya</i>)	1.47	1.59	1.45	1.36	1.48
62. Theft of public resources (<i>Pagnanakaw ng anumang pag-aaring pampubliko</i>)	1.62	1.71	1.36	1.48	1.59
63. Accepting bribes (<i>Pagtanggap ng mga suhol</i>)	1.57	1.61	1.44	1.48	1.55
64. Abuse of discretion/power (<i>Pag-abuso ng kapangyarihan sa pagpapasya</i>)	1.86	2.02	1.58	1.61	1.83
65. Corruption of Filipino values e.g. pakikisama, hiya, etc. (<i>Paglalapastangan ng pagpapahalagang Filipino</i>)	1.60	2.01	1.52	1.68	1.72
66. Tolerance of fixers (<i>Pagsasawalang- bahala ng mga fixers</i>)	1.58	1.65	1.44	1.64	1.59

Negligence of Duty

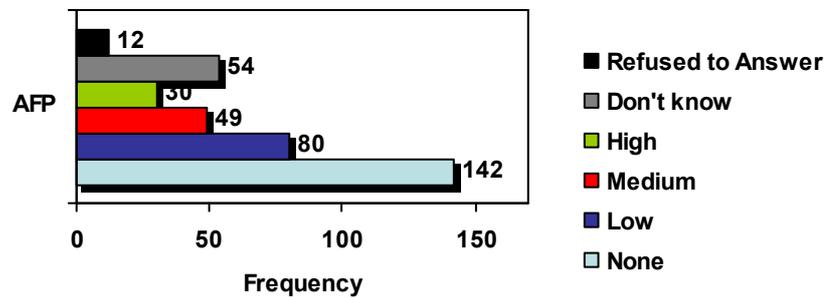




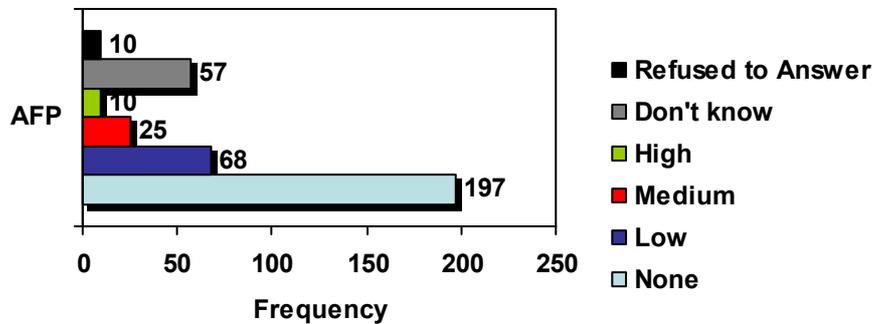
Falsification of Documents



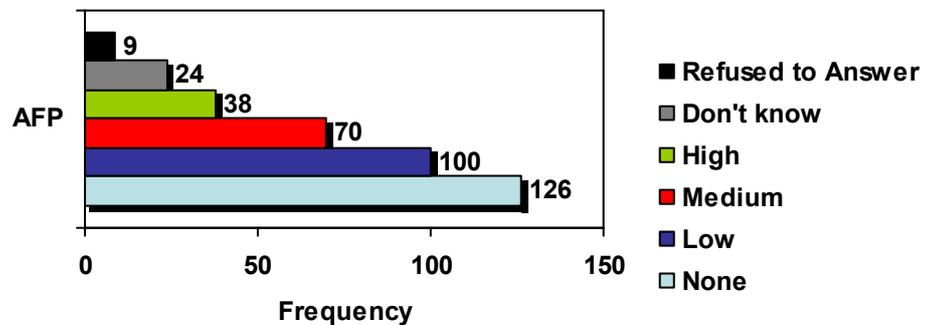
Illegal use of public funds or property



Unauthorized collection of funds

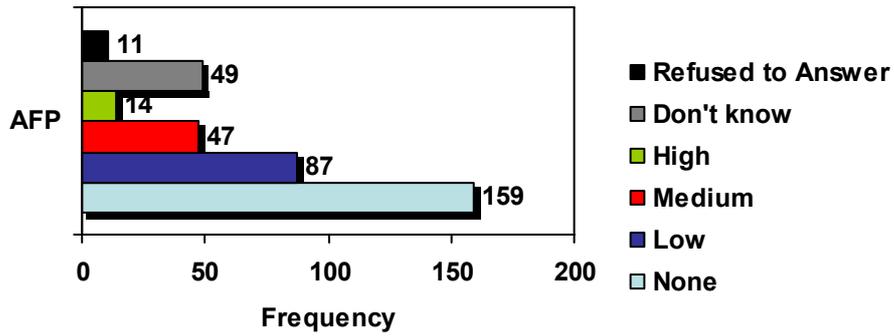


Nepotism/Favoritism

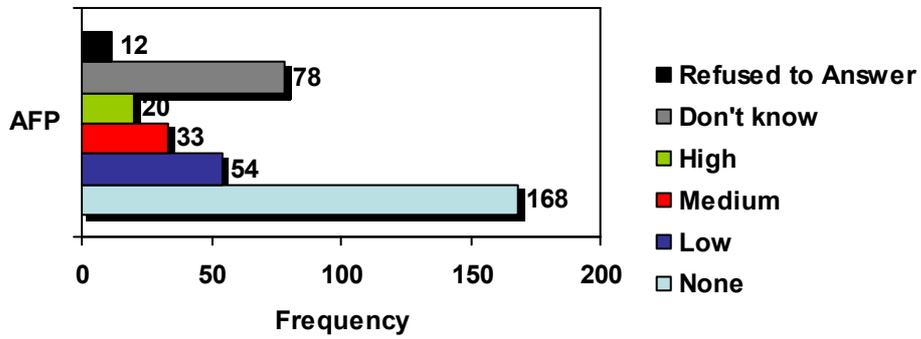




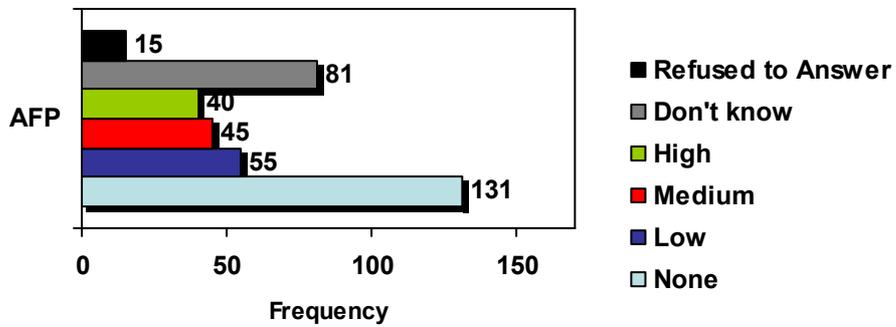
Disclosure of confidential information



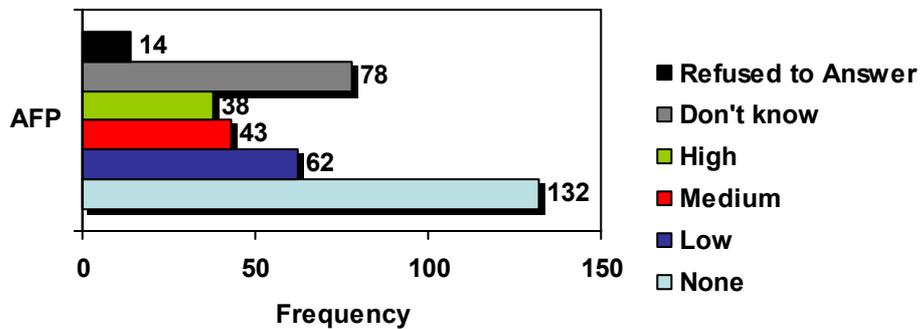
Collusion with BAC members



Overpricing of bids

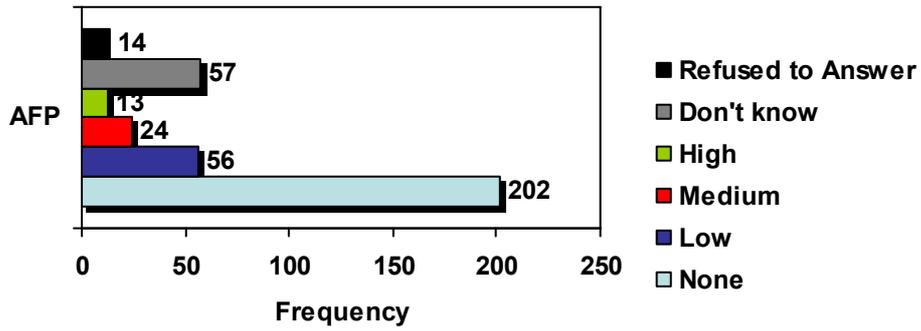


Collusion with suppliers

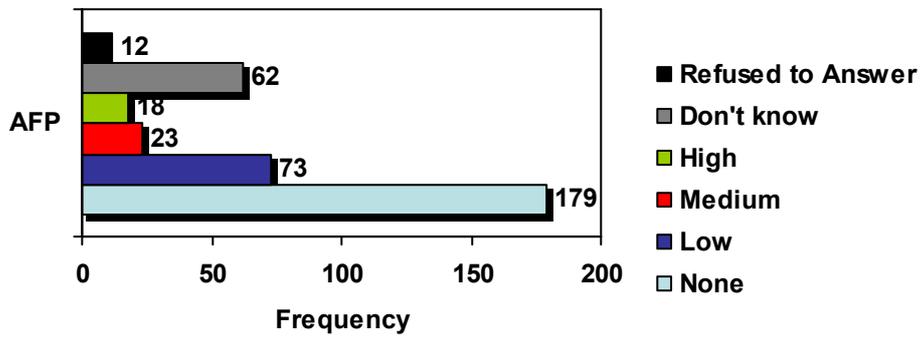




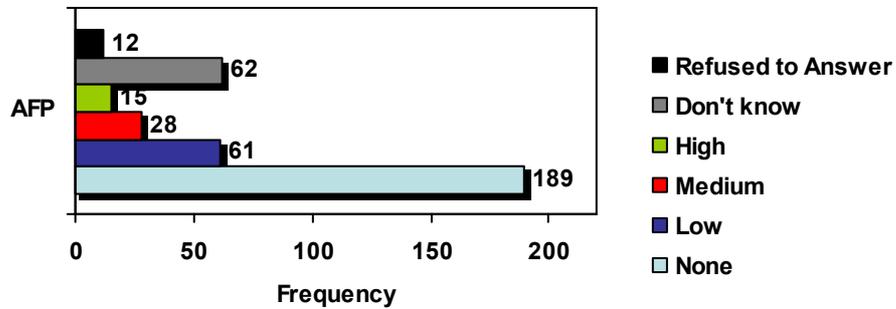
Forgery or fraud



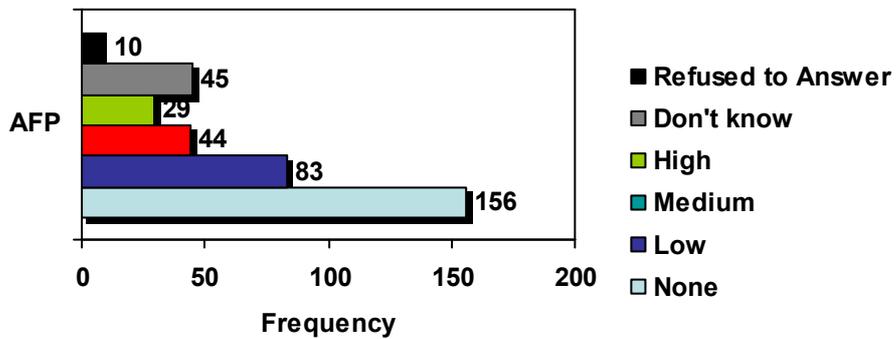
Theft of public resources



Accepting bribes

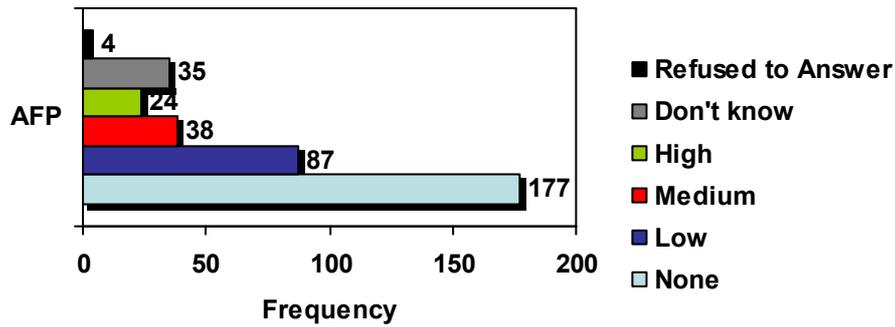


Abuse of discretion/power

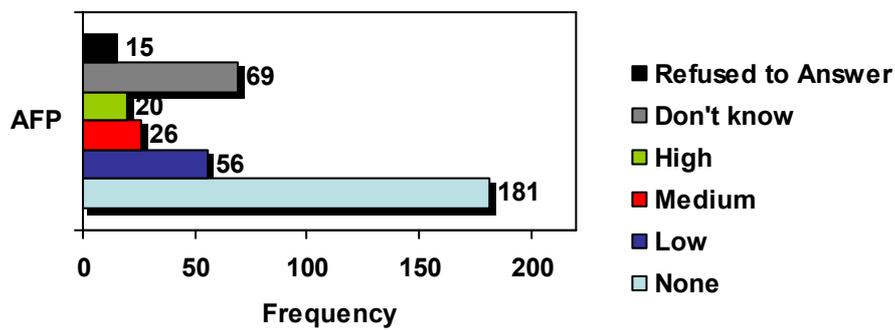




Corruption of Filipino values



Tolerance of Fixers



Question 68: What can you suggest to prevent corruption?

Suggestions to prevent corruption include:

Suggestions	Frequency	Percent of Responses (%)
Service-oriented, dedication and loyalty to work, faith in God, truthful service, discipline, honesty, coordination and cooperation, set a good example, do what is right, be vigilant, matapat sa tungkulin	68	18.04%
Punishment for those who commit corrupt acts, strict implementation and adherence to rules and regulations, follow the right process, punishment and rewards system, immediate action to cases, strictly implement RA 9184	61	16.18%
Check and balance, lifestyle checks, regular audits, regular inventory, strict monitoring of employees' performance and transactions, designate an office to conduct regular monitoring, outside party for conduct of audit, checking of supplies to be procured (quality), regular evaluation of personnel	34	9.02%
Increase salary, proper benefits should be given, timely release of salary and benefits, improve living conditions of employees (ex. Pabahay), promotions	32	8.49%
Transparency	22	5.84%
Stop illegal activities, do not accept bribes, stop corruption, eliminate fixers	21	5.57%



Suggestions	Frequency	Percent of Responses (%)
Good leadership, good governance, leadership by example, start with the leadership	15	3.98%
Immediate reporting of corruption, protection for whistleblowers	11	2.92%
Proper and constant information dissemination and knowledge on these corrupt practices and how to eliminate them (reporting, investigation process. Etc.), always conduct troop information and education (TIE), regular open forum between leaders and subordinates, leaders should listen to their subordinates	11	2.92%
Simple living, live within your means, eliminate vices, contentment	7	1.86%
Upgrade moral values, seminars and trainings on values formation and service improvement	6	1.59%
All transactions should undergo public bidding, proper bidding process, proper selection of suppliers	6	1.59%
Proper planning for programs and budget, proper budget allocation	5	1.33%
Proper screening of personnel, right person in the right position	5	1.33%
Fairness, no palakasan system, no favoritism	5	1.33%
Adequate supplies and resources for the use of the agency, should be directly given to the agency, provide infrastructures	5	1.33%
Simplify and define standards, provide guidelines for transactions/reporting of corrupt cases	2	0.53%
The national gov't should not meddle/interfere in military affairs, the AFP leadership must be the one to institute legal and moral systems changes	2	0.53%
Set limits on funds released every year, trim down funds	2	0.53%
Reshuffling of officers, mass transfer	2	0.53%
There should always be IDR projects	1	0.27%

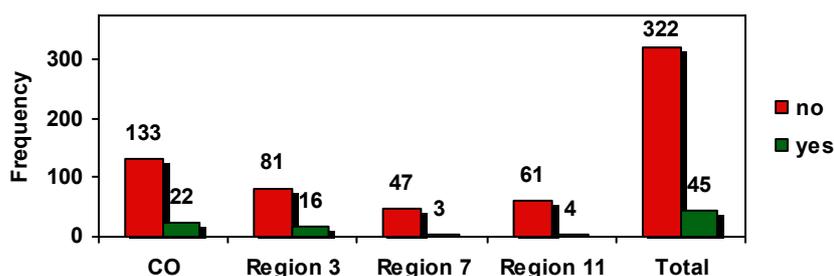
L. ATTITUDES REGARDING CORRUPTION REPORTING

Only a few of the respondents have experienced reporting a corrupt and unethical behavior. Frequency reporting rate is shown in Table 2.22. The no. of cases reported and the year it was reported are outlined in Table 2.23.

Table 2.22 Question 69: Have you experienced reporting a corrupt or unethical behavior that you have witnessed?

Response	PMC	HPN	PNOPCOM	NASSCOM
YES	22	16	3	4
NO	133	81	47	61

Question 69





Question 70: When did this take place?

Table 2.23 No. of Cases Reported by Respondents

Year Reported	Number Of Cases Reported
2006	11
2005	6
2004	2
2003	2
2002	1
2001	0
2000	2
1990's	9
1980's	1
1970's	1
Date not specified	9
TOTAL	45

Question 71. How long did it take before it was resolved?

Resolution time of these reported cases varied depending on the nature of the complaint. A few complaints took more than a year to resolve. It is important to note, however, that 15 out of the reported cases above (or 32.61%) remain unresolved.

Table 2.24 Resolution Time of reported Cases

Resolution Time	No. of cases
< 2 months	8
4 to 12 months	7
> 1 year	2
Unresolved	15
Immediately resolved	1
Unknown status	4
No answer, cannot recall	8
TOTAL	45

Varied ratings were observed across the sites for the agency's reporting mechanisms with highly positive satisfaction from the respondents of PNOPCOM, moderately positive satisfaction from HPN, and slightly positive satisfaction from PMC. The respondents from PNOPCOM and HPN cited positive satisfaction for the agency's investigation mechanism while those from the PMC cited slightly negative satisfaction. NASSCOM had split opinions for the agency's reporting and investigation mechanism.

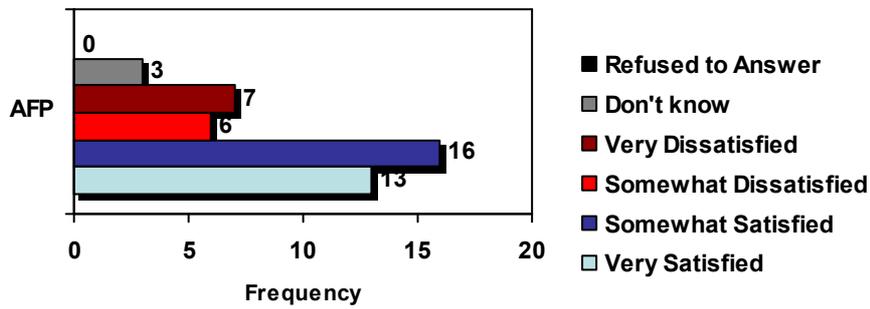
Significant differences in responses were only obtained from among PMC respondents for Statement 72. Negative ratings on the agency's reporting mechanism were likely from those with college degrees.



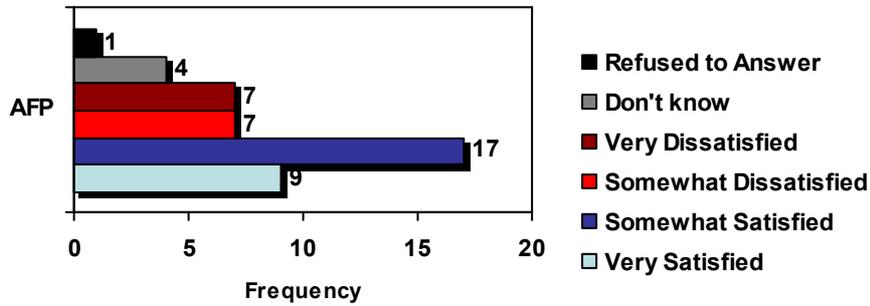
Table 2.25 Net Ratings for Corruption Reporting by Site

STATEMENTS	PMC	HPN	PNOPCOM	NASSCOM	Agency Rating
72. How satisfied or dissatisfied were you with your agency's reporting mechanism?	2.48	1.80	1.00	2.50	2.17
73. How satisfied or dissatisfied were you with your agency's investigation mechanism?	2.68	1.87	1.50	2.50	2.30

Statement 72



Statement 73





Question 74: Why are these your answers in Q72 & Q73?

Reasons cited by the respondents were:

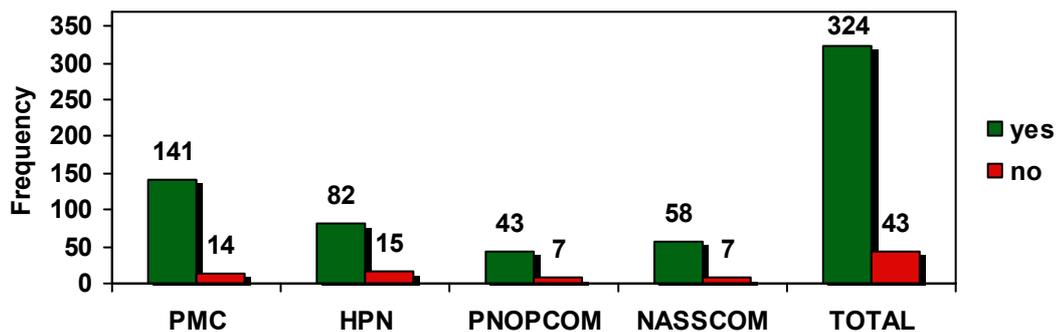
Reasons	Frequency
VERY SATISFIED/ SOMEWHAT SATISFIED	
There was an immediate action/investigation on the incidence, academic board makes decision quickly, satisfied with reporting/investigation mechanism	7
I reported it because I knew it was wrong, just reported the truth, it is my right to report	3
There is an established system of reporting	2
VERY DISSATISFIED/SOMEWHAT DISSATISFIED	
Reporting mechanism/system is unclear	1
Cases end up unresolved	1
No courage to report	1
Results are not known to the employees	1
Needs sufficient evidence	1
Encountered problems are mostly minor/light	1

A majority of the respondents indicated that they would report a corrupt and unethical behavior as shown in the table of responses by site below. Nonetheless, it is quite important to address the issues raised by the few (12.43%) who have indicated that they would rather not report corrupt or unethical behavior.

Table 2.26 Question 75: If you ever witness a corrupt and unethical behavior (again), will you report it?

Response	PMC	HPN	PNOPCOM	NASSCOM
YES	141	82	43	58
NO	14	15	7	7

Question 75





Question 76: Why is this your answer in Q75?

Reasons why respondents replied YES to question 75 are listed as follows:

Reasons why response is YES	Frequency	Percent of Respondents replying YES
To correct wrong behavior, to stop corruption, to prevent it to be repeated or followed by others, to serve as a lesson to all, to change the system, to be taken action, to punish corrupt people	170	51.99%
Because it's the right thing to do (it should be reported), should follow and apply the law, cannot bear in conscience if I will not report, it's a matter of principle, duty to report to protect the interest of the public, moral and legal obligation, needs courage to report, should not tolerate wrongdoing	65	19.88%
Will report if will see any corrupt behavior, report immediately to proper authorities, to reveal those who engage in corrupt acts, to make leadership aware that there is corruption in the agency	42	12.84%
For better image of the agency, to protect the agency's integrity, for improvement of the agency, for good governance, to help the government	23	7.03%
Because I know it's the right answer	2	0.61%
To see if there's going to be a result	1	0.31%
Reports are directed to N2 to ensure credibility and reliability	1	0.31%
Because this happens only to subordinates like us	1	0.31%
Transparency of reports	1	0.31%

Reasons why respondents replied NO to question 75 are listed as follows:

Reasons why response is NO	Frequency	Percent of Respondents replying NO
Do not want someone to get angry at me, para hindi na magkaproblema, the one who reports should be protected, afraid of reporting	14	30.43%
Nothing happens to the reported cases, Reporting high ranking officer is a waste of time because all remedies will be exhausted above the case, investigation is not stable	6	13.04%
The one who reports is also implicated	3	6.52%
The right office person should report	3	6.52%
I just don't want to report, don't care	2	4.35%
Conscience	1	2.17%
If not within the jurisdiction, di na nakikialam	1	2.17%
The process is very discreet, if not involved, you will not know	1	2.17%
Does not know what is in the mind of the one who committed the act	1	2.17%
Unclear policy guidelines on reporting	1	2.17%
Sagabal sa trabaho	1	2.17%