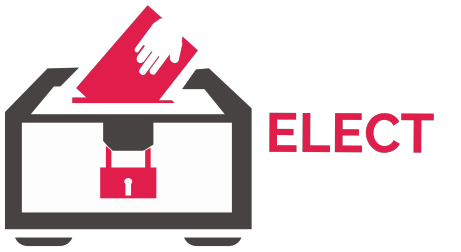

Electoral Learning
and Capacity Training

EMB Staff Survey

Release: ELECT_staff_1.0
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QUESTIONNAIRE

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The Electoral Integrity Project
Why Elections Fail And What We Can Do About It

The Electoral Integrity Project

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Q1 Dear Respondent You are invited to participate in a survey about capacity building in election management. You have been selected because of your current employment in the election management body. The research is carried out by the Electoral Integrity Project at Harvard and Sydney Universities. It has been officially endorsed by your organization as well as by the Association of World Election Bodies and International IDEA. We would like to learn about your personal views, background and experience. It is very important that we hear from your perspective to gather a representative sample of staff in the organization. Completing the questionnaire should take no more than around 20 minutes. Your answers will be treated in the strictest confidence. The data release will contain no identifying information about any individual participant. The Participant Information Statement provides important information about the study, its implications for you, and any related ethical issues. Should you have any questions about completing the survey, please do not hesitate to contact us. More information about the study can be found here. Thank you! Prof. Pippa Norris (Harvard and Sydney Universities) Prof. Jeffrey Karp (Exeter University) Dr. Alessandro Nai (Sydney University)

Q2 Firstly, what country is your organization based in?

- ${e://Field/Country} (1)

Q3 Do you currently work in full or part-time paid employment for the election management body (EMB) in ${e://Field/Country}?

- Yes - Full time (1)
- Yes - Part time (less than 15 hours per week) (2)
- No (0)

If No Is Selected, Then Skip To End of Survey

Q4 We would like to ask you a few questions about your background and employment Where do you currently work in the election management body? In their...

- National office? (1)
- Regional, state, or provincial office? (2)
- Local office (municipal, district level)? (3)
- Other (please specify) (66) _____

Q5 For approximately how many years in total have you been employed in the public sector, civil service, or other government office?

Q6 How many years in total have you worked in the electoral management body in ${e://Field/Country}? If less than a year, please signal '0'

Q7 For approximately how many years have you been in your current post? If less than a year, please signal ‘0’.

Q8 Which factors influenced your initial decision to work in the election management body?

- ❑ I applied to work in this organization (1)
- ❑ I was asked to apply to this organization (2)
- ❑ I was assigned to this organization (3)
- ❑ Other (please specify) (66) _____

Q9 Which of the following best describes the level of your current post?

- ❍ Senior management (1)
- ❍ Middle-level management (2)
- ❍ Office and administrative support (3)
- ❍ Other (please specify) (66) _____

Q10 Do you supervise people in your work? If yes, please specify how many

- ❍ No (0)
- ❍ Yes (1)

Answer If Do you supervise people in your work? If yes, please specify how many Yes Is Selected

Q11 How many people do you supervise?

Q12 Which of the following best describes your current functions Select all that apply

- ❑ Procurement, budgets and finance (1)
- ❑ Computers and information technology (2)
- ❑ Legal services (3)
- ❑ Education and training (4)
- ❑ Communications and media (5)
- ❑ Human resources (6)
- ❑ Security and protective services (7)
- ❑ Building and maintenance (8)
- ❑ Research and publications (9)
- ❑ Transportation (10)
- ❑ Programme related (11)
- ❑ Other (please specify) (66) _____

Q13 On what areas do you mainly work on in your current post? Please select as many of the following as appropriate

- ❑ Establishing and ensuring election laws (3)
- ❑ Establishing and ensuring electoral procedures (4)
- ❑ Election boundaries (5)
- ❑ Voter registration (6)
- ❑ Party and candidate registration (7)
- ❑ Regulation of campaign media (8)
- ❑ Regulation of campaign finance (9)
- ❑ The voting process on election day (10)
- ❑ The vote count and results process (11)
- ❑ Dispute adjudication and complaints procedures (12)
- ❑ Civic education programs (1)
- ❑ Voter security and prevention of electoral violence (2)
- ❑ Ensuring gender equality and participation (13)
- ❑ Other (please specify) (66) _____

Q14 How many national elections have you worked on during your current or past role with the electoral management body in ${e://Field/Country}?

- ❍ None so far (0)
- ❍ 1 (1)
- ❍ 2-3 (2)
- ❍ 4-5 (3)
- ❍ 6-10 (4)
- ❍ More than 10 (5)
- ❍ Not applicable (77)
- ❍ Don't know (88)

Q15 How many local and regional elections have you worked on during your current or past role with the election management body in ${e://Field/Country}?

- ❍ None so far (0)
- ❍ 1 (1)
- ❍ 2-3 (2)
- ❍ 4-5 (3)
- ❍ 6-10 (4)
- ❍ More than 10 (5)
- ❍ Not applicable (77)
- ❍ Don't know (88)

Q16 How much of your time is dedicated to managing national elections during the following periods

	None (0)	Some (1)	A great deal (2)	All (3)	Not applicable (77)	Don't know (88)
During non-election periods (1)	❍	❍	❍	❍	❍	❍
During election campaigns (2)	❍	❍	❍	❍	❍	❍
On election day and its immediate aftermath (3)	❍	❍	❍	❍	❍	❍

Q17 All things considered, how satisfied or dissatisfied are you with the following aspects of your job nowadays?

	Very dissatisfied (0)	Fairly dissatisfied (1)	Neither dissatisfied nor satisfied (2)	Fairly satisfied (3)	Very satisfied (4)	Not applicable (77)	Don't know (88)
Pay and conditions (1)	❍	❍	❍	❍	❍	❍	❍
Career promotion opportunities (2)	❍	❍	❍	❍	❍	❍	❍
Training opportunities (3)	❍	❍	❍	❍	❍	❍	❍
Guidance from supervisors (4)	❍	❍	❍	❍	❍	❍	❍
Overall, you are... (5)	❍	❍	❍	❍	❍	❍	❍

Q18 Thinking of officials in your election management body in ${e://Field/Country}, how often would you say that the skills and merits of the applicants decide who is appointed:

- ❍ Never (0)
- ❍ Rarely (1)
- ❍ Sometimes (2)
- ❍ Most of the time (3)
- ❍ Always (4)
- ❍ Not applicable (77)
- ❍ Don't know (88)

Q19 And how often would you say that the following determine who is promoted to higher positions?

	Never (0)	Rarely (1)	Sometimes (2)	Most of the time (3)	Always (4)	Not applicable (77)	Don't know (88)
Skills and merits (1)	❍	❍	❍	❍	❍	❍	❍
Personal contacts and networks (2)	❍	❍	❍	❍	❍	❍	❍
Political contacts and party affiliations (3)	❍	❍	❍	❍	❍	❍	❍

Q20a Has your supervisor proposed you a training plan to develop your working skills?

- ❍ Yes (1)
- ❍ No (0)
- ❍ Not applicable (77)
- ❍ Don't know (88)

Q20 Did you complete any training workshops during the last five years?

- ❍ Yes (1)
- ❍ No (0)

Answer If Did you complete any training workshops during the last five years? Yes Is Selected

Q21 How many training workshops have you completed during the last five years? If you don't know the correct number please provide the closest estimation

Answer If Did you complete any training workshops during the last five years? Yes Is Selected

Q22 How many days of training did you have in your last year in your current job? If you don't know the correct number please provide the closest estimation

Answer If Did you complete any training workshops during the last five years? Yes Is Selected

Q23 In general, how effective were the training workshops you attended in the following regards?

	Very ineffective (0)	Fairly ineffective (1)	Neither ineffective nor effective (2)	Fairly effective (3)	Very effective (4)	Not applicable (77)	Don't know (88)
Expanding the practical skills needed for my job (1)	❍	❍	❍	❍	❍	❍	❍
Helping me to network with colleagues (2)	❍	❍	❍	❍	❍	❍	❍
Learning about the principles of elections and democracy (3)	❍	❍	❍	❍	❍	❍	❍
Helping me understand how to manage elections (4)	❍	❍	❍	❍	❍	❍	❍

Q24 How would you rate the strengths and weaknesses of your work skills?

	Very weak (0)	Fairly weak (1)	Neither weak nor strong (2)	Fairly strong (3)	Very strong (4)	Not applicable (77)	Don't know (88)
Managing different teams (1)	❍	❍	❍	❍	❍	❍	❍
Writing and communication skills (2)	❍	❍	❍	❍	❍	❍	❍
Knowledge of electoral laws (3)	❍	❍	❍	❍	❍	❍	❍
Using social media in your job (4)	❍	❍	❍	❍	❍	❍	❍
Planning budgets (5)	❍	❍	❍	❍	❍	❍	❍
Computing skills (6)	❍	❍	❍	❍	❍	❍	❍
Analysing statistics needed for my job (7)	❍	❍	❍	❍	❍	❍	❍
Language knowledge and skills (8)	❍	❍	❍	❍	❍	❍	❍
Planning complex projects (9)	❍	❍	❍	❍	❍	❍	❍

Q25 How would you rate the strengths and weaknesses of your knowledge about the following types of issues concerning elections in your country?

	Very weak (0)	Fairly weak (1)	Neither strong nor weak (2)	Fairly strong (3)	Very strong (4)	Not applicable (77)	Don't know (88)
Election laws (1)	❍	❍	❍	❍	❍	❍	❍
Electoral procedures (2)	❍	❍	❍	❍	❍	❍	❍
Electoral boundaries (3)	❍	❍	❍	❍	❍	❍	❍
Voter registration (4)	❍	❍	❍	❍	❍	❍	❍
Party and candidate registration (5)	❍	❍	❍	❍	❍	❍	❍
Campaign media (6)	❍	❍	❍	❍	❍	❍	❍
Campaign finance (7)	❍	❍	❍	❍	❍	❍	❍
Voting process (8)	❍	❍	❍	❍	❍	❍	❍
Vote count (9)	❍	❍	❍	❍	❍	❍	❍
Results (10)	❍	❍	❍	❍	❍	❍	❍
Civic education (11)	❍	❍	❍	❍	❍	❍	❍
Voter security and electoral violence (12)	❍	❍	❍	❍	❍	❍	❍
Gender equality and participation (13)	❍	❍	❍	❍	❍	❍	❍

Q26 Please indicate how far you agree or disagree with the following statements:

	Disagree strongly (0)	Disagree somewhat (1)	Neither agree nor disagree (2)	Agree somewhat (3)	Agree strongly (4)	Don't know (88)
I would like more opportunities for training and career development (1)	❍	❍	❍	❍	❍	❍
I would like more input into decisions in my organization (2)	❍	❍	❍	❍	❍	❍
I am well informed about the tasks needed in my job (5)	❍	❍	❍	❍	❍	❍
I have to neglect some tasks because I have too much to do (9)	❍	❍	❍	❍	❍	❍
I can usually rely on assistance and guidance from my supervisor (10)	❍	❍	❍	❍	❍	❍
I feel that my job is too demanding and stressful (11)	❍	❍	❍	❍	❍	❍
I consider public service my civic duty (12)	❍	❍	❍	❍	❍	❍
I often think of quitting this job (13)	❍	❍	❍	❍	❍	❍
I do not feel a strong sense	❍	❍	❍	❍	❍	❍

of belonging to my department (14)						

Q27 Turning to another set of issues, we are interested in learning your views about electoral integrity. Firstly, how would you rate the overall integrity of the last national election in ${e://Field/Country}?
_____ Integrity (1)

Q28 Consider the following situation: According to independent reports, parties and candidates running for election faced no restrictions. Polling places had few or no lines of people waiting to vote. No gifts were offered in exchange for votes. And the parties and candidates did not dispute the outcome and results. How would you rate the integrity of this election?
_____ Integrity (1)

Q29 Consider the following situation: According to independent reports, parties and candidates running for office faced some restrictions. Polling places had long lines of people waiting to vote. A few small gifts of food were offered in exchange for votes. Parties and candidates challenged the results and organized peaceful mass demonstrations. How would you rate the integrity of this election?
_____ Integrity (1)

Q30 Consider the following situation: According to independent reports, parties and candidates running for office were severely restricted. Polling places had long lines of people waiting to vote. Substantial gifts of money and favors were offered in exchange for votes. Parties and candidates boycotted the results and mobilized violent protests. How would you rate the integrity of this election?
_____ Integrity (1)

Q31 How well do you think your organization does in ensuring that

	Not at all well (0)	Slightly well (1)	Moderately well (2)	Very well (3)	Extremely well (4)	Not applicable (77)	Don't know (88)
Staff are well trained (1)	❍	❍	❍	❍	❍	❍	❍
Clear voting procedures are established (2)	❍	❍	❍	❍	❍	❍	❍
Voters are informed about electoral matters (3)	❍	❍	❍	❍	❍	❍	❍
The electoral register is accurate and up to date (4)	❍	❍	❍	❍	❍	❍	❍
Ballots are secret (5)	❍	❍	❍	❍	❍	❍	❍
Appropriate measures are taken to prevent unlawful and fraudulent voting (6)	❍	❍	❍	❍	❍	❍	❍
Ballots are counted fairly (9)	❍	❍	❍	❍	❍	❍	❍
Voters are not coerced or intimidated (8)	❍	❍	❍	❍	❍	❍	❍

Q32 When thinking of the last national election in ${e://Field/Country}, do you agree or disagree with the following statements?

	Disagree strongly (0)	Disagree somewhat (1)	Neither agree nor disagree (2)	Agree somewhat (3)	Agree strongly (4)	Not applicable (77)	Don't know (88)
Electoral laws were unfair to smaller parties (1)	❍	❍	❍	❍	❍	❍	❍
Information about voting procedures was widely available (2)	❍	❍	❍	❍	❍	❍	❍
Electoral boundaries discriminated against some parties or candidates (3)	❍	❍	❍	❍	❍	❍	❍
Some ineligible electors were registered (4)	❍	❍	❍	❍	❍	❍	❍
Some opposition candidates were prevented from running (5)	❍	❍	❍	❍	❍	❍	❍
Ethnic and national minorities had equal opportunities to run for office (6)	❍	❍	❍	❍	❍	❍	❍
TV news favored the governing party (7)	❍	❍	❍	❍	❍	❍	❍
Voters were bribed (8)	❍	❍	❍	❍	❍	❍	❍
Journalists provided fair	❍	❍	❍	❍	❍	❍	❍

coverage of the elections (9)							
Rich people buy elections (10)	❍	❍	❍	❍	❍	❍	❍

Q33 In the constituency (electoral district) where you work, when thinking of the last national election, do you agree or disagree with the following statements? If you don't work in a specific constituency, please consider the state, province, or region where you work

	Disagree strongly (0)	Disagree somewhat (1)	Neither agree nor disagree (2)	Agree somewhat (3)	Agree strongly (4)	Not applicable (77)	Don't know (88)
The electoral authorities were impartial (1)	❍	❍	❍	❍	❍	❍	❍
The electoral authorities distributed information to citizens (2)	❍	❍	❍	❍	❍	❍	❍
The electoral authorities allowed public scrutiny of their performance (3)	❍	❍	❍	❍	❍	❍	❍
The electoral authorities performed well (4)	❍	❍	❍	❍	❍	❍	❍

Q34 The following statements describe various types of political systems. What you think about each of the following as a way of governing this country?

	Very bad (0)	Fairly bad (1)	Neither bad nor good (2)	Fairly good (3)	Very good (4)	Don't know (588)
Having a strong leader who doesn't have to bother with parliament and elections (1)	❍	❍	❍	❍	❍	❍
Having experts, not governments, make decisions according to what they think is best for the country (2)	❍	❍	❍	❍	❍	❍
Having a democratic political system (3)	❍	❍	❍	❍	❍	❍

Q35 How important is it for you to live in a country that is governed democratically? On this scale, where 0 means "Not at all important" and 10 means "Absolutely important, what position would you chose?

- ❍ Not at all important 0 (0)
- ❍ 1 (1)
- ❍ 2 (2)
- ❍ 3 (3)
- ❍ 4 (4)
- ❍ 5 (5)
- ❍ 6 (6)
- ❍ 7 (7)
- ❍ 8 (8)
- ❍ 9 (9)
- ❍ Absolutely important 10 (10)
- ❍ Don't know (88)

Q36 And how democratically is this country being governed today? Again using a scale from 0 to 10, where 0 means "Not at all democratic" and 10 means that it is "Completely democratic", what position would you chose?

- ❍ Not at all democratic 0 (0)
- ❍ 1 (1)
- ❍ 2 (2)
- ❍ 3 (3)
- ❍ 4 (4)
- ❍ 5 (5)
- ❍ 6 (6)
- ❍ 7 (7)
- ❍ 8 (8)
- ❍ 9 (9)
- ❍ Completely democratic 10 (10)
- ❍ Don't know (88)

Q37 Now we'd like to ask you about your view about various aspects of democracy. How would you place your views on the following scales? We would like to know how much you prefer one proposition over the other. There is no correct answer. 0 means you agree completely with the statement on the left; 10 means you agree completely with the statement on the right; and if your views fall somewhere in between, you can choose any number in between. You would prefer a situation where....

	1 (0)	2 (1)	3 (2)	4 (3)	5 (4)	6 (5)	7 (6)	8 (7)	9 (8)	11 (9)	12 (10)
All parties are represented in the Parliament:Extreme parties are banned (1)	❍	❍	❍	❍	❍	❍	❍	❍	❍	❍	❍
Elections provide few choices and clear winners:Elections provide many choices and uncertain results (2)	❍	❍	❍	❍	❍	❍	❍	❍	❍	❍	❍
Voting and registration processes maximize inclusive political participation:Voting and registration processes maximize secure verification and identification (3)	❍	❍	❍	❍	❍	❍	❍	❍	❍	❍	❍
Campaign spending of parties and candidates is capped:Campaign spending of parties and candidates is unrestricted (4)	❍	❍	❍	❍	❍	❍	❍	❍	❍	❍	❍

Q38 Turning to some aspects about how elections work in ${e://Field/Country}, can you tell us, what is the maximum term for the lower or only house of the national parliament before elections are called?

- ❍ 3 years (1)
- ❍ 4 years (2)
- ❍ 5 years (3)
- ❍ Don't know (88)
- ❍ Other (please specify) (66) _____

Q39 In national elections in ${e://Field/Country}, who is entitled to register to vote?

- ❍ Only citizens (1)
- ❍ Only citizens and permanent residents (2)
- ❍ Everyone residing in the country for five years or more (3)
- ❍ Don't know (88)
- ❍ Other (please specify) (66) _____

Q40 Which type of electoral system would you say is least likely to elect small parties?

- ❍ Majoritarian electoral systems (such as single member plurality or first-past-the-post) (1)
- ❍ Mixed electoral systems (such as mixed member proportional) (2)
- ❍ Proportional representation electoral systems (such as party list) (3)
- ❍ Don't know (88)
- ❍ Other (please specify) (66) _____

Q41 The UN Conference on the Status of Women held in Beijing in 1995 established a benchmark for women's access to elected office. What proportion of women in national legislature was recommended as a minimum threshold?

- ❍ 20 percent (1)
- ❍ 30 percent (2)
- ❍ 50 percent (3)
- ❍ Don't know (88)
- ❍ Other (please specify) (66) _____

Q42 Political parties use several strategies to encourage citizens to vote. During an election campaign, how acceptable would you consider the following practices by a party that you neither like nor dislike?

	Totally unacceptable (0)	Somewhat unacceptable (1)	Neither acceptable nor unacceptable (2)	Somewhat acceptable (3)	Totally acceptable (4)	Don't know (88)
Offering transport to help people get to the polls (1)	❍	❍	❍	❍	❍	❍
Offering jobs or money for votes (2)	❍	❍	❍	❍	❍	❍
Offering small gifts of food or clothing for votes (4)	❍	❍	❍	❍	❍	❍
Offering to bring services to local communities (5)	❍	❍	❍	❍	❍	❍

Q43 Political parties use several strategies to encourage citizens to vote. During an election campaign, how acceptable would you consider the following practices by a party that you dislike?

	Totally unacceptable (0)	Somewhat unacceptable (1)	Neither acceptable nor unacceptable (2)	Somewhat acceptable (3)	Totally acceptable (4)	Don't know (88)
Offering transport to help people get to the polls (1)	❍	❍	❍	❍	❍	❍
Offering jobs or money for votes (2)	❍	❍	❍	❍	❍	❍
Offering small gifts of food or clothing for votes (4)	❍	❍	❍	❍	❍	❍
Offering to bring services to local communities (5)	❍	❍	❍	❍	❍	❍

Q44 Political parties use several strategies to encourage citizens to vote. During an election campaign, how acceptable would you consider the following practices by a party that you like?

	Totally unacceptable (0)	Somewhat unacceptable (1)	Neither acceptable nor unacceptable (2)	Somewhat acceptable (3)	Totally acceptable (4)	Don't know (88)
Offering transport to help people get to the polls (1)	❍	❍	❍	❍	❍	❍
Offering jobs or money for votes (2)	❍	❍	❍	❍	❍	❍
Offering small gifts of food or clothing for votes (4)	❍	❍	❍	❍	❍	❍
Offering to bring services to local communities (5)	❍	❍	❍	❍	❍	❍

Q45 Some political parties believe that reforms should be implemented to improve the way that elections are conducted in ${e://Field/Country}. What is your opinion?

- ❍ Completely disagree (0)
- ❍ Somewhat disagree (1)
- ❍ Neither agree nor disagree (2)
- ❍ Somewhat agree (3)
- ❍ Completely agree (4)
- ❍ Don't know (88)

Q46 Public opinion in recent opinion polls suggest that reforms should be implemented to improve the way that elections are conducted in ${e://Field/Country}. What is your opinion?

- ❍ Completely disagree (0)
- ❍ Somewhat disagree (1)
- ❍ Neither agree nor disagree (2)
- ❍ Somewhat agree (3)
- ❍ Completely agree (4)
- ❍ Don't know (88)

Q47 Recent reports by domestic observers recommend that reforms should be implemented to improve the way that elections are conducted in ${e://Field/Country}. What is your opinion?

- ❍ Completely disagree (0)
- ❍ Somewhat disagree (1)
- ❍ Neither agree nor disagree (2)
- ❍ Somewhat agree (3)
- ❍ Completely agree (4)
- ❍ Don't know (88)

Q48 Recent reports by international observers recommend that reforms should be implemented to improve the way elections are conducted in ${e://Field/Country}. What is your opinion?

- ❍ Completely disagree (0)
- ❍ Somewhat disagree (1)
- ❍ Neither agree nor disagree (2)
- ❍ Somewhat agree (3)
- ❍ Completely agree (4)
- ❍ Don't know (88)

Q49 Turning to your background, what is your gender?

- ❍ Male (1)
- ❍ Female (2)

Q50 In what year were you born?

Q51 What is the highest level of education that you completed?

- ❍ No formal education (1)
- ❍ Primary education only (2)
- ❍ Secondary education only (3)
- ❍ Post-secondary vocational education (4)
- ❍ University under-graduate degree or equivalent (5)
- ❍ University master graduate degree or equivalent (6)
- ❍ University PhD graduate degree or equivalent (7)

Answer If What is the highest level of education that you completed? University under-graduate degree or equivalent Is Selected Or What is the highest level of education that you completed? University master graduate degree or equivalent Is Selected Or What is the highest level of education that you completed? University PhD graduate degree or equivalent Is Selected

Q52 If you gained a university qualification, what was your primary field of study?

- ❍ Social sciences, such as law, economics, politics, social policy, sociology, and public policy (1)
- ❍ Arts and humanities, such as languages, history, philosophy and literature (2)
- ❍ Natural and applied sciences, such as engineering, physics, medicine, and agriculture (3)

Q53 Do you belong to a minority ethnic group in ${e://Field/Country}?'Belong' refers to attachment or identification

- ❍ Yes (1)
- ❍ No (0)
- ❍ Not applicable (77)
- ❍ Don't know (88)

Q54 In politics people sometimes talk of “left” and “right”. Where would you place yourself on the following scale, where 0 means the left and 10 means the right?

- ❍ Left 0 (0)
- ❍ 1 (1)
- ❍ 2 (2)
- ❍ 3 (3)
- ❍ 4 (4)
- ❍ 5 (5)
- ❍ 6 (6)
- ❍ 7 (7)
- ❍ 8 (8)
- ❍ 9 (9)
- ❍ Right 10 (10)
- ❍ Don't know (88)

Q55 What kind of area do you live in?

- ❍ A big city (4)
- ❍ The suburbs (3)
- ❍ A town or a small city (2)
- ❍ A country village (1)
- ❍ A farm or home in the countryside (0)

Q56 Please write in the name of the constituency (electoral district) where you work. If you don't work in a specific constituency, please write in the name of the state, province, or region where you work

Q57 What is the name of your unit, department or division in the EMB?

Q58 What is the official title for your current post?

Q59 The information you provided is extremely valuable. In future, we would like to recontact some participants to ask a few additional questions. Would you be willing to be contacted again to participate in a short follow-up survey?

- ❍ Yes (please provide your email) (1) _____
- ❍ No (0)

Q60 If you would like to receive a copy of the results when the survey report is completed, please list your email below

Q61 Do you have any other comments? Please let us know your views