

# Ghana - Survey of Public Servants 2018

**Daniel Oliver Rogger**

Report generated on: May 27, 2022

Visit our data catalog at: <https://microdata.worldbank.org/index.php>

## Identification

### SURVEY ID NUMBER

GHA\_2018\_PESBR\_v01\_M

### TITLE

Survey of Public Servants 2018

### COUNTRY/ECONOMY

Name	Country code
Ghana	GHA

### STUDY TYPE

Administrative Records, Other (ad/oth]

### ABSTRACT

To better understand these issues and identify ideas for reform, a joint research team composed of Civil Servants and academic research staff conducted interviews with over 2,762 senior-level officers in 45 Ministries, Departments, and Agencies in Ghana's Civil Service. In 2018, the research team went back to the same MDAs and collaborated with new organizations and departments created since 2015, interviewing 3,003 officials in 58 ministries and departments.

In order to rigorously measure the quality of management practices, the Ghana Civil Servants Survey adapted the framework of the World Management Survey, an internationally recognized tool for benchmarking management quality, to measure management in the Civil Service. The survey asked questions on six topics of strategic importance to the civil service: the setting of targets, monitoring performance, the definition of roles, flexibility in implementation, the provision of incentives, and effective staffing practice.

### 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:

- Management practices
- Job characteristics, tasks and responsibilities
- Ease of doing work
- Work history and individual characteristics
- Recruitment, promotion, and additional characteristics
- Corruption in the service
- Opportunity for open feedback on the service

## Coverage

### GEOGRAPHIC COVERAGE

45 MDAs targeted in 2015 and new organizations and departments created between 2015 and 2018 in 58 ministries and

departments.

#### UNIVERSE

45 MDAs targeted in 2015 and new organizations and departments created between 2015 and 2018 in 58 ministries and departments.

## Producers and sponsors

#### PRIMARY INVESTIGATORS

Name	Affiliation
Daniel Oliver Rogger	The World Bank

## Sampling

#### SAMPLING PROCEDURE

In 2015, a joint research team composed of Civil Servants and academic research staff conducted interviews with over 2,762 senior-level officers in 45 Ministries, Departments, and Agencies in Ghana's Civil Service. In 2018, the research team went back to the same MDAs and collaborated with new organizations and departments created since 2015, interviewing 3,003 officials in 58 ministries and departments. All senior officials were eligible to be interviewed.

#### RESPONSE RATE

Response rate was 92%.

## Data Collection

#### DATES OF DATA COLLECTION

Start	End
2018-06-19	2018-10-30

#### DATA COLLECTION MODE

Computer Assisted Personal Interview [capi]

#### DATA COLLECTION NOTES

Face-to-face individual surveys conducted by teams of civil servants delegated by OHCS

## Questionnaires

#### QUESTIONNAIRES

The survey questionnaire comprises following modules: 1- Cover page, 2- Management practices, 3- Job characteristics, tasks and responsibilities, 4- Ease of doing work, 5- Work history and individual characteristics, 6- Recruitment, promotion, and additional characteristics, 7- Corruption in the service, 8- Opportunity for open feedback on the service, and 9- Post-interview questions.

## 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\_GHA\_2018\_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 Dictionary**

<b>Data file</b>	<b>Cases</b>	<b>Variables</b>
<b>ghana.dta</b> Anonymized and aggregated data	31878	11



**Data file: ghana.dta**

Anonymized and aggregated data

Cases: 31878

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





**UPPER\_CI: Upper\_ci****Data file:** ghana.dta**Overview**

Valid: 29520    Invalid: 2358    Minimum: 0    Maximum: 1.48  
 Type: Continuous    Decimal: 0    Width: 20    Range: 0 - 1.48    Format: Numeric

**PERCENTILE\_25: Percentile\_25****Data file:** ghana.dta**Overview**

Valid: 29525    Invalid: 2353    Minimum: 0    Maximum: 10  
 Type: Continuous    Decimal: 0    Width: 6    Range: 0 - 10    Format: Numeric

**SECTION\_ORG: Section of the questionnaire where data was collected****Data file:** ghana.dta**Overview**

Valid: 31878    Invalid:  
 Type: Discrete    Width: 53    Range: -    Format: character

**Questions and instructions**

## CATEGORIES

Value	Category	Cases	
Corruption in the service		828	2.6%
Ease of doing work		1311	4.1%
Job Characteristics, Tasks, and Responsibilities		7797	24.5%
Management Practices		13869	43.5%
Recruitment, Promotion and Additional Characteristics		828	2.6%
Work History and Individual Characteristics		7245	22.7%

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

Valid: 31878    Invalid:  
 Type: Discrete    Width: 53    Range: -    Format: character

**Questions and instructions**

## CATEGORIES

Value	Category	Cases	
Corruption in the service		828	2.6%
Ease of doing work		1311	4.1%
Job Characteristics, Tasks, and Responsibilities		7797	24.5%
Management Practices		13869	43.5%
Recruitment, Promotion and Additional Characteristics		828	2.6%
Work History and Individual Characteristics		7245	22.7%

## QUESTION\_TEXT: Question text as it appears in the questionnaire

Data file: ghana.dta

### Overview

Valid: 31878 Invalid:  
 Type: Continuous Width: 626 Range: - Format: character

## SCALE: Scale

Data file: ghana.dta

### Overview

Valid: 31878 Invalid:  
 Type: Discrete Width: 7 Range: - Format: character

## Questions and instructions

### CATEGORIES

Value	Category	Cases	
0--1		19389	60.8%
0--10		1173	3.7%
1--3		759	2.4%
1--4		552	1.7%
1--5		9453	29.7%
1--6		207	0.6%
1--7		69	0.2%
average		276	0.9%

## GROUP: Group

Data file: ghana.dta

## Overview

Valid: 31878 Invalid:  
 Type: Discrete Width: 11 Range: - Format: character

## Questions and instructions

### CATEGORIES

Value	Category	Cases	
Age		1386	4.3%
All		462	1.4%
Education		924	2.9%
Gender		924	2.9%
Institution		26796	84.1%
Tenure		1386	4.3%

### CATEGORY: Category

Data file: ghana.dta

#### Overview

Valid: 31878 Invalid:  
 Type: Continuous Width: 23 Range: - Format: character

### MEAN: Mean

Data file: ghana.dta

#### Overview

Valid: 29525 Invalid: 2353 Minimum: 0 Maximum: 1  
 Type: Continuous Decimal: 0 Width: 20 Range: 0 - 1 Format: Numeric

### LOWER\_CI: Lower\_ci

Data file: ghana.dta

#### Overview

Valid: 29520 Invalid: 2358 Minimum: -0.48 Maximum: 1  
 Type: Continuous Decimal: 0 Width: 22 Range: -0.48 - 1 Format: Numeric

### PERCENTILE\_75: Percentile\_75

Data file: ghana.dta

**Overview**

Valid: 29525    Invalid: 2353    Minimum: 0    Maximum: 10  
Type: Continuous    Decimal: 0    Width: 6    Range: 0 - 10    Format: Numeric

---

# Documentation

## Questionnaires

### Endline Survey for the Ghanaian Civil Servant's Survey, Consolidated Survey Questionnaire

---

Title Endline Survey for the Ghanaian Civil Servant's Survey, Consolidated Survey Questionnaire  
Author(s) Imran Rasul, Daniel Rogger and Martin Williams  
Date 2018-06  
Country Ghana  
Language English  
Filename ghana\_civil\_servant\_survey\_questionnaire\_2018\_final.pdf

---