

On the results of the survey conducted from 30.04.2025 to 20.05.2025 to study the situation on combating corruption at the Institute of Mineral Resources Certificate

From 30.04 to 20.05 in 2025, an online survey of employees was conducted at the Institute of Mineral Resources to determine the situation on the ground regarding the fight against corruption.

The questionnaire consists of 20 questions with various answers, allowing you to sort them into blocks and evaluate them according to the following indicators:

- 1) employee attitude towards manifestations of corruption;
- 2) the degree of negligence, job fraud, bribery, fraud, and theft of tangible assets (TMV);
- 3) Response to the anti-corruption work carried out by the Institute's management, the role of the leadership in reducing illegal corruption activities;
- 4) the employee's own role in preventing corruption and fraud in the institution.

Results of the survey of employees' attitudes towards manifestations of corruption on Block 1 questions:

What is the level of corruption in the institute - 39% cannot answer, 25% rated it as very low, 11% as low, 16% as medium, and 9% as high.

50% of respondents consider corruption a serious problem, 32% - no, and 18% - unreliable (Question 2).

Whether corruption practices (e.g., bribery, bribery, tender manipulation, etc.) occur frequently in the institute, 49% do not know, 29% never, 7% rarely, 8% sometimes, and 7% answer very often (Question 3).

46% of respondents said that there is no bribery in the Institute, 36% did not know about it, 11% said it is low, 8% said it is on average 2% higher (Question 4).

To the question "Have you encountered a situation where someone offered a bribe," only 1% answered "Yes, often," 12% could not answer "Never," and 1% answered "Yes, several times," and 85% answered "No" (Question 5).

For 2 blocks of issues related to the degree of negligence, forgery of office, bribery, fraud, and theft of inventory:

24% do not know or cannot answer about the level of indifference to work, 20% - no, 39% - low, 15% - average, and 2% - high (Question 10).

At the same time, 31% do not know that instances of negligence occur, 25% have never recorded it, 42% occasionally, and 2% very often (Question 11).

To the question of neglecting tasks or responsibilities that could affect the results of work, colleagues were unable to answer 2% - yes, often, 15% - yes, several times, 55% - no, never, 31% - (Question 12).

2% of respondents had a high level of job falsification, 4% moderate, 22% low, 38% absent, and 34% could not answer (Question 13).

Regarding the frequency of cases of correct falsification, as 5% noted, very often, 4% - sometimes, 9% - rarely, 35% - never, and 47% - do not know (Question 14).

49% of respondents noted the absence of fraud, 34% could not answer, 11% - low, 2% - medium, and 4% - very high (Question 8).

2% of respondents believe that cases of fraud occur frequently, 2% - sometimes, 41% - never, and 55% - do not know (Question 9).

7% of respondents see the situation with the theft of TMB in the Institute as a systemic problem, 7% - a problem exists and is not serious, 47% - there is no theft, 39% - do not know or cannot answer (Question 6).

About the facts of theft of inventory, 3% - often, 2% - sometimes, 36% - noted that theft of inventory never existed at the Institute, and 59% - did not know (Question 7).

The role of the leadership in reducing unlawful acts related to corruption on 3 blocks of issues related to the attitude towards anti-corruption work carried out by the Institute's management:

50% of respondents believe that the Institute's leadership plays a very active role in the fight against corruption and fraud, 11% are moderately active, 9% are passive, 8% do not play a role, and 22% do not know or cannot answer (Question 16).

32% of respondents noted that strengthening internal control and independence, 35% conducting training and preventive measures, 32% introducing a system of anonymous complaints, and 26% involving external audits could help reduce cases of corruption and fraud in the Institute. 23% could not answer this question (Question 17, several answers can be noted).

According to Block 4, which represents the employee's role in preventing corruption and fraud in the Institute:

In assessing the role of employees in preventing corruption and fraud in the institute, 62% are ready to actively participate, 9% can contribute, but lack resources, 8% note that this is not their problem, 21% do not know and cannot answer (Question 18).

90% of respondents stated that they are ready to fight corruption in the workplace, 2% are neutral, and 8% consider corruption the norm (Question 19).

34% of respondents stated that if they witnessed cases of corruption or fraud at the workplace, they would report it to the relevant authorities, 36% - that they tried to resolve this issue in a team, 2% - that they would have turned a blind eye to it, and 28% chose another option (Question 15).

Our institute did not receive proposals on 20 questions regarding support for anti-corruption policy.

Table 1. Answers requiring special attention

Blocks/Questions and Answers

On block 1 questions, attitude of employees to manifestations of corruption				
For 1 question: The Institute considers the level of corruption to be high at 9%	<u>50% (2) consider corruption a serious problem</u>	Do corruption practices occur frequently in the institute, 7% responded very often (3)	2% of respondents answered that cases of bribery are high in the institute (4)	<u>To the question of whether only 1% offered a bribe - yes, several times (5)</u>
on the level of negligence, forgery of office, bribery, fraud, and theft of inventory				
Regarding the level of indifference to work, they consider it 2% higher (10)	<u>2% responded that instances of negligent attitude towards work occur very often (11)</u>	<u>2% responded to cases of neglecting or being responsible for tasks that could affect the work results of colleagues, 15% - yes, conducted several times (12)</u>	<u>According to 2% of respondents, the level of job falsification is high (Question 13).</u>	<u>As noted by 5% of cases of falsification, this happens very often (14)</u>
<u>The level of fraud - 4% considers it too high (8)</u>	2% of respondents believe that cases of fraud occur frequently (9)	7% of respondents consider the situation with the theft of inventory items in the Institute to be a problem of an existing and systemic nature (6)	3% very often indicated cases of TMB theft (7)	
Block 3 of issues related to the attitude towards anti-corruption work carried out by the Institute's leadership, as well as the role of the leadership in reducing illegal corruption actions				
9% believe that the Institute's leadership plays a passive role in the fight against corruption and fraud, while 8% believe it does not play a role (Question 16).		32% of respondents believe that strengthening internal control and independence, 35% - conducting training and preventive measures, 32% - introducing a system of anonymous complaints, 26% - involving external audits can contribute to reducing corruption and fraud in the Institute (17)		
Block 4 of issues characterizing the employee's role in preventing corruption and fraud in the institute				
When assessing the role of employees in preventing corruption and fraud in the institute, 8% believe that this is not their problem (18)	90% of respondents stated that they are ready to counter corruption in the workplace, 2% are neutral, and 8% consider corruption normal (19).		2% of respondents believed that they would turn a blind eye if they witnessed instances of corruption or fraud in their workplaces (15)	

Taking into account the foregoing, it is advisable to carry out the following measures:

1. Increasing the number of articles about corruption in the Institute's mass media (website, Facebook, Instagram, ITM TG-channel) to increase the awareness of employees about corruption and strengthen their intolerance towards it.
2. Strengthen measures to identify cases of corruption according to the measures planned for 2025.

3. In order to eliminate instances of negligence, official fraud, bribery, fraud, and theft of inventory items, conduct a thematic round table discussion with the leadership and staff of the Institute.

Fight against corruption

Leading specialist in this field U.Sh. Raupov

May 20, 2025