

Uruguay - Survey of Public Servants 2021

Serena Sara Daniela Cocciolo

Report generated on: June 6, 2022

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

Identification

SURVEY ID NUMBER

URY_2021_PESBR_v01_M

TITLE

Survey of Public Servants 2021

COUNTRY/ECONOMY

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 Dictionary

Data file	Cases	Variables
Uruguay.dta Anonymized and aggregated data	5704	10

Data file: Uruguay.dta

Anonymized and aggregated data

Cases: 5704

Variables: 10

Variables

ID	Name	Label	Question
V13	Topic	Topic	
V14	Indicator	Indicator	
V15	Question_var	Variable names	
V16	Question_text	Question text as it appears in the questionnaire	
V17	Scale	Scale	
V18	Group	Group	
V19	Category	Category	
V20	Mean	Mean	
V21	Lower_ci	Lower_ci	
V22	Upper_ci	Upper_ci	

Total: 10

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

Valid: 5704 Invalid:
 Type: Discrete Width: 24 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
Leadership		368	6.5%
Motivation		414	7.3%
Performance management		1012	17.7%
Promotions		460	8.1%
Salary		506	8.9%
Teamwork		276	4.8%
Training		92	1.6%
Turnover		782	13.7%
Work during Covid-19		368	6.5%
Work effort and workload		1426	25%

INDICATOR: Indicator**Data file: Uruguay.dta****Overview**

Valid: 5704 Invalid:
 Type: Continuous Width: 233 Range: - Format: character

QUESTION_VAR: Variable names**Data file: Uruguay.dta****Overview**

Valid: 5704 Invalid:
 Type: Continuous Width: 5 Range: - Format: character

QUESTION_TEXT: Question text as it appears in the questionnaire**Data file: Uruguay.dta****Overview**

Valid: 5704 Invalid:

Type: Continuous Width: 233 Range: - Format: character

SCALE: Scale

Data file: Uruguay.dta

Overview

Valid: 5704 Invalid:
Type: Discrete Width: 4 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
0--1		2162	37.9%
1--3		460	8.1%
1--5		3082	54%

GROUP: Group

Data file: Uruguay.dta

Overview

Valid: 5704 Invalid:
Type: Discrete Width: 14 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
All		124	2.2%
Education		248	4.3%
Gender		248	4.3%
Institution		2480	43.5%
Manager status		248	4.3%
Region		2356	41.3%

CATEGORY: Category

Data file: Uruguay.dta

Overview

Valid: 5704 Invalid:
Type: Discrete Width: 16 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
10		124	2.2%
11		124	2.2%
12		124	2.2%
13		124	2.2%
14		124	2.2%
15		124	2.2%
2		124	2.2%
27		124	2.2%
3		124	2.2%
36		124	2.2%
4		124	2.2%
5	5	124	2.2%
6		124	2.2%
60		124	2.2%
65		124	2.2%
66		124	2.2%
67		124	2.2%
7	7	124	2.2%
8		124	2.2%
9	9	124	2.2%
All		124	2.2%
Artigas		124	2.2%
Below university		124	2.2%
Canelones		124	2.2%
Cerro Largo		124	2.2%
Colonia		124	2.2%
Durazno		124	2.2%
Female		124	2.2%
Flores		124	2.2%
Florida		124	2.2%
Lavalleja		124	2.2%
Maldonado		124	2.2%
Male		124	2.2%
Manager		124	2.2%
Montevideo		124	2.2%

Not manager		124	2.2%
Paysandú		124	2.2%
Río Negro		124	2.2%
Rivera		124	2.2%
Rocha		124	2.2%
Salto		124	2.2%
San José		124	2.2%
Soriano		124	2.2%
Tacuarembó		124	2.2%
Treinta y Tres		124	2.2%
University		124	2.2%

MEAN: Mean

Data file: Uruguay.dta

Overview

Valid: 5704 Invalid: Minimum: 0 Maximum: 1
Type: Continuous Decimal: 0 Width: 5 Range: 0 - 1 Format: Numeric

LOWER_CI: Lower_ci

Data file: Uruguay.dta

Overview

Valid: 5704 Invalid: Minimum: 0 Maximum: 1
Type: Continuous Decimal: 0 Width: 5 Range: 0 - 1 Format: Numeric

UPPER_CI: Upper_ci

Data file: Uruguay.dta

Overview

Valid: 5704 Invalid: Minimum: 0 Maximum: 1
Type: Continuous Decimal: 0 Width: 5 Range: 0 - 1 Format: Numeric

Documentation

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>
