

Ethiopia - Survey of Public Servants 2016

Daniel Oliver Rogger

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Identification

SURVEY ID NUMBER

ETH_2016_PESBR_v01_M

TITLE

Survey of Public Servants 2016

COUNTRY/ECONOMY

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 Dictionary

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

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

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

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	
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Documentation

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>