

Uruguay - Survey of Public Servants 2021

Serena Sara Daniela Cocciolo

Report generated on: May 27, 2022

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Identification

SURVEY ID NUMBER

URY_2021_PESBR_v01_M

TITLE

Survey of Public Servants 2021

COUNTRY

Name	Country code
Uruguay	URY

STUDY TYPE

Administrative Records, Other (ad/oth]

ABSTRACT

The National Civil Service Office (ONSC) has been working on a reform agenda for the civil service. The objectives include rebuilding the administrative career, as well as evaluating performance evaluations.

With these objectives in mind, the ONSC implemented, together with the World Bank, a survey for public officials with the following objectives:

- Understand the attitudes and motivations of public officials in Uruguay by systematically analyzing management practices in the Central Administration and public agencies.
- Analyze how the experiences and perceptions of management practices in the public administration impact on the levels of commitment and motivation of public officials.
- Understand the main differences across demographic groups within government agencies.
- Generate evidence, support and inform decision-making regarding reforms of management in the Uruguayan public administration that.

Report available at:

<https://www.gub.uy/oficina-nacional-servicio-civil/comunicacion/publicaciones/resultados-recomendaciones-encuesta-sobre-calidad-gestion-humana>

KIND OF DATA

Aggregate data [agg]

UNIT OF ANALYSIS

Public officials

Version

VERSION DESCRIPTION

Version 01: Anonymized and aggregated dataset for public distribution

Scope

NOTES

The study covered the following topics:

- Demographic data
- Recruitment
- Promotions
- Performance management
- Salaries
- Transfers
- Staff turnover
- Leadership

- Motivacion
- Compromise
- Capacitacion

Coverage

GEOGRAPHIC COVERAGE

20 public sector institutions in Uruguay

UNIVERSE

All public officials in 20 public sector institutions in Uruguay were eligible to participate in the survey.

Producers and sponsors

PRIMARY INVESTIGATORS

Name	Affiliation
Serena Sara Daniela Cocciolo	The World Bank

Sampling

SAMPLING PROCEDURE

A “census” type approach, with voluntary participation was implemented for this survey. The survey was addressed to all officials of the 20 institutions, covering a universe of approximately 40,000 employees. The “census” type approach has a greater power of inclusion since all public officials are given the opportunity to participate and express their opinion.

RESPONSE RATE

Response rate was 29%.

Data Collection

DATES OF DATA COLLECTION

Start	End
2021-05-18	2021-06-05

DATA COLLECTION MODE

Internet [int]

DATA COLLECTION NOTES

Online survey filled out by respondents using a general survey link

Questionnaires

QUESTIONNAIRES

The survey questionnaire comprises following modules: 1- Demographic data, 2- Recruitment, 3- Promotions, 4- Performance management, 5- Salaries, 6- Transfers, 7- Staff turnover, 8- Leadership, 9- Motivacion, 10- Compromise, and 11- Capacitacion.

Access policy

CONTACTS

Name	Affiliation	Email
Serena Sara Daniela Cocciolo	The World Bank	scocciolo@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_URY_2021_PESBR_v01_M_WB

PRODUCERS

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

DATE OF METADATA PRODUCTION

2022-05-20

DDI DOCUMENT VERSION

Version 01 (May 2022)

Data Description

Data file	Cases	Variables
uruguay.dta Anonymized and aggregated data	7353	11

Data file: uruguay.dta

Anonymized and aggregated data

Cases: 7353

Variables: 11

Variables

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

Total: 11

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

Valid: 7353 Invalid:
 Type: Discrete Width: 24 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
Demographic		228	3.1%
Leadership		456	6.2%
Motivation		513	7%
Performance management		1254	17.1%
Promotions		570	7.8%
Salary		627	8.5%
Teamwork		342	4.7%
Training		114	1.6%
Turnover		969	13.2%
Work during Covid-19		456	6.2%
Work effort and workload		1824	24.8%

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

Valid: 7353 Invalid:
 Type: Discrete Width: 24 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
Demographic		228	3.1%
Leadership		456	6.2%
Motivation		513	7%
Performance management		1254	17.1%
Promotions		570	7.8%
Salary		627	8.5%
Teamwork		342	4.7%

Training		114	1.6%
Turnover		969	13.2%
Work during Covid-19		456	6.2%
Work effort and workload		1824	24.8%

QUESTION_TEXT: Question text as it appears in the questionnaire

Data file: uruguay.dta

Overview

Valid: 7353 Invalid:
Type: Continuous Width: 242 Range: - Format: character

SCALE: Scale

Data file: uruguay.dta

Overview

Valid: 7353 Invalid:
Type: Discrete Width: 4 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
0--1		2964	40.3%
1--3		570	7.8%
1--5		3819	51.9%

GROUP: Group

Data file: uruguay.dta

Overview

Valid: 7353 Invalid:
Type: Discrete Width: 21 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
Age		387	5.3%
All		129	1.8%

Capital city location		258	3.5%
Contract status		258	3.5%
Education		258	3.5%
Gender		258	3.5%
Institution		2580	35.1%
Manager status		258	3.5%
Region		2580	35.1%
Tenure		387	5.3%

CATEGORY: Category

Data file: uruguay.dta

Overview

Valid: 7353 Invalid:
 Type: Discrete Width: 23 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
1		129	1.8%
10		258	3.5%
10 years or fewer		129	1.8%
11		258	3.5%
12		258	3.5%
13		258	3.5%
14		258	3.5%
15		258	3.5%
16		129	1.8%
17		129	1.8%
18		129	1.8%
19		129	1.8%
2		258	3.5%
20		129	1.8%
27		129	1.8%
3		258	3.5%
30 years or fewer		129	1.8%
36		129	1.8%
4		258	3.5%

5		258	3.5%
6		258	3.5%
60		129	1.8%
65		129	1.8%
66		129	1.8%
67		129	1.8%
7		258	3.5%
8		258	3.5%
9		258	3.5%
All		129	1.8%
Below university		129	1.8%
Between 10 and 20 years		129	1.8%
Between 30 and 50 years		129	1.8%
Capital		129	1.8%
Female		129	1.8%
Male		129	1.8%
Manager		129	1.8%
More than 20 years		129	1.8%
More than 50 years		129	1.8%
Not manager		129	1.8%
Permanent		129	1.8%
Province		129	1.8%
Temporary		129	1.8%
University		129	1.8%

MEAN: Mean

Data file: uruguay.dta

Overview

Valid: 7353 Invalid: Minimum: 0 Maximum: 1
 Type: Continuous Decimal: 0 Width: 20 Range: 0 - 1 Format: Numeric

LOWER_CI: Lower_ci

Data file: uruguay.dta

Overview

Valid: 7353 Invalid: Minimum: -0.0679313145190634 Maximum: 1
 Type: Continuous Decimal: 0 Width: 22 Range: -0.0679313145190634 - 1 Format: Numeric

UPPER_CI: Upper_ci**Data file:** uruguay.dta**Overview**

Valid: 7353 Invalid: Minimum: 0 Maximum: 1.05006249349094

Type: Continuous Decimal: 0 Width: 19 Range: 0 - 1.05006249349094 Format: Numeric

PERCENTILE_25: Percentile_25**Data file:** uruguay.dta**Overview**

Valid: 7353 Invalid: Minimum: 0 Maximum: 4

Type: Discrete Decimal: 0 Width: 4 Range: 0 - 4 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
0		2824	38.4%
0.25		2	0%
0.5		1	0%
1		464	6.3%
1.25		4	0.1%
1.5		7	0.1%
1.75		7	0.1%
2		1868	25.4%
2.25		11	0.1%
2.5		11	0.1%
2.75		22	0.3%
3		1736	23.6%
3.25		4	0.1%
3.5		8	0.1%
3.75		4	0.1%
4		380	5.2%

PERCENTILE_75: Percentile_75**Data file:** uruguay.dta**Overview**

Valid: 7353 Invalid: Minimum: 0 Maximum: 5

Type: Discrete Decimal: 0 Width: 4 Range: 0 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
0		1756	23.9%
0.25		3	0%
0.5		9	0.1%
0.75		8	0.1%
1		1188	16.2%
2		343	4.7%
2.25		4	0.1%
2.5		5	0.1%
2.75		9	0.1%
3		697	9.5%
3.25		8	0.1%
3.5		6	0.1%
3.75		8	0.1%
4		2646	36%
4.25		13	0.2%
4.5		19	0.3%
4.75		8	0.1%
5		623	8.5%

Download related resources

Questionnaires

2021 Uruguay Survey on Human Resource Management in the Public Administration, Questionnaire

Title 2021 Uruguay Survey on Human Resource Management in the Public Administration, Questionnaire
 Author(s) World Bank
 Country Uruguay
 Language English
 Filename uruguay_questionnaire.pdf

Reports

Encuesta Para Funcionarios Públicos, Calidad de la gestión humana y motivación de los funcionarios en la administración pública

Title Encuesta Para Funcionarios Públicos, Calidad de la gestión humana y motivación de los funcionarios en la administración pública
 subtitle Principales resultados y recomendaciones
 Author(s) Banco Mundial
 Date 2021-09
 Country Uruguay
 Language Spanish
 Filename <https://www.gub.uy/oficina-nacional-servicio-civil/comunicacion/publicaciones/resultados-recomendaciones-encuesta-sobre-calidad-gestion-humana>
