

Liberia - Survey of Public Servants 2017

Daniel Oliver Rogger

Report generated on: June 7, 2022

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Identification

SURVEY ID NUMBER

LBR_2017_PESBR_v01_M

TITLE

Survey of Public Servants 2017

COUNTRY/ECONOMY

Name	Country code
Liberia	LBR

ABSTRACT

The aim of the Liberia 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 servants survey aimed to contribute to the development of diagnostic tools to better understand the incentive environments which lead to different types of behaviour and the determinants of service delivery in the civil service. This survey was conducted with public officials working across 33 Ministries, Agencies, and Commissions in the capital.

KIND OF DATA

Aggregate data [agg]

UNIT OF ANALYSIS

Public servants

Scope

NOTES

This civil servants survey aimed to contribute to the development of diagnostic tools to better understand the incentive environments which lead to different types of behaviour and the determinants of service delivery in the civil service. This survey was conducted with public officials working across 33 Ministries, Agencies, and Commissions in the capital.

Coverage

GEOGRAPHIC COVERAGE

This survey was conducted with public officials working across 33 Ministries, Agencies, and Commissions in the capital, Monrovia.

UNIVERSE

Public officials working across 33 Ministries, Agencies, and Commissions in the capital.

Producers and sponsors

PRIMARY INVESTIGATORS

Name	Affiliation
Daniel Oliver Rogger	The World Bank

Sampling

SAMPLING PROCEDURE

Following stratification by hierarchy and institution, random sampling from staff lists was implemented to get to the final sample.

Data Collection

DATES OF DATA COLLECTION

Start	End
2017-02-01	2017-03-30

TIME PERIODS

Start date	End date
2017-02-01	2017-03-30

DATA COLLECTION MODE

Computer Assisted Personal Interview [capi]

DATA COLLECTION NOTES

Individual-level surveys conducted face-to-face using CAPI by enumerators.

Access policy

CONTACTS

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

CONFIDENTIALITY

CITATION REQUIREMENTS

Use of the dataset must be acknowledged using a citation which would include:

- the Identification of the Primary Investigator
- the title of the survey (including country, acronym and year of implementation)
- the survey reference number
- the source and date of download

Example:

World Bank 2017. Liberia Survey of Public Servants (PESBR) 2017. Ref: LBR_2017_PESBR_v01_M. Downloaded from [URI] on [Date].

Metadata production

DDI DOCUMENT ID

DDI_LBR_2017_PESBR_v01_M_WB

PRODUCERS

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

DATE OF METADATA PRODUCTION

2022-05-23

DDI DOCUMENT VERSION

Version 01

Data Dictionary

Data file	Cases	Variables
liberia.csv Anonymized and aggregated data for Liberia Survey of Public Servants 2017	14335	12

Data file: liberia.csv

Anonymized and aggregated data for Liberia Survey of Public Servants 2017

Cases: 14335

Variables: 12

Variables

ID	Name	Label	Question
V2	Section_org	Section where the data comes from	
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:** liberia.csv**Overview**

Valid: 13798 Invalid: 537 Minimum: -0.2001111 Maximum: 1
 Type: Continuous Width: 12 Range: -0.2001111 - 1 Format: Numeric

UPPER_CI: Upper_ci**Data file:** liberia.csv**Overview**

Valid: 13798 Invalid: 537 Minimum: 0 Maximum: 1.2001111
 Type: Continuous Width: 11 Range: 0 - 1.2001111 Format: Numeric

SECTION_ORG: Section where the data comes from**Data file:** liberia.csv**Overview**

Valid: 14335 Invalid:
 Type: Discrete Width: 66 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
Career progression and Hiring		2209	15.4%
Colleagues Performance		141	1%
Flexibility of Working Practices [Autonomy: Flexibility]		94	0.7%
History of Government Civil Service Work		423	3%
Impact of reforms		282	2%
Incentives and monitoring		470	3.3%
Interaction with stakeholders and other units		47	0.3%
Monetary and Non-Monetary Rewards		3055	21.3%
Monitoring the Unit's Performance		94	0.7%
Opinions on civil service		329	2.3%
Performance Incentives [Monitoring/Incentives at Individual Level]		141	1%
Performance management system		1457	10.2%
Personal Performance		235	1.6%
Recognition of Performance		282	2%
Recognition of Staff's Performance [Staffing]		94	0.7%
Relationship with Supervisor(s)		1081	7.5%

Staff Involvement & Contributions in Unit [Autonomy: Roles]		470	3.3%
Targeting		141	1%
The Environment, Social Norms and the Narrative		517	3.6%
Unit's Performance		47	0.3%
Value Markers		517	3.6%
Work environment		611	4.3%
Work Motivation		1598	11.1%

TOPIC: Topic

Data file: liberia.csv

Overview

Valid: 14335 Invalid:
 Type: Discrete Width: 66 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
Career progression and Hiring		2209	15.4%
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Value Markers		517	3.6%
Work environment		611	4.3%
Work Motivation		1598	11.1%

INDICATOR: Indicator**Data file:** liberia.csv**Overview**

Valid: 14335 Invalid:
 Type: Continuous Width: 495 Range: - Format: character

QUESTION_TEXT: Question text as it appears in the questionnaire**Data file:** liberia.csv**Overview**

Valid: 14335 Invalid:
 Type: Continuous Width: 495 Range: - Format: character

SCALE: Scale**Data file:** liberia.csv**Overview**

Valid: 14335 Invalid:
 Type: Discrete Width: 5 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
0--1		11186	78%
0--10		47	0.3%
1--10		47	0.3%
1--3		141	1%
1--4		564	3.9%
1--5		2350	16.4%

GROUP: Group**Data file:** liberia.csv

Overview

Valid: 14335 Invalid:
 Type: Discrete Width: 14 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
Age		915	6.4%
All		305	2.1%
Education		915	6.4%
Gender		610	4.3%
Institution		10065	70.2%
Manager status		610	4.3%
Tenure		915	6.4%

CATEGORY: Category

Data file: liberia.csv

Overview

Valid: 14335 Invalid:
 Type: Discrete Width: 23 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
1		305	2.1%
10		305	2.1%
10 years or fewer		305	2.1%
11		305	2.1%
12		305	2.1%
13		305	2.1%
14		305	2.1%
15		305	2.1%
16		305	2.1%
17		305	2.1%
18		305	2.1%
19		305	2.1%
2		305	2.1%

20		305	2.1%
21		305	2.1%
22		305	2.1%
23		305	2.1%
24		305	2.1%
25		305	2.1%
27		305	2.1%
28		305	2.1%
29		305	2.1%
3		305	2.1%
30		305	2.1%
30 years or fewer		305	2.1%
31		305	2.1%
32		305	2.1%
33		305	2.1%
34		305	2.1%
4		305	2.1%
5		305	2.1%
6		305	2.1%
7		305	2.1%
8		305	2.1%
9		305	2.1%
All		305	2.1%
Below university		305	2.1%
Between 10 and 20 years		305	2.1%
Between 30 and 50 years		305	2.1%
Female		305	2.1%
Male		305	2.1%
Manager		305	2.1%
More than 20 years		305	2.1%
More than 50 years		305	2.1%
No schooling		305	2.1%
Not manager		305	2.1%
University		305	2.1%

MEAN: Mean

Data file: liberia.csv

Overview

Valid: 13798 Invalid: 537 Minimum: 0 Maximum: 1
 Type: Continuous Width: 11 Range: 0 - 1 Format: Numeric

PERCENTILE_25: Percentile_25

Data file: liberia.csv

Overview

Valid: 13798 Invalid: 537 Minimum: 0 Maximum: 9.25
 Type: Discrete Width: 6 Range: 0 - 9.25 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
0		9894	69%
0.05		1	0%
0.06		2	0%
0.0675		1	0%
0.07		10	0.1%
0.09		1	0%
0.25		45	0.3%
0.5		40	0.3%
0.75		30	0.2%
1		947	6.6%
1.25		11	0.1%
1.5		17	0.1%
1.75		23	0.2%
2		826	5.8%
2.25		21	0.1%
2.5		35	0.2%
2.75		21	0.1%
3		603	4.2%
3.25		19	0.1%
3.5		42	0.3%
3.75		26	0.2%
4		1084	7.6%
4.25		15	0.1%
4.5		4	0%
4.75		4	0%

5		45	0.3%
6		13	0.1%
6.5		2	0%
6.75		1	0%
7		5	0%
7.5		2	0%
8		5	0%
9		2	0%
9.25		1	0%
Sysmiss		537	

PERCENTILE_75: Percentile_75

Data file: liberia.csv

Overview

Valid: 13798 Invalid: 537 Minimum: 0 Maximum: 10
 Type: Discrete Width: 4 Range: 0 - 10 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
0		7482	52.2%
0.09		3	0%
0.1		12	0.1%
0.25		75	0.5%
0.5		102	0.7%
0.75		75	0.5%
1		3009	21%
1.25		1	0%
1.5		1	0%
1.75		1	0%
2		224	1.6%
2.25		8	0.1%
2.5		15	0.1%
2.75		7	0%
3		405	2.8%
3.25		13	0.1%
3.5		9	0.1%

3.75		6	0%
4		1229	8.6%
4.25		37	0.3%
4.5		43	0.3%
4.75		53	0.4%
5		910	6.3%
5.25		1	0%
6		2	0%
6.25		1	0%
7		4	0%
8		27	0.2%
8.5		1	0%
8.75		1	0%
9		15	0.1%
9.25		1	0%
9.75		1	0%
10		24	0.2%
Sysmiss		537	

Documentation

Questionnaires

Liberian Civil Servants' Survey 2016

Title Liberian Civil Servants' Survey 2016
Author(s) Daniel Rogger, Emmanuel Kapee, Erika Deserranno, Jennifer Ljungqvist, Saa David Nayuma Jr., Vincent Pons
Date 2016
Country Liberia
Language English
Filename liberia_questionnaire.pdf
