

Ethiopia - Survey of Public Servants 2016

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Identification

SURVEY ID NUMBER

ETH_2016_PESBR_v01_M

TITLE

Survey of Public Servants 2016

COUNTRY

| Name | Country code |
|----------|--------------|
| Ethiopia | ETH |

STUDY TYPE

Administrative Records, Other (ad/oth]

ABSTRACT

This survey was conducted as part of a review of the different civil service reform tools in Ethiopia, to assess what has been achieved, and what to consider next. The review aimed to take stock of what has been done, identify remaining and potential new challenges, and draw lessons, as well as suggest recommendations on how to move further ahead in the coming years to foster a fair, responsible, efficient, ethical, and transparent civil service. A survey of civil servants at the Federal, Regional and Woreda levels was implemented that focused on five sectors, namely, agriculture, education, health, revenue administration, and trade.

The aim of the Ethiopia Civil Servant Survey was to gather micro-level data on the perceptions and experiences of civil servants, and on the key restraints to civil servants performing their duties to the best of their abilities, and to the provision of public goods. This civil servant survey aimed to contribute to the development of diagnostic tools which would allow to better understand the incentive environments which lead to different types of behavior and the determinants of service delivery in the civil service.

Report available at:

<https://documents.worldbank.org/en/publication/documents-reports/documentdetail/981311547566282423/moving-further-on-civil-service-reforms-in-ethiopia-findings-and-implications-from-a-civil-service-survey-and-qualitative-analysis>

KIND OF DATA

Aggregate data [agg]

UNIT OF ANALYSIS

Public servants, including managers and non-managers at the Federal, Regional and Woreda levels.

Version

VERSION DESCRIPTION

Version 01: Anonymized and aggregated dataset for public distribution

VERSION DATE

2016-09-09

Scope

NOTES

The Ethiopian civil servants survey focused on the three major policy making tiers of government: Federal; Regional; and Woreda. The Ministry of Public Sector and Human Resource Development identified the 5 core sectors that the survey should include: agriculture, education, health, revenue, and trade. The decision was made then to plan to interview a sufficient number of individuals from each of those tiers and allocate the remaining funds to Woreda-level interviews.

The study covered the following topics:

- Demographic and work history information
- Management practices
- Turnover
- Recruitment and selection
- Attitude
- Time use and bottlenecks
- Information
- Information technology
- Stakeholder engagement
- Reforms
- Woreda and city benchmarking

Coverage

GEOGRAPHIC COVERAGE

At the Federal level 330 individuals were planned to be interviewed; 550 at the Region level (Harar, Afar, SNNPR, Oromiya, Amhara, Dire Dawa, Addis Ababa, Benishangul, Somali, Tigray, Gambella); and 1615 at the Woreda (66 Woredas) level. Within each region 50 individuals were targeted to be interviewed, except in Addis Ababa, where the target was 40 due to not having an agriculture bureau, and except in Oromiya, where, due to additional funds becoming available, the target became 60. Within each Woreda, 25 individuals were planned to be sampled.

Producers and sponsors

PRIMARY INVESTIGATORS

| Name | Affiliation |
|----------------------|----------------|
| Daniel Oliver Rogger | The World Bank |

Sampling

SAMPLING PROCEDURE

To provide a large sample for statistical analysis, while remaining within budget, the Ethiopian civil servants survey focused on the three major policy making tiers of government: Federal; Regional; and Woreda. The Ministry of Public Sector and Human Resource Development identified the 5 core sectors that the survey should include: agriculture, education, health, revenue, and trade. The decision was made then to plan to interview a sufficient number of individuals from each of those tiers and allocate the remaining funds to Woreda-level interviews. With this methodology, with the funds available, 70 Woredas were included in the target sample at the planning stage. At the Federal level 330 individuals were planned to be interviewed; 550 at the Region level; and 1615 at the Woreda level. Within each region 50 individuals were targeted to be interviewed, except in Addis Ababa, where the target was 40 due to not having an agriculture bureau, and except in Oromiya, where, due to additional funds becoming available, the target became 60. Within each Woreda, 25 individuals were planned to be sampled.

Stratified randomization was conducted to select 70 Woredas from the 9 regional states in a way that is proportional to the size of the region (in terms of number of Woredas as per the 2007 census). However, 4 Woredas were dropped due to security challenges.

RESPONSE RATE

Response rate was 88%.

Data Collection

DATES OF DATA COLLECTION

| Start | End |
|------------|------------|
| 2016-06-13 | 2016-09-09 |

DATA COLLECTION MODE

Computer Assisted Personal Interview [capi]

Questionnaires

QUESTIONNAIRES

The survey questionnaire comprises following modules: 1- Cover page, 2- Demographic and work history information, 3- Management practices, 4- Turnover, 5- Recruitment and selection, 6- Attitude, 7- Time use and bottlenecks, 8- Information, 9- Information technology, 10- Stakeholder engagement, 11- Reforms, and 12- Woreda and city benchmarking.

The questionnaire was prepared in English and Amharic.

Access policy

CONTACTS

| Name | Affiliation | Email |
|----------------------|----------------|-----------------------|
| Daniel Oliver Rogger | The World Bank | drogger@worldbank.org |

CITATION REQUIREMENTS

The use of the datasets must be acknowledged using a citation which would include:

- the identification of the Primary Investigator (including country name);
- the full title of the survey and its acronym (when available), and the year(s) of implementation;
- the survey reference number;
- the source and date of download (for datasets disseminated online).

Disclaimer and copyrights

DISCLAIMER

The user of the data acknowledges that the original collector of the data, the authorized distributor of the data, and the relevant funding agency bear no responsibility for use of the data or for interpretations or inferences based upon such uses.

Metadata production

DDI DOCUMENT ID

DDI_ETH_2016_PESBR_v01_M_WB

PRODUCERS

| Name | Abbreviation | Affiliation | Role |
|------------------------|--------------|----------------|----------------------------|
| Development Data Group | DECDG | The World Bank | Documentation of the study |

DATE OF METADATA PRODUCTION

2022-05-17

DDI DOCUMENT VERSION

Version 01 (May 2022)

Data Description

| Data file | Cases | Variables |
|---|--------------|------------------|
| ethiopia.dta Anonymized and aggregated data | 16478 | 12 |

Data file: ethiopia.dta

Anonymized and aggregated data

Cases: 16478

Variables: 12

Variables

| ID | Name | Label | Question |
|-----|---------------|---|----------|
| V2 | Section_org | Section of the questionnaire where data was collected | |
| V3 | Topic | Topic | |
| V4 | Indicator | Indicator | |
| V5 | Question_text | Question text as it appears in the questionnaire | |
| V6 | Scale | Scale | |
| V7 | Group | Group | |
| V8 | Category | Category | |
| V9 | Mean | Mean | |
| V10 | Lower_ci | Lower_ci | |
| V11 | Upper_ci | Upper_ci | |
| V12 | Percentile_25 | Percentile_25 | |
| V13 | Percentile_75 | Percentile_75 | |

Total: 12

SECTION_ORG: Section of the questionnaire where data was collected**Data file: ethiopia.dta****Overview**

Valid: 16478 Invalid:
 Type: Discrete Width: 51 Range: - Format: character

Questions and instructions

CATEGORIES

| Value | Category | Cases | |
|---|----------|-------|-------|
| 3.2 Targeting | | 321 | 1.9% |
| 3.3 Incentives (Monitoring) | | 107 | 0.6% |
| 3.4 Autonomy (Roles) | | 428 | 2.6% |
| 3.5 Autonomy (Flexibility) | | 214 | 1.3% |
| 3.6 Staff involvement/contribution | | 321 | 1.9% |
| 3.7 Incentives (Performance) | | 321 | 1.9% |
| 3.8 Staffing | | 214 | 1.3% |
| 5. Recruitment | | 3959 | 24% |
| 6.1 Attitude | | 1070 | 6.5% |
| 6.2 Value Markers | | 1391 | 8.4% |
| 6.3 Current Position and the Intended Arc of Career | | 4708 | 28.6% |
| 6.4 Monetary and Non-monetary | | 1605 | 9.7% |
| 6.5 The Environment, Social Norms and the Narrative | | 1819 | 11% |

TOPIC: Topic**Data file: ethiopia.dta****Overview**

Valid: 16478 Invalid:
 Type: Discrete Width: 37 Range: - Format: character

Questions and instructions

CATEGORIES

| Value | Category | Cases | |
|-------------------|----------|-------|------|
| Autonomy | | 214 | 1.3% |
| Career goals | | 642 | 3.9% |
| Innovation | | 107 | 0.6% |
| Integrity | | 107 | 0.6% |
| Mission alignment | | 1284 | 7.8% |

| | | | |
|---------------------------------------|--|------|-------|
| Performance management | | 3424 | 20.8% |
| Private vs. public sector perceptions | | 1177 | 7.1% |
| Promotion | | 1712 | 10.4% |
| Recruitment | | 4066 | 24.7% |
| Responsiveness | | 107 | 0.6% |
| Salaries | | 214 | 1.3% |
| Skills | | 107 | 0.6% |
| Task and Goal Clarity | | 321 | 1.9% |
| Trust | | 535 | 3.2% |
| Turnover intent | | 1284 | 7.8% |
| Work attitudes | | 1070 | 6.5% |
| Workload | | 107 | 0.6% |

INDICATOR: Indicator

Data file: **ethiopia.dta**

Overview

Valid: 16478 Invalid:
 Type: Continuous Width: 68 Range: - Format: character

QUESTION_TEXT: Question text as it appears in the questionnaire

Data file: **ethiopia.dta**

Overview

Valid: 16478 Invalid:
 Type: Continuous Width: 332 Range: - Format: character

SCALE: Scale

Data file: **ethiopia.dta**

Overview

Valid: 16478 Invalid:
 Type: Discrete Width: 4 Range: - Format: character

Questions and instructions

CATEGORIES

| Value | Category | Cases | |
|-------|----------|-------|-------|
| 0--1 | | 12305 | 74.7% |
| 1--5 | | 4173 | 25.3% |

GROUP: Group**Data file:** ethiopia.dta**Overview**

Valid: 16478 Invalid:
 Type: Discrete Width: 21 Range: - Format: character

Questions and instructions

CATEGORIES

| Value | Category | Cases | |
|-----------------------|----------|-------|-------|
| Age | | 462 | 2.8% |
| All | | 154 | 0.9% |
| Capital city location | | 308 | 1.9% |
| Contract status | | 308 | 1.9% |
| Education | | 308 | 1.9% |
| Gender | | 308 | 1.9% |
| Institution | | 12012 | 72.9% |
| Manager status | | 308 | 1.9% |
| Region | | 1848 | 11.2% |
| Tenure | | 462 | 2.8% |

CATEGORY: Category**Data file:** ethiopia.dta**Overview**

Valid: 16478 Invalid:
 Type: Continuous Width: 23 Range: - Format: character

MEAN: Mean**Data file:** ethiopia.dta**Overview**

Valid: 15951 Invalid: 527 Minimum: 0 Maximum: 1
 Type: Continuous Decimal: 0 Width: 20 Range: 0 - 1 Format: Numeric

LOWER_CI: Lower_ci**Data file:** ethiopia.dta

Overview

Valid: 15951 Invalid: 527 Minimum: -0.200111099539448 Maximum: 1
 Type: Continuous Decimal: 0 Width: 22 Range: -0.200111099539448 - 1 Format: Numeric

UPPER_CI: Upper_ci

Data file: ethiopia.dta

Overview

Valid: 15951 Invalid: 527 Minimum: 0 Maximum: 1.20011109953945
 Type: Continuous Decimal: 0 Width: 19 Range: 0 - 1.20011109953945 Format: Numeric

PERCENTILE_25: Percentile_25

Data file: ethiopia.dta

Overview

Valid: 15951 Invalid: 527 Minimum: 0 Maximum: 5
 Type: Discrete Decimal: 0 Width: 4 Range: 0 - 5 Format: Numeric

Questions and instructions

CATEGORIES

| Value | Category | Cases | |
|-------|----------|-------|-------|
| 0 | | 10094 | 61.3% |
| 0.25 | | 58 | 0.4% |
| 0.5 | | 71 | 0.4% |
| 0.75 | | 77 | 0.5% |
| 1 | | 2072 | 12.6% |
| 1.25 | | 17 | 0.1% |
| 1.5 | | 41 | 0.2% |
| 1.75 | | 74 | 0.4% |
| 2 | | 1597 | 9.7% |
| 2.25 | | 56 | 0.3% |
| 2.5 | | 90 | 0.5% |
| 2.75 | | 67 | 0.4% |
| 3 | | 743 | 4.5% |
| 3.25 | | 9 | 0.1% |
| 3.5 | | 29 | 0.2% |
| 3.75 | | 1 | 0% |
| 4 | | 781 | 4.7% |
| 4.25 | | 1 | 0% |

| | | | |
|---------|--|-----|------|
| 4.5 | | 17 | 0.1% |
| 4.75 | | 9 | 0.1% |
| 5 | | 47 | 0.3% |
| Sysmiss | | 527 | |

PERCENTILE_75: Percentile_75

Data file: ethiopia.dta

Overview

Valid: 15951 Invalid: 527 Minimum: 0 Maximum: 5
 Type: Discrete Decimal: 0 Width: 4 Range: 0 - 5 Format: Numeric

Questions and instructions

CATEGORIES

| Value | Category | Cases | |
|---------|----------|-------|-------|
| 0 | | 7107 | 43.1% |
| 0.25 | | 151 | 0.9% |
| 0.5 | | 216 | 1.3% |
| 0.75 | | 124 | 0.8% |
| 1 | | 4321 | 26.2% |
| 1.25 | | 15 | 0.1% |
| 1.5 | | 14 | 0.1% |
| 1.75 | | 6 | 0% |
| 2 | | 507 | 3.1% |
| 2.25 | | 79 | 0.5% |
| 2.5 | | 68 | 0.4% |
| 2.75 | | 34 | 0.2% |
| 3 | | 1506 | 9.1% |
| 3.25 | | 57 | 0.3% |
| 3.5 | | 51 | 0.3% |
| 3.75 | | 29 | 0.2% |
| 4 | | 757 | 4.6% |
| 4.25 | | 30 | 0.2% |
| 4.5 | | 46 | 0.3% |
| 4.75 | | 46 | 0.3% |
| 5 | | 787 | 4.8% |
| Sysmiss | | 527 | |

Download related resources

Questionnaires

2016 Ethiopian Civil Servants' Survey, Questionnaire (in English)

Title 2016 Ethiopian Civil Servants' Survey, Questionnaire (in English)
 Author(s) Elsa Araya, Stefan Dercon, Verena Fritz, Kerenssa Kay, Daniel Rogger, and Ravi Somani
 Country Ethiopia
 Language English
 Filename consolidated_questionnaire_final_english.pdf

2016 Ethiopian Civil Servants' Survey, Questionnaire (in Amharic)

Title 2016 Ethiopian Civil Servants' Survey, Questionnaire (in Amharic)
 Author(s) Elsa Araya, Stefan Dercon, Verena Fritz, Kerenssa Kay, Daniel Rogger, and Ravi Somani
 Country Ethiopia
 Language Amharic
 Filename consolidated_questionnaire_final_amharic.pdf

Reports

Moving Further on Civil Service Reforms in Ethiopia

Title Moving Further on Civil Service Reforms in Ethiopia
 subtitle Findings and Implications from a Civil Service Survey and Qualitative Analysis
 Author(s) The World Bank Group
 Country Ethiopia
 Language English
 Filename <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/981311547566282423/moving-further-on-civil-service-reforms-in-ethiopia-findings-and-implications-from-a-civil-service-survey-and-qualitative-analysis>