# Romania - Survey of Public Servants 2019

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# Identification

SURVEY ID NUMBER
ROU_2019_PESBR_v01_M

TITLE
Survey of Public Servants 2019

COUNTRY/ECONOMY

| Name | Country code |
|------|--------------|
| Romania | ROU |

STUDY TYPE
Administrative Records, Other (ad/oth]

ABSTRACT
The Romania Public Administration Employee Survey was conducted to provide a quantitative diagnostic of the de facto experiences of workers in the public administration, and to establish baseline metrics against which the impact of reforms can be assessed. The survey was conducted in 81 central, territorial and local public institutions across the country.

Survey modules broadly followed the main HRM reform priorities of the Romanian Government, such as recruitment, promotion, performance management, compensation, as well as employees' attitudes and perceptions of these HRM practices and their general work environment. The survey design also incorporated innovative methodological approaches to reduce potential social desirability bias in responses – providing answers that would be expected by management, instead of honest views. The survey was implemented through two modalities, face-to-face interviews and an online questionnaire. The sampling frame was designed to provide a representative picture of the Romanian public administration at the central, territorial and local levels. The sample included both civil servants and contract-based staff across all the surveyed institutions. Around 14% of survey respondents were contract-based, while the rest were civil servants.

Findings can be accessed here:
https://www.worldbank.org/en/events/2021/12/01/catalyzing-public-administration-reform-through-surveys-lessons-from-romania-and-uruguay

KIND OF DATA
Aggregate data [agg]

UNIT OF ANALYSIS
Public servants

# Version

VERSION DESCRIPTION
Version 01 (May 2023)

VERSION DATE
2022-05-23

# Scope

NOTES
Public officials and contract based staff in Romania across central, local and territorial level institutions. The survey was conducted in 81 central, territorial and local public institutions across the country.

# Coverage

GEOGRAPHIC COVERAGE
The survey was conducted in 81 central, territorial and local public institutions across Romania.

UNIVERSE
The survey was conducted in 81 central, territorial and local public institutions across Romania.

# Producers and sponsors

PRIMARY INVESTIGATORS

| Name | Affiliation |
| --- | --- |
| Daniel Oliver Rogger | The World Bank |

# Sampling

SAMPLING PROCEDURE
The sampling frame was designed to provide a representative picture of the Romanian public administration at both the central and the local levels. To achieve this, 19 central-level institutions were chosen as part of the sampling frame, including 12 ministries and five randomly selected specialized agencies, the NACS and the Court of Accounts (where the World Bank is supporting another project). For data collection in local and territorial level institutions, 14 of Romania's 41 counties were selected. From each of Romania's seven development regions two counties were selected randomly. Overall, 19 central-level and 84 local and territorial level institutions formed the institutional sampling frame.

The sample of individual respondents was drawn from the census of employees (civil servants and contract-based staff) within each of the institutions. Given the uneven distribution of employees across institutions, to provide a representative picture, the sample was drawn as a proportion of each category of staff. To ensure a reasonable number of observations within each institution, minimum and maximum constraints were also imposed on the sample size within each category of staff. The final sampling frame included 6,057 staff across 102 institutions. This was evenly split between central (51%) and local-level employees (49%); and weighted towards civil servants (81%) relative to contract-based staff (19%), reflecting the population distribution of civil servants (86%) relative to contract-based staff.

# Data Collection

DATES OF DATA COLLECTION

| Start | End |
| --- | --- |
| 2019-06-01 | 2020-01-30 |

TIME PERIODS

| Start date | End date |
| --- | --- |
| 2019-06-01 | 2020-01-30 |

DATA COLLECTION MODE
Computer Assisted Personal Interview [capi]

DATA COLLECTION NOTES
In-person using CAPI and online enumeration

# Questionnaires

QUESTIONNAIRES
Questionnaires for the online and in-person surveys in Romanian and English are downloadable as related resources.

# 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 2019. Romania Survey of Public Servants (PESBR) 2019. Ref: ROU_2019_PESBR_v01_M. Downloaded from [URI] on [Date].

# Metadata production

DDI DOCUMENT ID
DDI_ROU_2019_PESBR_v01_M_WB

PRODUCERS

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

DATE OF METADATA PRODUCTION
2022-05-19

## Data Dictionary

| Data file | Cases | Variables |
|---|---|---|
| **romania.csv**<br>Anonymized and aggregated data for Romania Survey of Public Servants 2019 | 11749 | 12 |

**Data file: romania.csv**

Anonymized and aggregated data for Romania Survey of Public Servants 2019

| Cases: | 11749 |
|---|---|
| Variables: | 12 |

**Variables**

| ID | Name | Label | Question |
|---|---|---|---|
| V2 | Source | Source | |
| V3 | Section_org | Section where the data comes from | |
| V4 | Topic | Topic | |
| 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: romania.csv**

### Overview

Valid: 11646    Invalid: 103    Minimum: -0.2001111    Maximum: 1
Type: Continuous    Width: 12    Range: -0.2001111 - 1    Format: Numeric

## UPPER_CI: Upper_ci

**Data file: romania.csv**

### Overview

Valid: 11646    Invalid: 103    Minimum: 0    Maximum: 1.2001111
Type: Continuous    Width: 11    Range: 0 - 1.2001111    Format: Numeric

## SOURCE: Source

**Data file: romania.csv**

### Overview

Valid: 11749    Invalid:
Type: Discrete    Width: 135    Range: -    Format: character

### Questions and instructions

CATEGORIES

| Value | Category | Cases | |
|---|---|---|---|
| https://www.worldbank.org/en/events/2021/12/01/catalyzing-public-administration-reform-through-surveys-lessons-from-romania-and-uruguay | | 11749 | 100% |

## SECTION_ORG: Section where the data comes from

**Data file: romania.csv**

### Overview

Valid: 11749    Invalid:
Type: Discrete    Width: 29    Range: -    Format: character

### Questions and instructions

CATEGORIES

| Value | Category | Cases | |
|---|---|---|---|
| Attitude and work environment | | 1705 | 14.5% |
| HR practices | | 1302 | 11.1% |
| Performance appraisal | | 2604 | 22.2% |
| Recruitment | | 5797 | 49.3% |

| Tasks and competencies | | 341 | 2.9% |
|---|---|---|---|

## TOPIC: Topic

**Data file: romania.csv**

### Overview

Valid: 11749    Invalid:
Type: Discrete    Width: 29    Range: -    Format: character

**Questions and instructions**

CATEGORIES

| Value | Category | Cases | |
|---|---|---|---|
| Attitude and work environment | | 1705 | 14.5% |
| HR practices | | 806 | 6.9% |
| Leadership | | 496 | 4.2% |
| Performance appraisal | | 279 | 2.4% |
| Performance evaluation | | 1364 | 11.6% |
| Promotion | | 2170 | 18.5% |
| Recognition | | 713 | 6.1% |
| Recruitment | | 3627 | 30.9% |
| Salary | | 248 | 2.1% |
| Tasks and competencies | | 341 | 2.9% |

## QUESTION_TEXT: Question text as it appears in the questionnaire

**Data file: romania.csv**

### Overview

Valid: 11749    Invalid:
Type: Continuous    Width: 290    Range: -    Format: character

## SCALE: Scale

**Data file: romania.csv**

### Overview

Valid: 11749    Invalid:
Type: Discrete    Width: 4    Range: -    Format: character

**Questions and instructions**

CATEGORIES

| Value | Category | Cases | |
|---|---|---|---|
| 0--1 | | 8122 | 69.1% |
| 1--5 | | 3627 | 30.9% |

## █ GROUP: Group

**Data file: romania.csv**

**Overview**

Valid: 11749      Invalid:
Type: Discrete      Width: 21      Range: -      Format: character

**Questions and instructions**

CATEGORIES

| Value | Category | Cases | |
|---|---|---|---|
| Age | | 1137 | 9.7% |
| All | | 379 | 3.2% |
| Capital city location | | 758 | 6.5% |
| Contract status | | 758 | 6.5% |
| Education | | 758 | 6.5% |
| Gender | | 758 | 6.5% |
| Manager status | | 758 | 6.5% |
| Region | | 5306 | 45.2% |
| Tenure | | 1137 | 9.7% |

## █ CATEGORY: Category

**Data file: romania.csv**

**Overview**

Valid: 11749      Invalid:
Type: Discrete      Width: 23      Range: -      Format: character

**Questions and instructions**

CATEGORIES

| Value | Category | Cases | |
|---|---|---|---|
| 10 years or fewer | | 379 | 3.2% |
| 30 years or fewer | | 379 | 3.2% |
| All | | 379 | 3.2% |

| | | | |
|---|---|---|---|
| Below university | | 379 | 3.2% |
| Between 10 and 20 years | | 379 | 3.2% |
| Between 30 and 50 years | | 379 | 3.2% |
| Bihor | | 379 | 3.2% |
| Brasov | | 379 | 3.2% |
| Bucuresti | | 379 | 3.2% |
| Capital | | 379 | 3.2% |
| Caras-Severin | | 379 | 3.2% |
| Cluj | | 379 | 3.2% |
| Covasna | | 379 | 3.2% |
| Dolj | | 379 | 3.2% |
| Female | | 379 | 3.2% |
| Galati | | 379 | 3.2% |
| Iasi | | 379 | 3.2% |
| Male | | 379 | 3.2% |
| Manager | | 379 | 3.2% |
| Mehedinti | | 379 | 3.2% |
| More than 20 years | | 379 | 3.2% |
| More than 50 years | | 379 | 3.2% |
| Not manager | | 379 | 3.2% |
| Permanent | | 379 | 3.2% |
| Province | | 379 | 3.2% |
| Suceava | | 379 | 3.2% |
| Teleorman | | 379 | 3.2% |
| Temporary | | 379 | 3.2% |
| Timis | | 379 | 3.2% |
| University | | 379 | 3.2% |
| Vrancea | | 379 | 3.2% |

## MEAN: Mean

**Data file: romania.csv**

### Overview

Valid: 11646    Invalid: 103    Minimum: 0    Maximum: 1
Type: Continuous    Width: 11    Range: 0 - 1    Format: Numeric

## PERCENTILE_25: Percentile_25

**Data file: romania.csv**

## Overview

Valid: 11646    Invalid: 103    Minimum: 0    Maximum: 5
Type: Discrete    Width: 4    Range: 0 - 5    Format: Numeric

## Questions and instructions

CATEGORIES

| Value | Category | Cases | |
|-------|----------|-------|---|
| 0 | | 6912 | 58.8% |
| 0.25 | | 38 | 0.3% |
| 0.5 | | 20 | 0.2% |
| 0.75 | | 25 | 0.2% |
| 1 | | 2352 | 20% |
| 1.5 | | 4 | 0% |
| 1.75 | | 2 | 0% |
| 2 | | 3 | 0% |
| 2.5 | | 9 | 0.1% |
| 3 | | 393 | 3.3% |
| 3.25 | | 8 | 0.1% |
| 3.5 | | 3 | 0% |
| 3.75 | | 5 | 0% |
| 4 | | 798 | 6.8% |
| 4.25 | | 14 | 0.1% |
| 4.5 | | 5 | 0% |
| 4.75 | | 3 | 0% |
| 5 | | 1052 | 9% |
| Sysmiss | | 103 | |

## █ PERCENTILE_75: Percentile_75

**Data file: romania.csv**

## Overview

Valid: 11646    Invalid: 103    Minimum: 0    Maximum: 5
Type: Discrete    Width: 4    Range: 0 - 5    Format: Numeric

## Questions and instructions

CATEGORIES

| Value | Category | Cases | |
|-------|----------|-------|---|
| 0 | | 3563 | 30.3% |

| | | | |
|---|---|---|---|
| 0.25 | | 21 | 0.2% |
| 0.5 | | 24 | 0.2% |
| 0.75 | | 45 | 0.4% |
| 1 | | 5294 | 45.1% |
| 1.5 | | 5 | 0% |
| 2 | | 3 | 0% |
| 2.5 | | 2 | 0% |
| 3 | | 151 | 1.3% |
| 3.25 | | 2 | 0% |
| 3.75 | | 2 | 0% |
| 4 | | 252 | 2.1% |
| 4.25 | | 6 | 0.1% |
| 4.5 | | 8 | 0.1% |
| 4.75 | | 11 | 0.1% |
| 5 | | 2257 | 19.2% |
| Sysmiss | | 103 | |

# Documentation

## Questionnaires

### Public Administration Employee Survey 2019 - Civil Servant Survey (English)

| | |
|---|---|
| Title | Public Administration Employee Survey 2019 - Civil Servant Survey (English) |
| Author(s) | World Bank Bureaucracy Lab |
| Country | Romania |
| Language | English |
| Filename | romania_civil_servant_survey_f2f_en.pdf |

### Chestionar pentru Angaja?ii Din Administra?ia Publica din România, 2019

| | |
|---|---|
| Title | Chestionar pentru Angaja?ii Din Administra?ia Publica din România, 2019 |
| Author(s) | World Bank Bureaucracy Lab |
| Country | Romania |
| Language | Romanian |
| Filename | romania_civil_servant_survey_f2f_ro.pdf |

### Public Administration Employee Survey 2019 (Online Survey)

| | |
|---|---|
| Title | Public Administration Employee Survey 2019 (Online Survey) |
| Author(s) | World Bank Bureaucracy Lab |
| Country | Romania |
| Language | English |
| Filename | romania_civil_servant_survey_online_en.pdf |

### Chestionar pentru Angaja?ii Din Administra?ia Publica din România, 2019 (Sondaj Online)

| | |
|---|---|
| Title | Chestionar pentru Angaja?ii Din Administra?ia Publica din România, 2019 (Sondaj Online) |
| Author(s) | World Bank Bureaucracy Lab |
| Country | Romania |
| Language | Romanian |
| Filename | romania_civil_servant_survey_online_ro.pdf |