

Cities of Integrity Survey

Welcome and thank you for taking part in the Cities of Integrity Survey.

This survey is being conducted as part of broader research by the African Centre for Cities at the University of Cape Town, South Africa, in partnership with the University of Zambia's Center for Urban Research and Planning. To learn more about the research and contact us, visit:

<https://www.africancentreforcities.net/programme/gi-ace/>.

The survey consists of 61 questions concerning your background, practical experience, judgment and perception of corruption, and values and beliefs concerning professional ethics. We estimate it should take you between 15-20 minutes to complete this survey.

The information you provide for this survey is ANONYMOUS and will remain CONFIDENTIAL under the researchers' sole control, and data will be stored in strict accordance with the University of Cape Town's Data Management Policy (see <http://www.researchsupport.uct.ac.za/managing-research-data>). You may contact us at any time after completing and submitting the survey to request that some or all information provided is not used in this research.

* Required

Your participation in this survey is very important in helping us understand corruption and integrity in the planning profession, and to ultimately supporting planners in performing their work. Thank you again!



A. Professional background

1. 1. In which field have you been trained? *

Check all that apply.

☐ Urban planning

Other: ☐ _____

2. 2. What is your highest level of education?

Mark only one oval.

☐ Bachelor's degree

☐ Master's degree

☐ Postgraduate diploma

☐ PhD

☐ Other: _____

3. 3. Where did your highest professional planning training take place? *

Mark only one oval.

☐ South Africa

☐ Zambia

☐ Other: _____

4. 4. How long have you worked in the urban development sector? *

Mark only one oval.

- ☐ Less than 5 years
- ☐ 5 - 10 years
- ☐ 11 - 20 years
- ☐ More than 20 years

5. 5. In which country are you currently primarily practicing? *

Mark only one oval.

- ☐ South Africa
- ☐ Zambia
- ☐ Other: _____

6. 6. In what sector are you currently working (check all that apply)? *

Check all that apply.

- ☐ Government/public sector
- ☐ Private company
- ☐ Independent consultant
- ☐ NGO/civil society
- ☐ I am unemployed

Other: ☐ _____

B. Practical experience

(Questions 7-28)

7. 7. How often at work are you asked to ignore or violate rules, policies, or procedures in order to achieve a particular planning outcome? *

Mark only one oval.

- ☐ Never
- ☐ Occasionally
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ Don't know or can't answer

8. 8. How often at work are you required to use your expertise to manufacture pre-ordained outcomes that benefit particular officials or private parties? *

Mark only one oval.

- ☐ Never
- ☐ Occasionally
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ Don't know or can't answer

9. 9. How often at work do you believe you will be demoted, reassigned, or otherwise penalized professionally for performing your work ethically?

Mark only one oval.

- ☐ Never
- ☐ Occasionally
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ Don't know or can't answer

10. 10. Do you ever feel that you are being physically or emotionally threatened for performing your work in an ethical manner?

Mark only one oval.

- ☐ Never
- ☐ Occasionally
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ Don't know or can't answer

11. 11. How often at work do developers or other interested parties offer you money or other favours illicitly in return for taking a particular action in their favour (e.g. granting or denying an application)? *

Mark only one oval.

- ☐ Never
- ☐ Occasionally
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ Don't know or can't answer

12. 12. How often at work are infrastructure projects intentionally directed towards benefiting particular officials or private parties? *

Mark only one oval.

- ☐ Never
- ☐ Occasionally
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ Don't know or can't answer

13. 13. How often at work are public contracting and procurement rules not properly followed or enforced for the benefit of particular individuals or private parties? *

Mark only one oval.

- ☐ Never
- ☐ Occasionally
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ Don't know or can't answer

14. 14. How often at work do colleagues, superiors or senior officials with active planning oversight have a monetary or personal interest in planning outcomes (e.g. ownership or management rights in a project)? *

Mark only one oval.

- ☐ Never
- ☐ Occasionally
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ Don't know or can't answer

15. 15. Do you ever find yourself in a position where you are working on two sides of a matter at the same time, e.g. preparing a land-use application for a client while also assessing the application in an official capacity?

Mark only one oval.

- ☐ Never
- ☐ Occasionally
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ Don't know or can't answer

16. 16. How often do you find this to be the case in your work: Public consultations are token exercises and their outcomes are largely irrelevant to the final planning decision. *

Mark only one oval.

- ☐ Never
- ☐ Occasionally
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ Don't know or can't answer

17. 17. What issues can get in the way of your performance at work? *

Mark only one oval per row.

	Never	Rarely	Sometimes	Frequently	Very frequently	Don't know/can't answer
Too little time/resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No support from management or colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No support from public or private clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Issues with other public bodies/processes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Difficult/unclear planning laws	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language barriers or cultural differences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. 18. If there is some other reason not listed in Question 17 that gets in the way of your performance at work, please specify:

19. 19. Agree or disagree: My professional training has equipped me with the adequate knowledge and skills to understand and address corruption and ethical issues in urban development. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

20. 20. In general terms, how likely is it that urban planners or other urban development practitioners report corruption or other ethical problems that they experience in their work? *

Mark only one oval.

- ☐ Very unlikely
- ☐ Unlikely
- ☐ Neither unlikely nor likely
- ☐ Somewhat likely
- ☐ Very likely
- ☐ Don't know or can't answer

21. 21. If you responded unlikely or very unlikely to the previous question, please specify up to three reasons why YOU believe this to be the case:

Check all that apply.

- ☐ They would be implicated.
- ☐ They would not know where and how to report.
- ☐ Corruption is too difficult to prove.
- ☐ Nothing will be done/it would not make a difference.
- ☐ Reporting is too burdensome/expensive.
- ☐ They would be afraid of negative consequences.
- ☐ Corruption is normal and just the way things are done.

Other: ☐ _____

22. 22. How likely is it that YOU would be willing to report an incident of corruption at work? *

Mark only one oval.

- ☐ Very unlikely
- ☐ Unlikely
- ☐ Neither unlikely nor likely
- ☐ Somewhat likely
- ☐ Very likely
- ☐ Don't know or can't answer

23. 23. If you responded "Somewhat likely" or "Very likely" to the previous question, to whom would you report corruption (name up to two)?

Check all that apply.

- ☐ Supervisor
- ☐ Government anti-corruption hotline
- ☐ Complaints mechanisms of your professional association
- ☐ Hotline of civil society organization
- ☐ Media

Other: ☐ _____

24. 24. Have you reported an incident of corruption or ethical failing in your work before? *

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

25. 25. If you responded "Yes" to Question 24, was it followed up properly and effectively?

Mark only one oval.

- ☐ Yes
- ☐ No

26. 26. If you responded "Yes" to Question 24, did you experience negative consequences?

Mark only one oval.

☐ Yes

☐ No

27. 27. When you are confronted with an ethical dilemma in performing your job, who do you usually turn to for support? Check all that apply. *

Check all that apply.

☐ Co-workers

☐ Family member(s) or friend(s)

☐ Superior(s)

☐ Other colleagues or mentors from my professional group

☐ Religious leader

☐ No one - I work it out myself

Other: ☐ _____

28. 28. From the options in Question 27 that you selected, which one do you turn to the most?

Good work, half way there. Keep going!



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C. Expert judgment of corruption risks

(Questions 29-36)

29. 29. Agree or disagree: Applicable rules and regulations in urban development are largely unfair and give too much influence to powerful interests. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree no disagree
- ☐ Disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

30. 30. Agree or disagree: Land is frequently being illegally appropriated by powerful interests with impunity. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree no disagree
- ☐ Disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

31. 31. Agree or disagree: Local government is run by a few big players looking out for themselves. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree no disagree
- ☐ Disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

32. 32. Agree or disagree: Public consultation and participation are very often just for show and do not influence plans and projects. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree no disagree
- ☐ Disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

33. 33. Agree or disagree: Public officials often have conflicts of interest due to their private activities or relationships. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree no disagree
- ☐ Disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

34. 34. Agree or disagree: There is a lack of disclosure regarding the financial or personal interest private sector planners have in the projects they work on. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree no disagree
- ☐ Disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

35. 35. In your opinion, who is benefitting most from urban development programmes? *

Mark only one oval.

- ☐ The general public
- ☐ Poorer groups of society
- ☐ Senior government officials
- ☐ Private business interests
- ☐ Other: _____

36. 36. In your opinion and context, over the past year, the level of corruption in urban development has: *

Mark only one oval.

- ☐ Decreased a lot
- ☐ Decreased somewhat
- ☐ Stayed the same
- ☐ Increased somewhat
- ☐ Increased a lot

(Questions 37-40)

D. General perceptions regarding corruption

37. 37. In your opinion, how clean or corrupt are the following groups of people? *

Mark only one oval per row.

	Very corrupt	Somewhat corrupt	Neither corrupt nor clean	Somewhat clean	Very clean
Local politicians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National/provincial politicians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior officials in local government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior officials in national/provincial government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other planners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. 38. Agree or disagree: Small bribes do not do much harm, they just help to grease the wheels of a complex administrative system. *

Mark only one oval.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

39. 39. Accepting a bribe while executing one's duties is: *

Mark only one oval.

- ☐ Never justifiable
- ☐ Justifiable in exceptional circumstances
- ☐ Sometimes justifiable
- ☐ Always justifiable

40. 40. Is it ok for someone to work on two sides of a matter, e.g. to both prepare a land-use application and evaluate that application at the same time? *

Mark only one oval.

- ☐ Yes, that person is in the best position to fully understand the matter.
- ☐ Yes, if that person can maintain objectivity.
- ☐ Yes, but only if it is kept confidential.
- ☐ No, that person may have a conflict of interest in representing two different sides.
- ☐ No, it may appear to be a conflict of interest even if the person is objective.
- ☐ Other: _____

Nearly there, next up: some questions about your values and beliefs. Please continue!



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E. Values and beliefs regarding professional ethics

(Questions 41-59)

41. 41. How ethical do you consider yourself in comparison to your peers? *

Mark only one oval.

	1	2	3	4	5	
More ethical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Less ethical

42. 42. Agree or disagree: Making a difference in society means more to me than personal achievements. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Disagree
- ☐ Strongly disagree

43. 43. Agree or disagree: I believe in putting duty before self. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Disagree
- ☐ Strongly disagree

44. 44. Agree or disagree: I wanted to become a planner because I wanted to serve the public. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Disagree
- ☐ Strongly disagree

45. 45. Agree or disagree: There should be tighter controls on private developments to protect the public interest. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Disagree
- ☐ Strongly disagree

46. 46. Agree or disagree: Planners should primarily focus on developing technically correct solutions to planning problems. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Disagree
- ☐ Strongly disagree

47. 47. Agree or disagree: Planners are trained to anticipate the needs of local communities. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Disagree
- ☐ Strongly disagree

48. 48. Agree or disagree: Planners should work within the rules of their firm/department even if they do not always agree with them. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Disagree
- ☐ Strongly disagree

49. 49. Agree or disagree: The planner's job is to assist in achieving their client's objectives. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Disagree
- ☐ Strongly disagree

50. 50. Agree or disagree: I wanted to become a planner because I am interested in shaping the physical environment around me. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Disagree
- ☐ Strongly disagree

51. 51. To be a good planner, how important are the following attributes? *

Mark only one oval per row.

	Very important	Important	Less important	Not important at all	Don't know or can't answer
Technical expertise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to follow orders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management ability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social skills to related to people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sense of public mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creativity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52. 52. To what extent do you agree with the following statements: *

Mark only one oval per row.

	Strongly agree	Agree	Somewhate agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree
I fully understand what is expected of me as a planner in terms of integrity and ethical behaviour.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The organisation I work for rewards employees who exhibit ethical behaviour.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

53. 53. Are you subject to a professional code of conduct? *

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Don't know

54. 54. If you responded "Yes" to Question 53, which entities have promulgated a professional code of conduct to which you are subject? Check all that apply.

Check all that apply.

- ☐ Government
- ☐ Government authorized professional association (e.g. ZIP or SACPLAN)
- ☐ Private professional association
- ☐ Work firm, office, or department
- ☐ Don't know or can't answer

Other: ☐ _____

55. 55. If you responded "Yes" to Question 53, how useful do you find the professional code of conduct?

Mark only one oval.

- ☐ Very useful
- ☐ Somewhat useful
- ☐ Not so useful
- ☐ Not useful at all
- ☐ Don't know or can't answer

56. 56. If you responded "Yes" to Question 53, why was or wasn't the professional code of conduct useful?

57. 57. In your opinion, do planning associations have a role to play when it comes to addressing corruption and promoting integrity? *

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Don't know or can't answer

58. 58. If you responded "Yes" to Question 57, what are the main functions the association should assume? Check all that apply.

Check all that apply.

- ☐ Provide training on ethics and integrity for practicing planners
- ☐ Develop and promote a code of conduct
- ☐ Support whistle-blowers
- ☐ Discipline bad behaviour
- ☐ Host discussions about values in planning and how to develop them further

Other: ☐ _____

59. 59. To your knowledge, does the planning association in your country carry out any of these activities? *

Mark only one oval per row.

	Yes	No	Don't know or can't answer
Provide training on ethics and integrity for practicing planners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop and promote a good code of conduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support whistle-blowers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discipline bad behaviour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Host discussions about values in planning and how to develop them further	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Great work! Now just a couple of general questions about you and you are finished. Please continue!



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F. Demographics

(Questions 60-61)

60. 60. What is your age? *

Mark only one oval.

- ☐ 20 - 29
- ☐ 30 - 39
- ☐ 40 - 49
- ☐ 50 -60
- ☐ Older than 60

61. 61. What is your gender? *

Mark only one oval.

- ☐ Male
- ☐ Female
- ☐ Non-binary
- ☐ Prefer not to state

Nice job! Please click continue to wrap up.



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Wrapping up

IMPORTANT: Please click "Submit" to complete the survey. Thank you again for your valuable contribution to this research! To learn more or contact us for any questions, please visit: <https://www.africancentreforcities.net/programme/gi-ace/>.



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62. Optional: If you'd like to share your views on urban integrity in an interview, please fill in your e-mail address below so we can contact you:

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