

# **“Merit, Tenure, and Bureaucratic Behavior: Evidence from a Conjoint Experiment in the Dominican Republic”**

*Forthcoming in Comparative Political Studies*

## **Online Appendix**

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## Appendix A: Data Description

**Table A.1: Survey Representativeness, Gender and Age**

	All public employees	Email Survey Frame	Survey Respondents					
			All respondents	At least one conjoint				
<b>Sex</b>								
Female	163585	64%	1572	65%	487	67%	360	65%
Male	93276	36%	837	35%	234	32%	195	35%
Missing				5			3	
<b>Age</b>								
Less than 20	247	0%	0	0%	2	0%	1	0%
20-29	21135	8%	180	7%	40	6%	33	6%
30-39	60167	23%	698	29%	188	26%	146	26%
40-49	71150	28%	809	34%	237	33%	186	33%
50-59	65416	25%	582	24%	192	26%	142	25%
60 and more	38746	15%	137	6%	59	8%	47	8%
Missing			3		8		3	
<b>TOTAL</b>	<b>256861</b>		<b>2409</b>		<b>726</b>		<b>558</b>	

Source for “All Employees”: Ministry of Public Administration (MAP), Dominican Republic (2015)

**Table A.2: Public Employee Characteristics**

	<b>TOTAL</b>	<b>Survey Respondents</b>		<b>All public employees</b>	
		<b>N</b>	<b>%</b>	<b>%</b>	<b>%</b>
<b>Education</b>		558			
High School or less	15	3%	58%		
College Degree	339	61%	29%		
Postgraduate Studies	199	36%	13%		
Missing	5	1%			
<b>Rank in Hierarchy</b>					
General Services	2	0%	8%		
Administrative Support	85	15%	9%		
Technicians	45	8%	9%		
Professionals	287	51%	37%		
Direction and Supervision	66	12%	4%		
Missing	73	13%	33%		
<b>Year of Appointment</b>					
Before 1996	62	11%			
1996-2000	48	9%			
2000-2004	126	23%			
2004-2012	299	54%			
Since 2012	23	4%			
Average # of years in public sector	12.8 years		9.9 years		
<b>Joined Administrative Career</b>					
Before 1996	1	0%			
1996-2000	41	7%			
2000-2004	117	21%			
2004-2012	348	62%			
Since 2012	51	9%			

Sources for “All employees”:

- MAP. (2015). Portal de Estadísticas e Indicadores (<http://map.gob.do:8282/estadisticas/>)
- LAPOP. (2014). Dominican Republic Latin American Public Opinion Project Dataset ([http://datasets.americasbarometer.org/datasets/523612957LAPOPRep14-v15.2.2.0-Spa-140201\\_W.pdf](http://datasets.americasbarometer.org/datasets/523612957LAPOPRep14-v15.2.2.0-Spa-140201_W.pdf))
- Banco Central de la República Dominicana. (2014). Encuesta Nacional de Fuerza de Trabajo (<http://www.ilo.org/surveydata/index.php/catalog/1071/download/7220>)

**Table A.3: Institutions in the Sample**

General Audit Office	274	49%
Ministry of Public Administration	76	14%
National Office of Statistics	32	6%
Ministry of Culture	31	6%
Ministry of the Environment	28	5%
Ministry of Finance	21	4%
Ministry of Economy	16	3%
General Directorate for Pensions	15	3%
Social Welfare Office	14	3%
Ministry of Industry and Commerce	9	2%
Office of Politics and Legislation	8	1%
Ministry of Women	7	1%
Other	27	5%
<b>TOTAL</b>	<b>558</b>	

Note: Although our sample over-represents the General Audit Office, our findings about merit and tenure are not sensitive to the exclusion of this institution.

## Appendix B: Regression Results

**Table B.1: Regression Estimates for Figure 2 (Corruption)**

<b>Attributes</b>		<b>Coefficients</b>	<b>SE</b>
Year of Appointment			
2005 (Fernandez Presidency)	0.078***	0.018	
2013 (Medina Presidency)	0.119***	0.018	
Recruitment			
Examination	0.104***	0.017	
Administrative Career			
Incorporated	0.158***	0.019	
In process of incorporation	0.050*	0.024	
Education			
College Degree	0.154***	0.024	
Position			
Technical-Professional	0.059**	0.019	
Sex			
Female	0.078***	0.015	
Observations	4844		
Respondents	547		

Note: Table reports coefficients (column 3) and standard errors (column 4) clustered by respondent from regression models from Figure 2.

**Table B.2: Regression Estimates for Figure 3 (Political Services)**

<b>Attributes</b>		<b>Coefficients</b>	<b>SE</b>
Year of Appointment			
	2005 (Fernandez Presidency)	0.064***	0.019
	2013 (Medina Presidency)	0.129***	0.019
Recruitment			
	Examination	-0.117***	0.016
Administrative Career			
	Incorporated	-0.081***	0.020
	In process of Incorporation	-0.035	0.024
Education			
	College Degree	-0.053*	0.025
Position			
	Technical-Professional	-0.032	0.020
Sex			
	Female	-0.040**	0.014
Observations	4874		
Respondents	549		

Note: Table reports coefficients (column 3) and standard errors (column 4) clustered by respondent from regression models from Figure 3.

**Table B.3: Regression Estimates for Figure 4 (Work Motivation)**

<b>Attributes</b>		<b>Coefficients</b>	<b>SE</b>
Year of Appointment			
	2005 (Fernandez Presidency)	0.078***	0.018
	2013 (Medina Presidency)	0.102***	0.019
Recruitment			
	Public examination	0.075	0.016
Administrative Career			
	Incorporated	0.059**	0.020
	In process of incorporation	0.073**	0.024
Education			
	College Degree	0.057*	0.024
Position			
	Technical- Professional	0.051*	0.020
Sex			
	Female	0.012	0.015
Observations	4896		
Respondents	552		

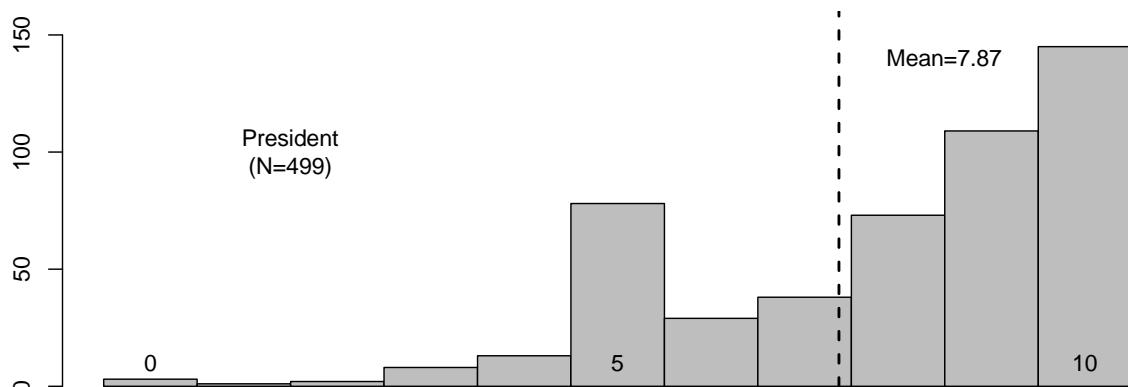
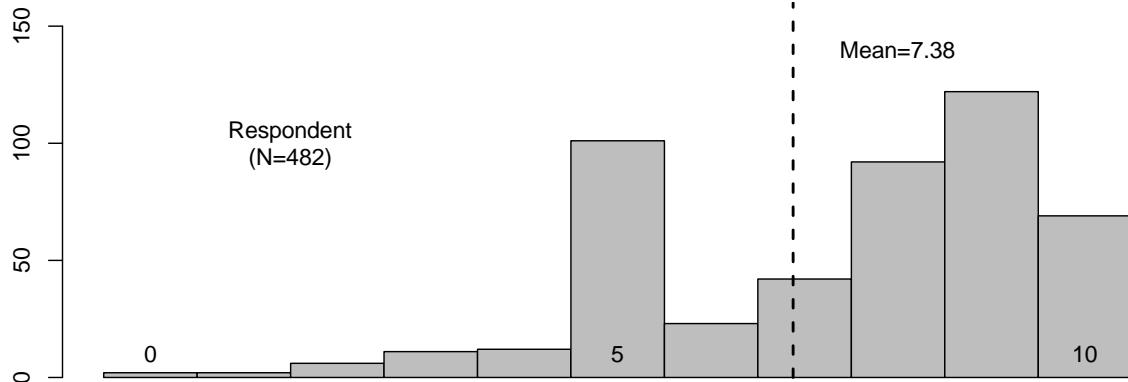
Note: Table reports coefficients (column 3) and standard errors (column 4) clustered by respondent from regression models from Figure 4.

## Appendix C: Robustness Checks

**Figure 1: Ideological Proximity to incumbent President Medina**

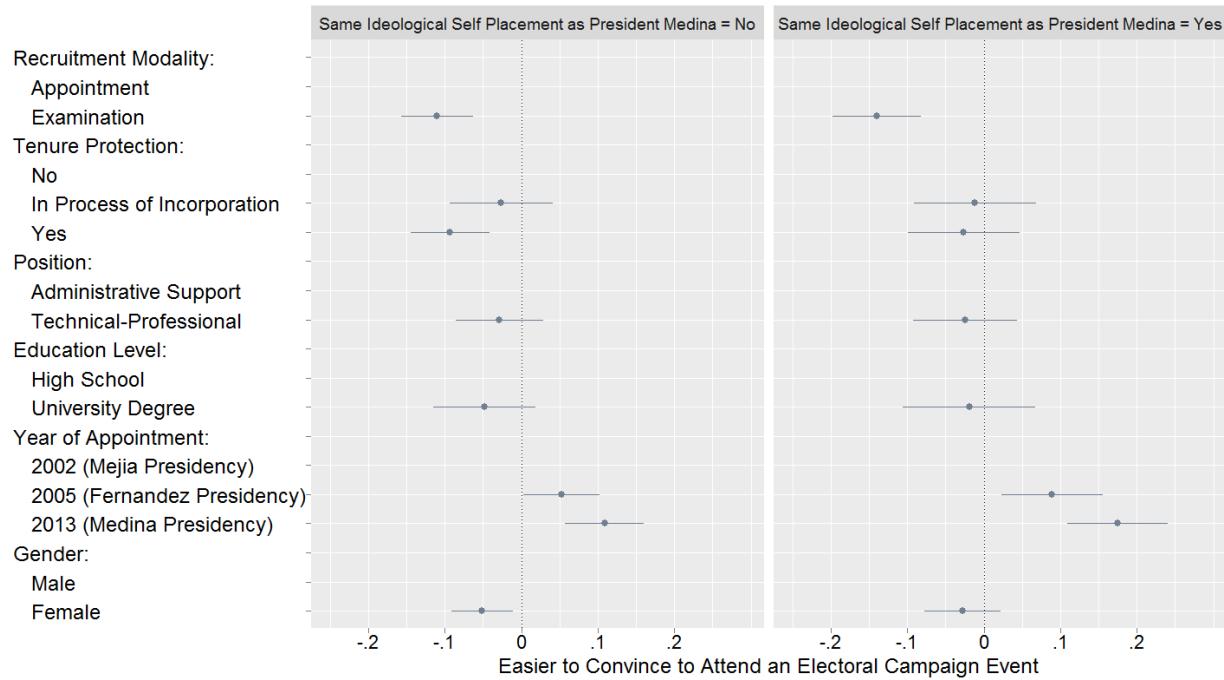
On the following, scale from 0 to 10, where 0 is left and 10 is right

- I. Where would you place yourself ideologically?
- II. Where would you place President Medina ideologically?

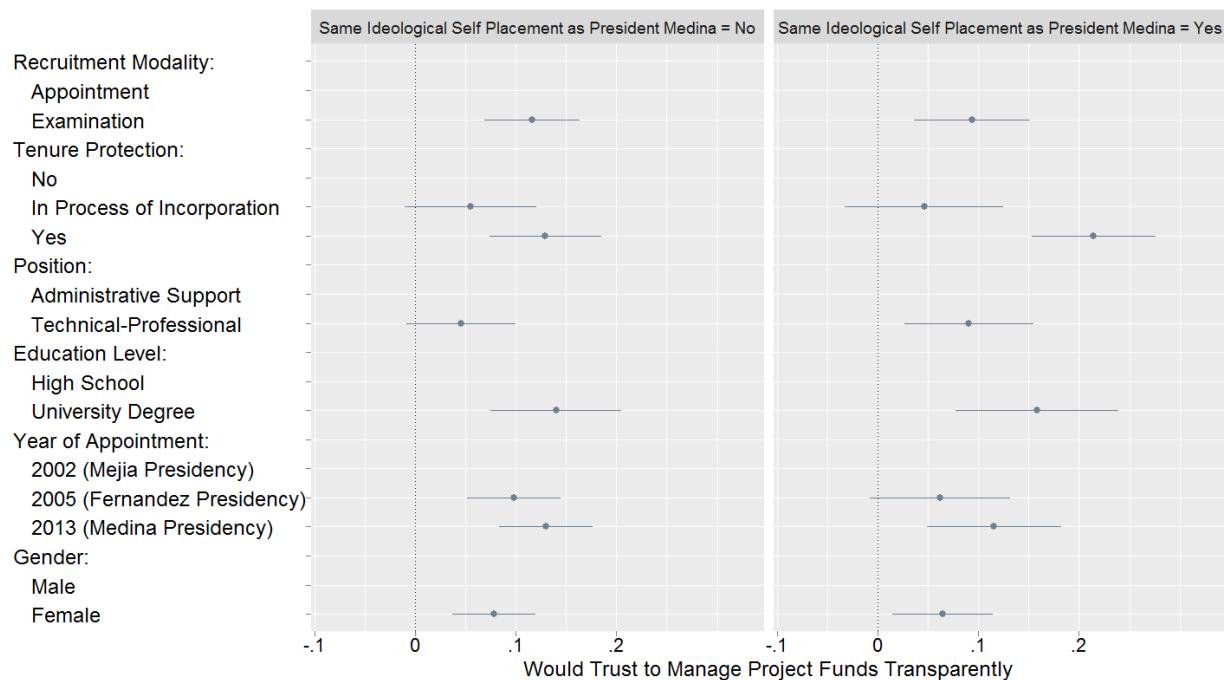


Note: Figure includes respondents who answered at least one conjoint experiment.

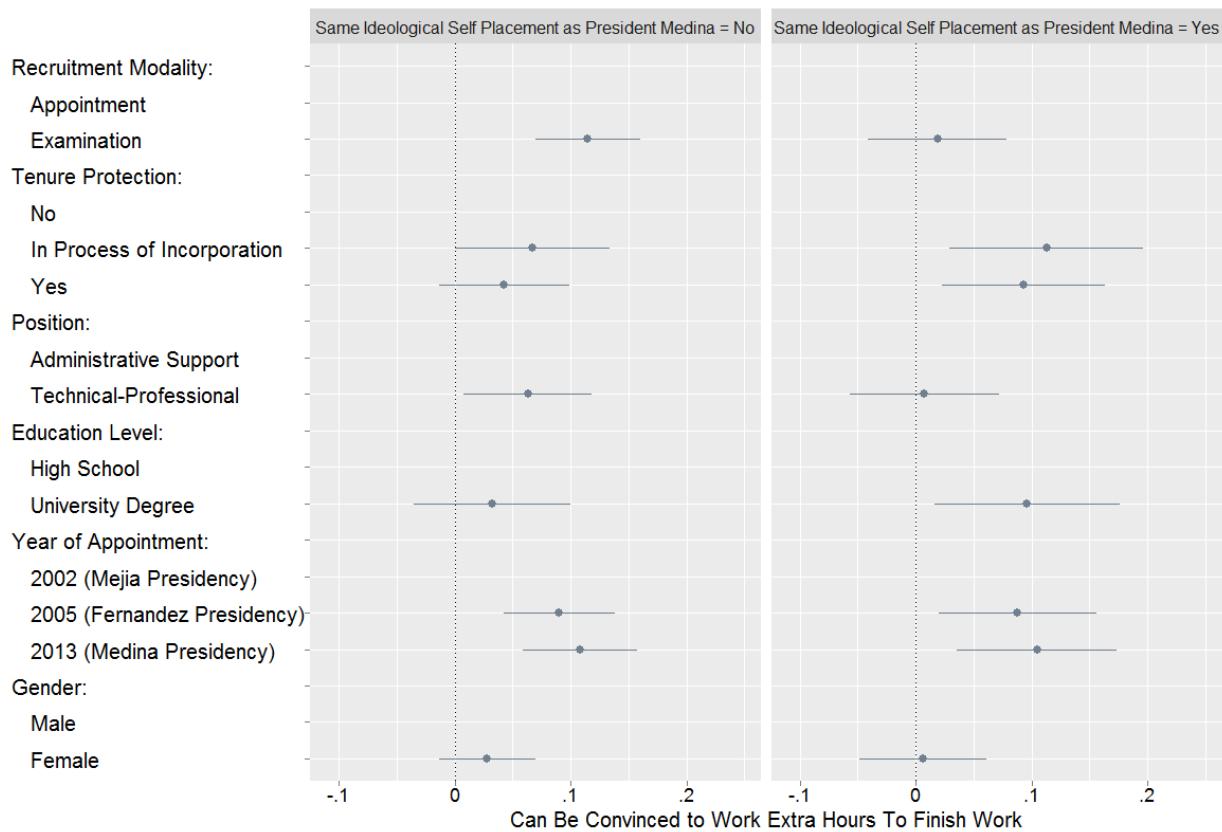
**Figure 2.a: Political Services, by Ideological Alignment of Respondent**



**Figure 2.b: Corruption, by Ideological Alignment of Respondent**



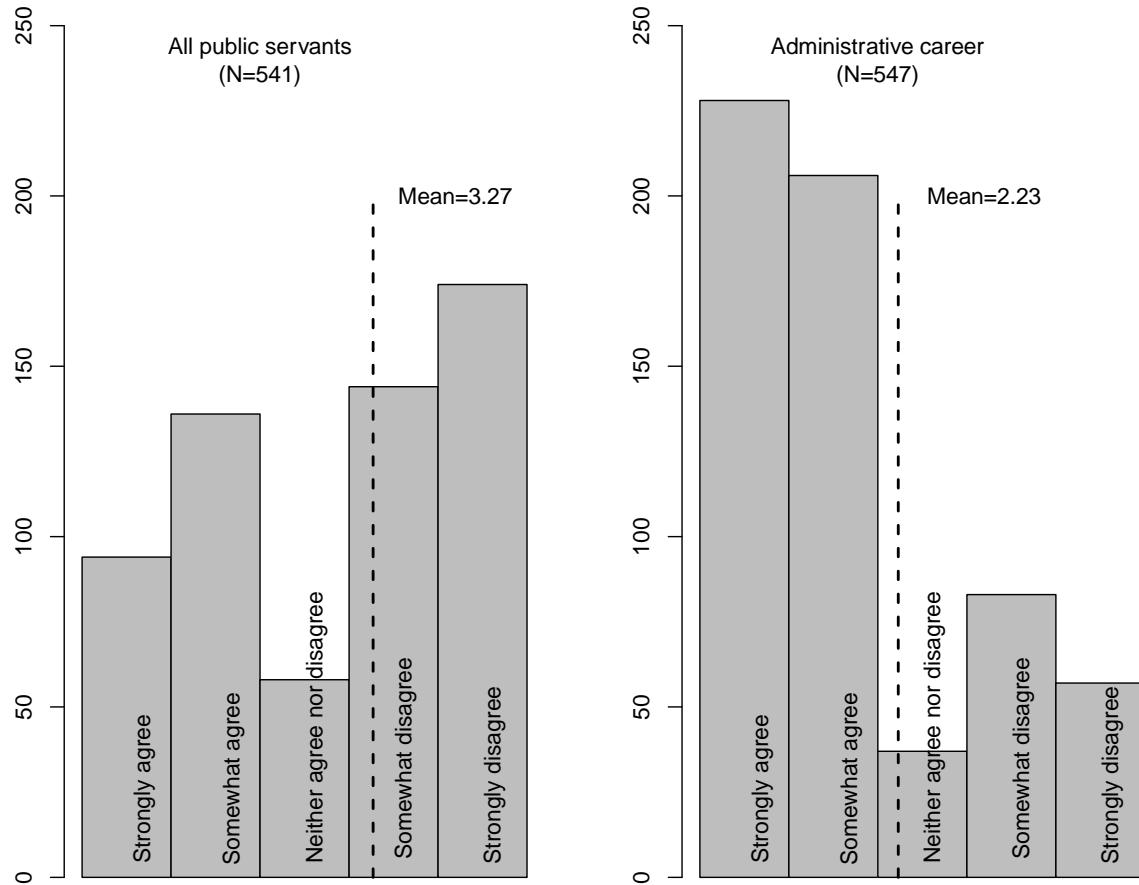
**Figure 2.c: Work Motivation, by Ideological Alignment of Respondent**



**Figure 3: Perception of Job Stability Associated with Administrative Career**

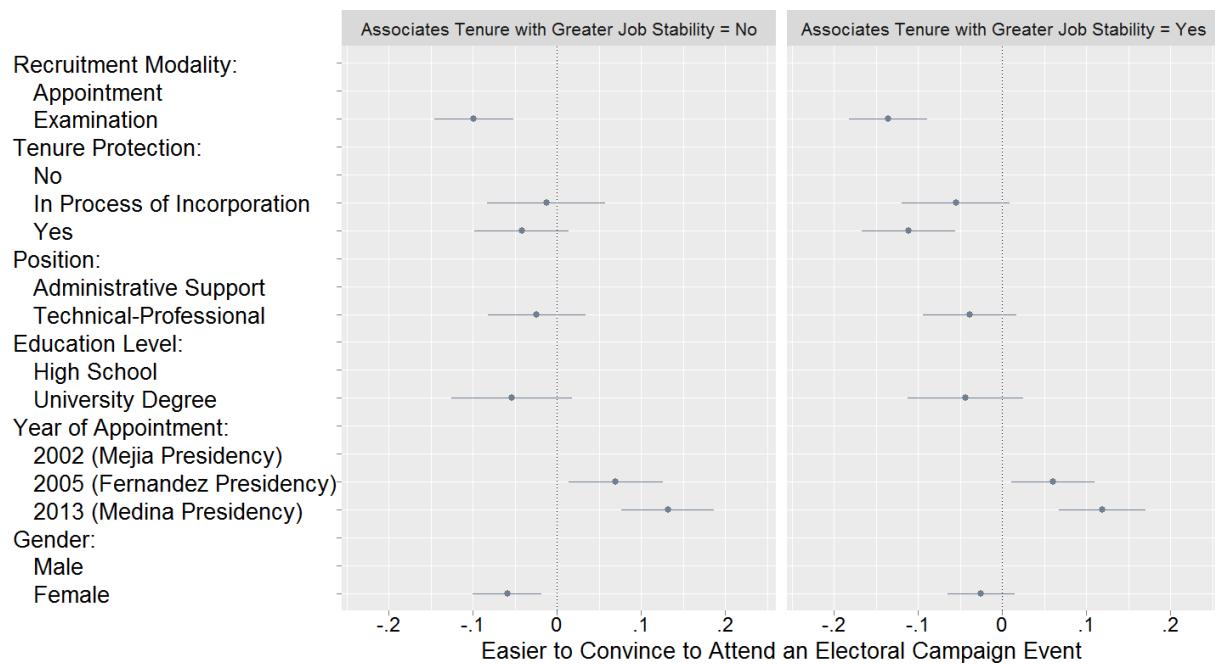
For each of the following statements, please indicate if you: strongly agree (1), somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree (5):

- I. All public servants are protected from arbitrary dismissals
- II. Administrative career servants are protected from arbitrary dismissals

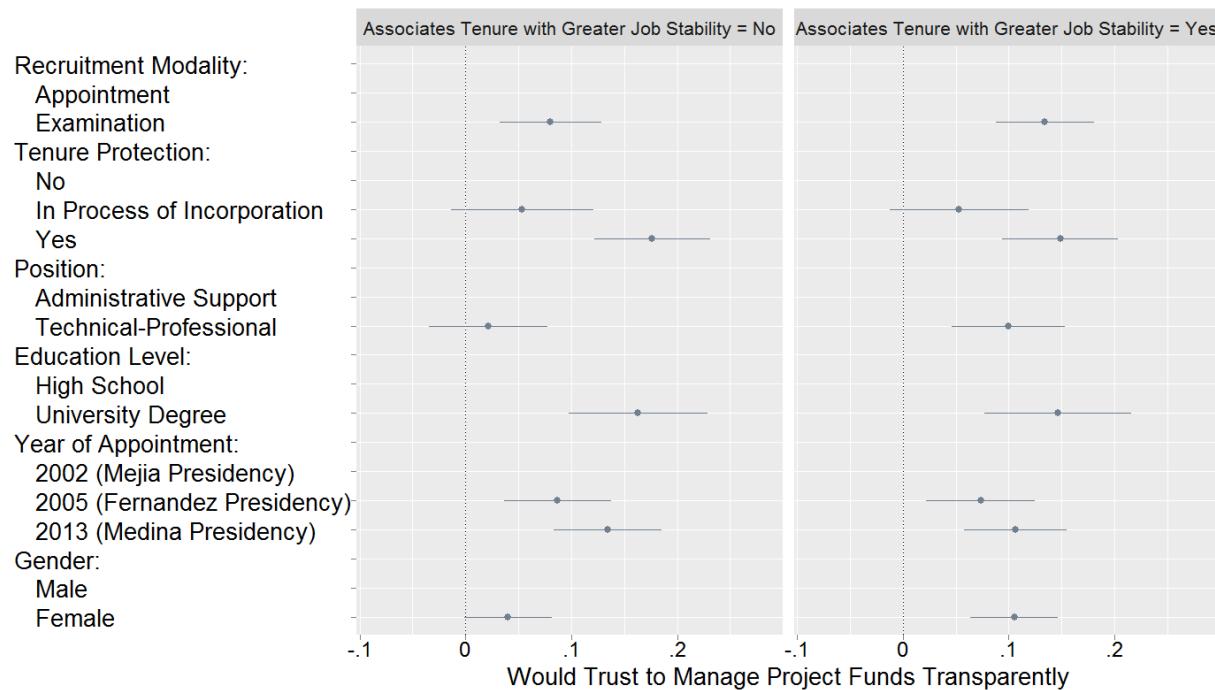


Note: Figure includes respondents who answered at least one conjoint experiment.

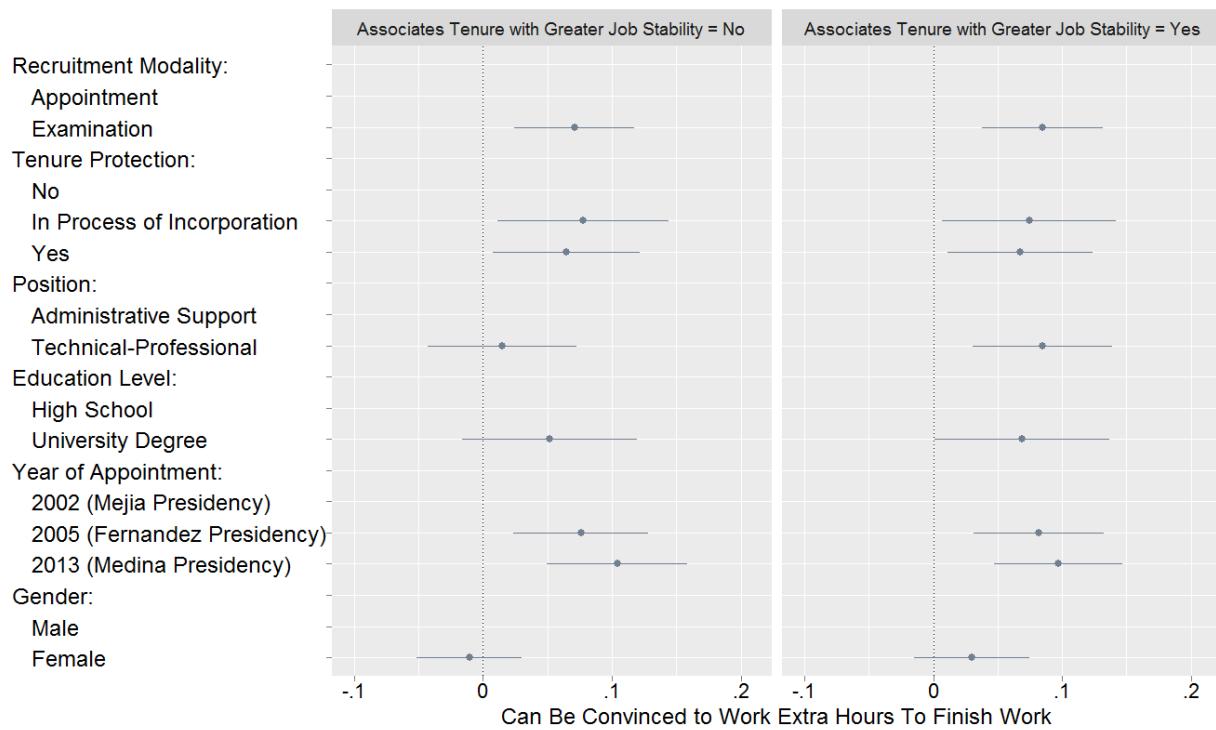
**Figure 3.a: Political Services, by Perception of Job Stability of Career Servants**



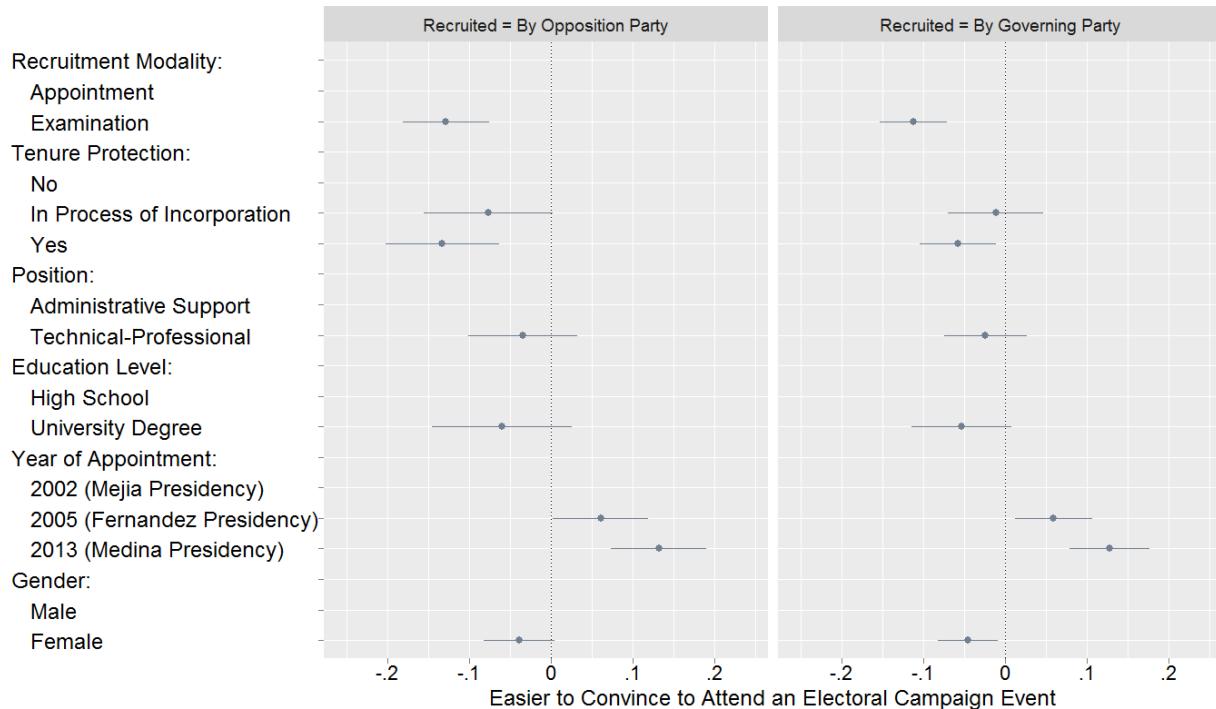
**Figure 3.b: Corruption, by Perception of Job Stability of Career Servants**



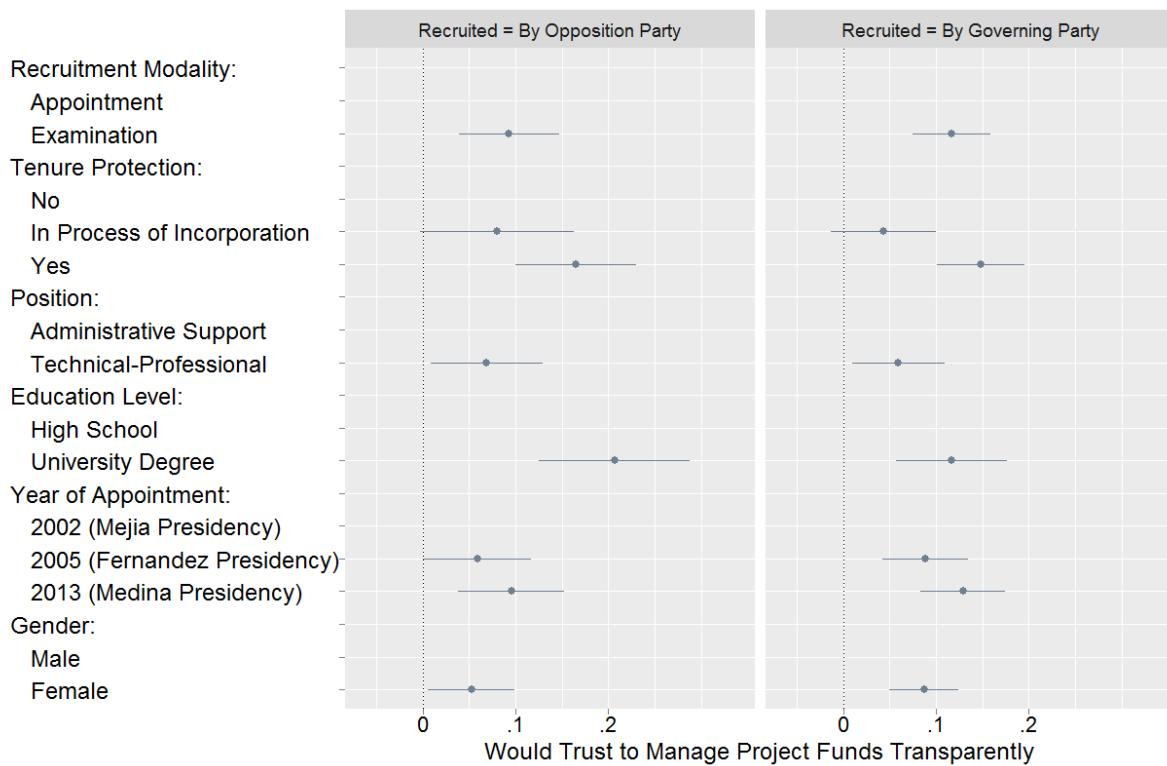
**Figure 3.c: Work Motivation, by Perception of Job Stability of Career Servants**



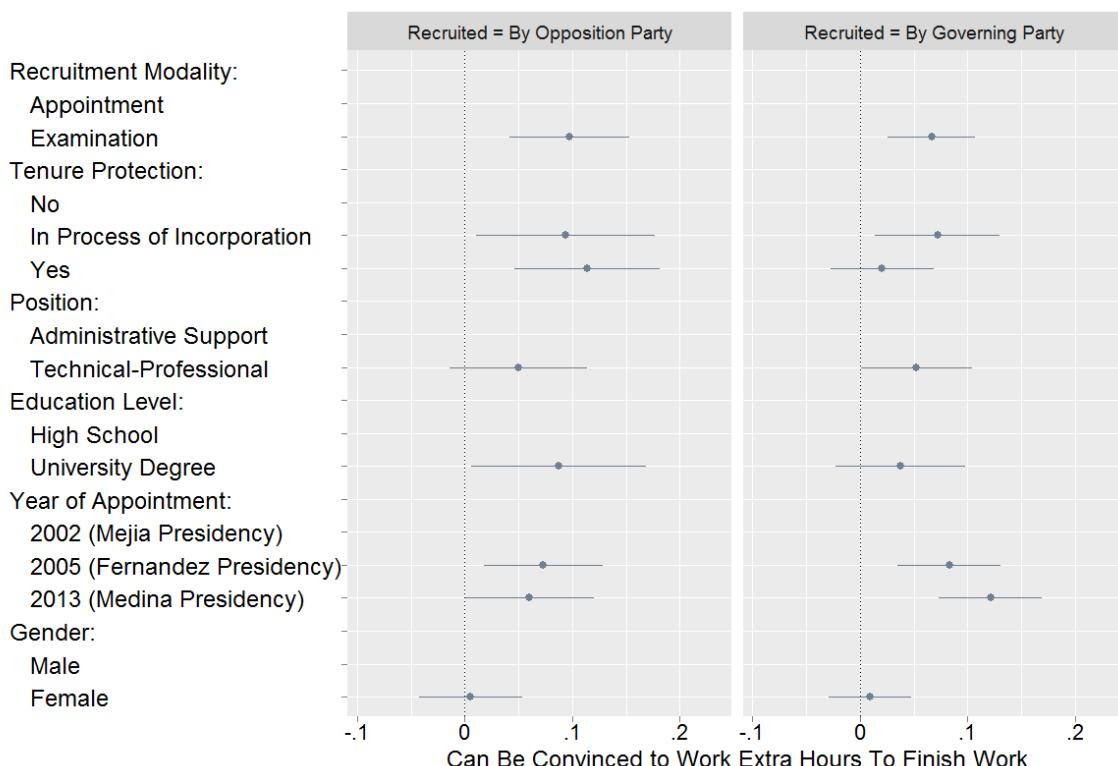
**Figure 4.a: Political Services,  
Respondents Recruited by Governing vs. Opposition Party Presidents**



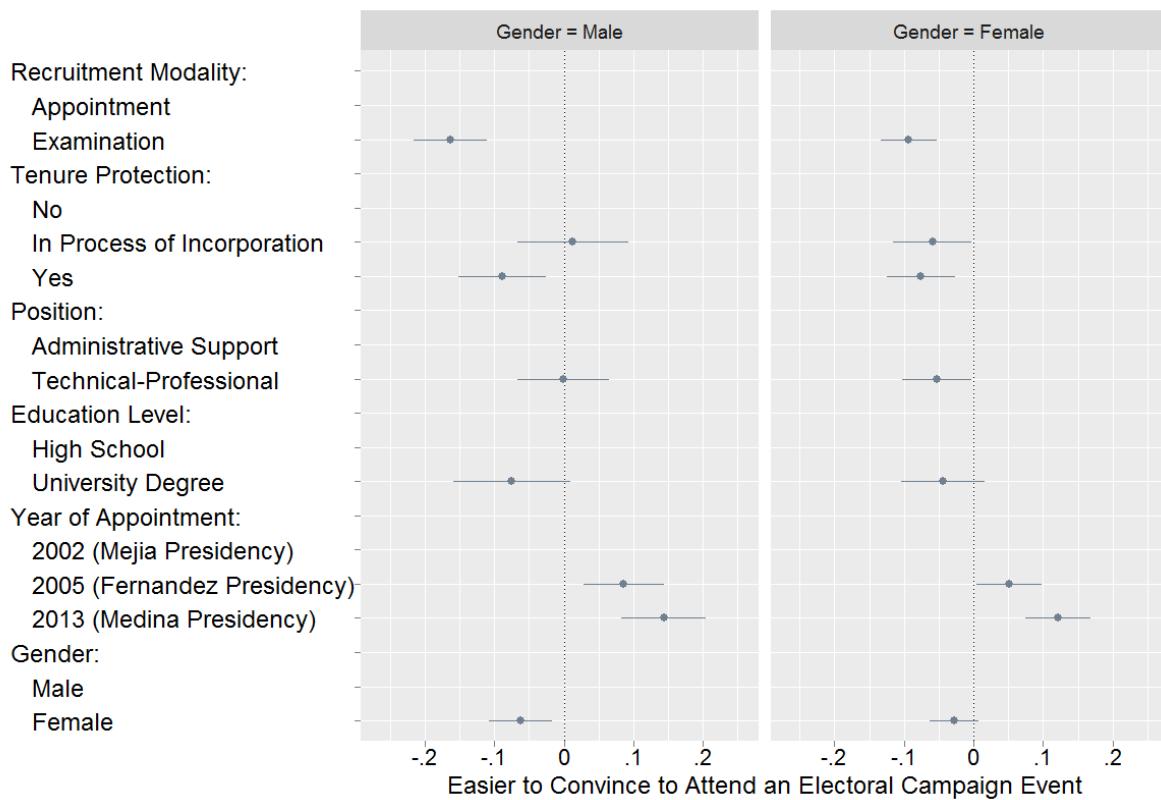
**Figure 4.b: Corruption, Respondents Recruited by Governing vs. Opposition Party Presidents**



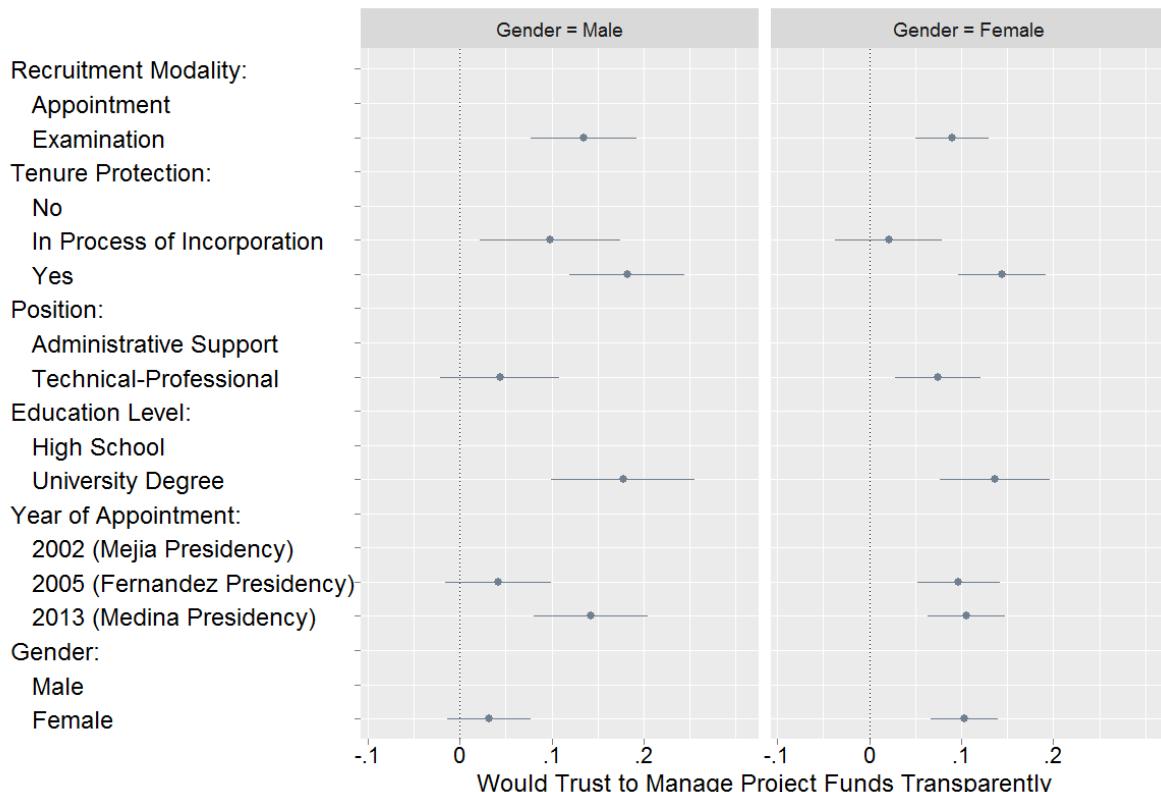
**Figure 4.c: Work Motivation, Respondents Recruited by Governing vs. Opposition Party Presidents**



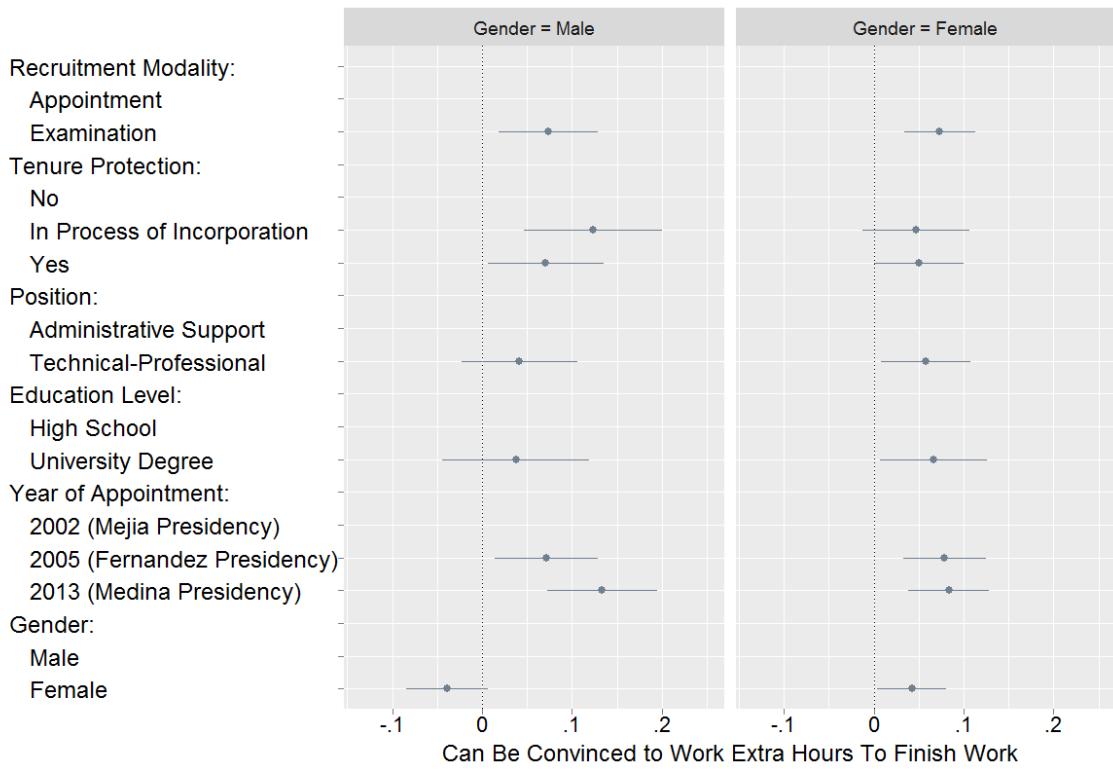
**Figure 5.a: Political Services, by Gender**



**Figure 5.b: Corruption, by Gender**

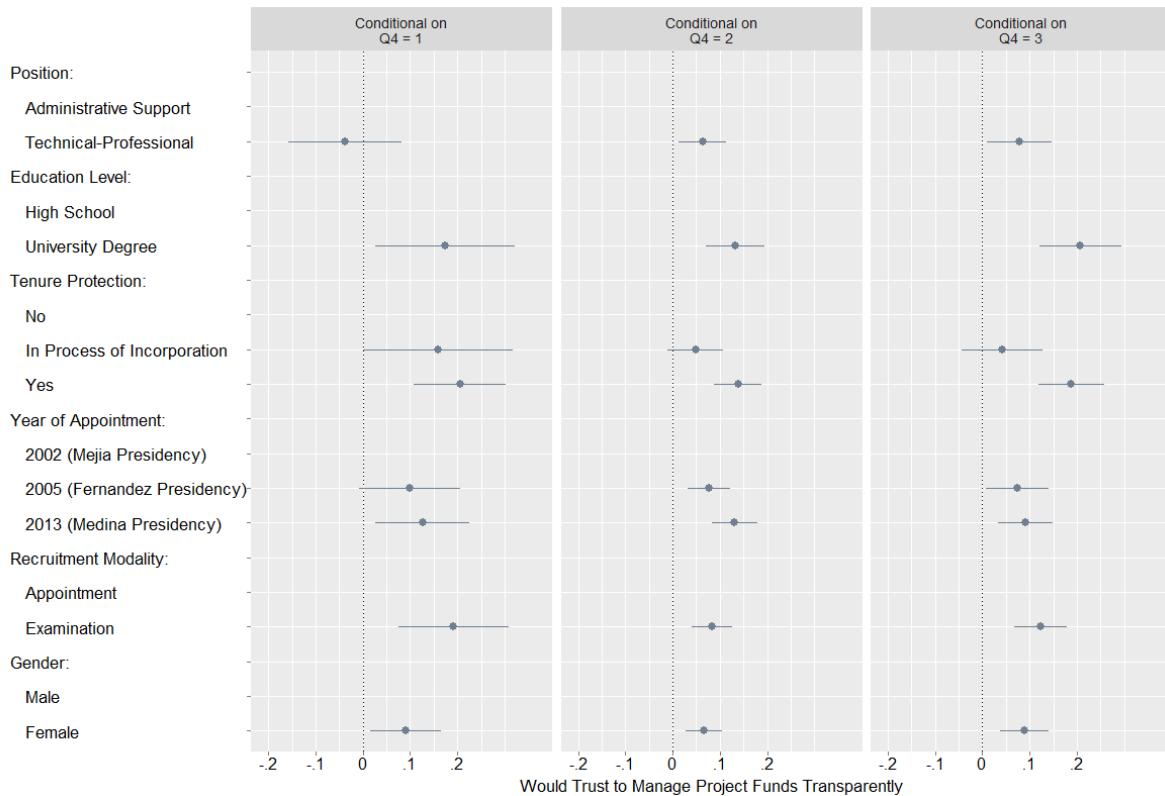


**Figure 5.c: Work Motivation, by Gender**

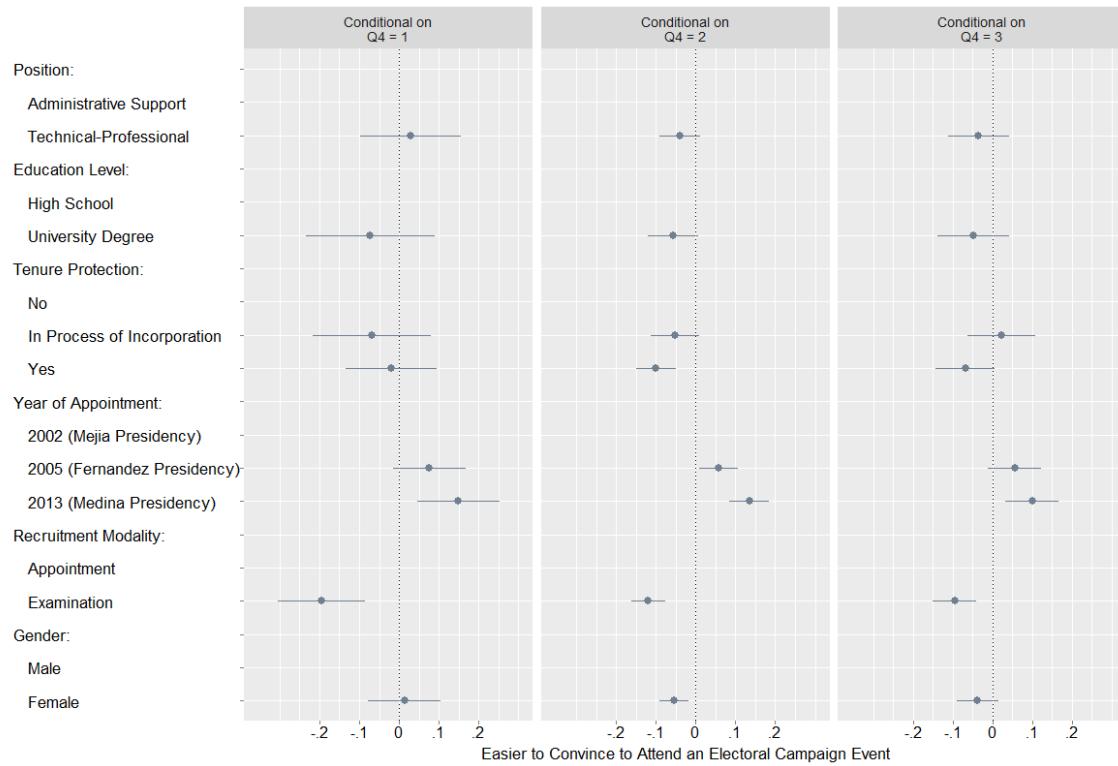


**Figure 6.a: Corruption, by Rank in Hierarchy**

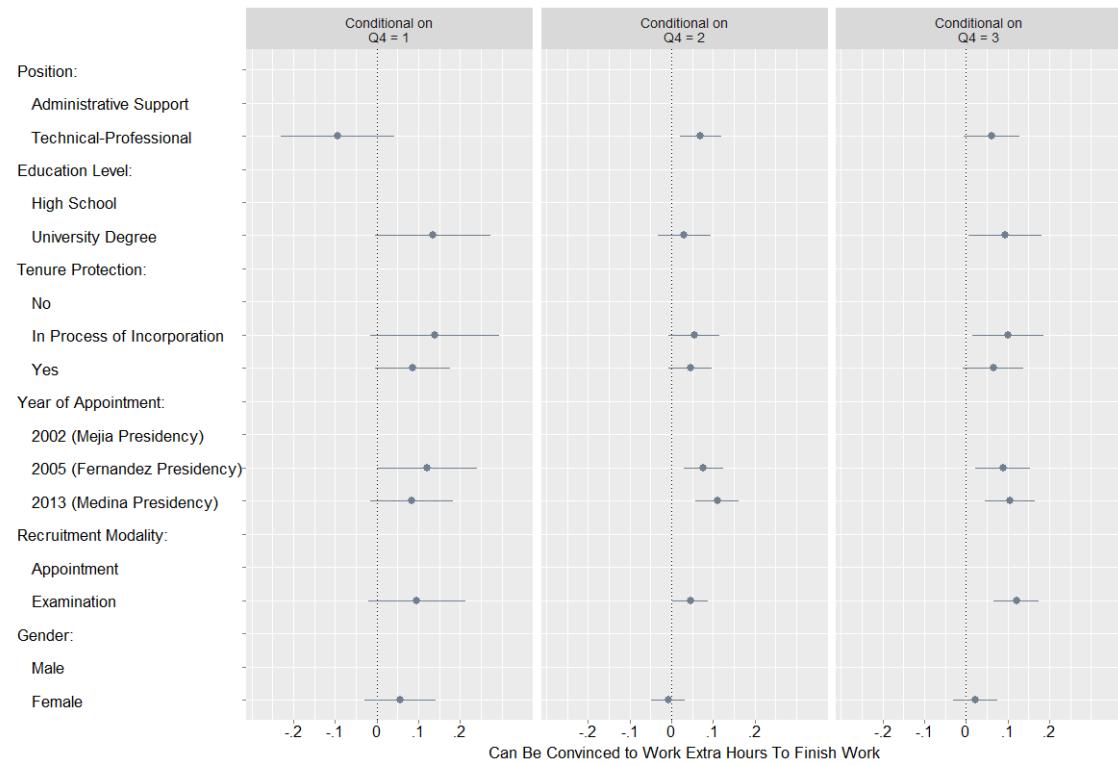
(Q4=1: administrative assistant; Q4=2: technical-professional; Q4=3: managerial)



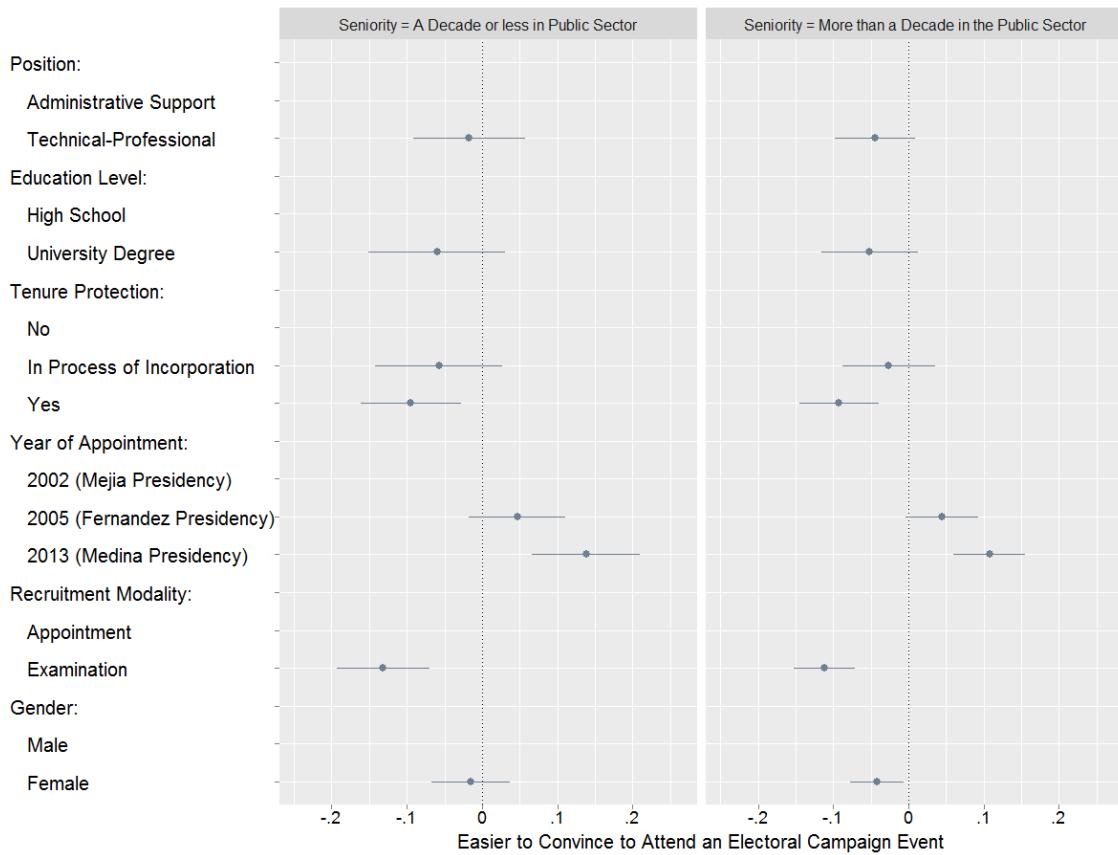
**Figure 6.b: Political Services, by Rank in Hierarchy**  
 (Q4=1: administrative assistant; Q4=2: technical-professional; Q4=3: managerial)



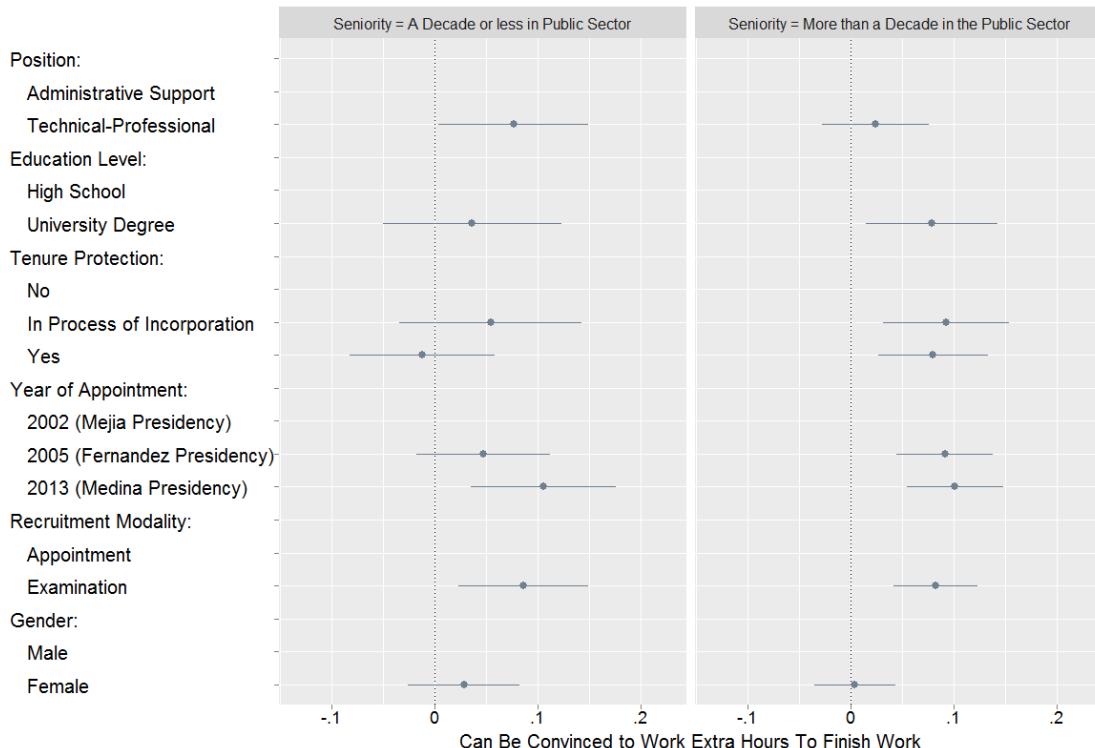
**Figure 6.c: Work Motivation, by Rank in Hierarchy**  
 (Q4=1: administrative assistant; Q4=2: technical-professional; Q4=3: managerial)



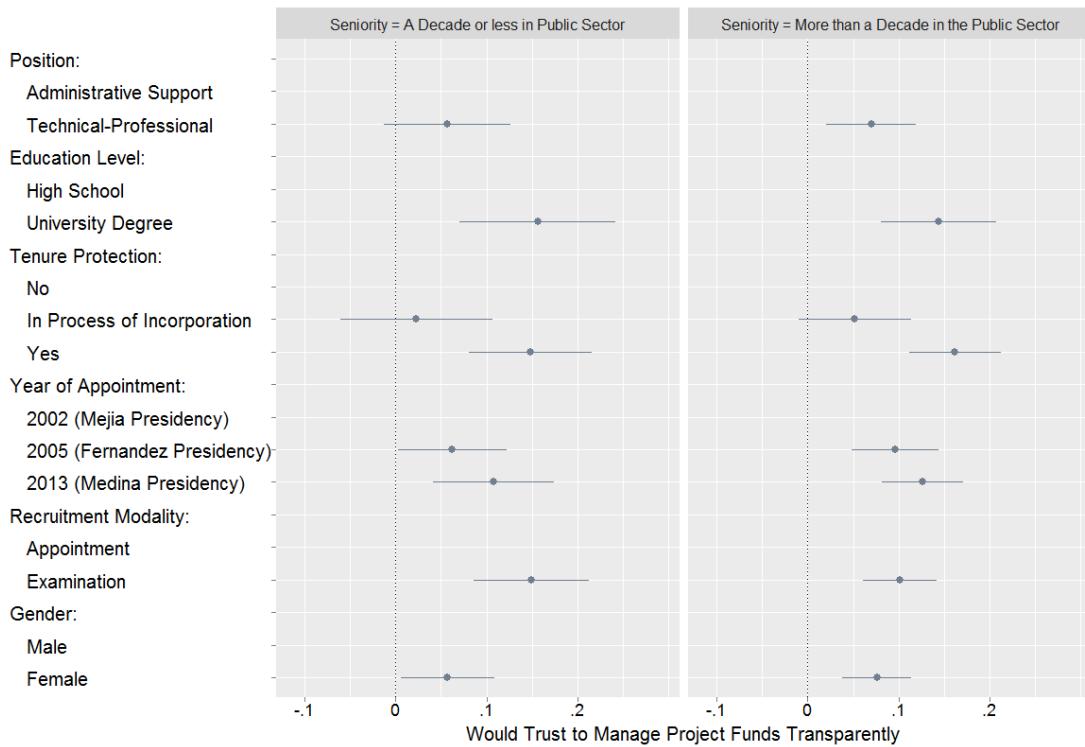
**Figure 7.a: Political Services, by Seniority**



**Figure 7.b: Work Motivation, by Seniority**

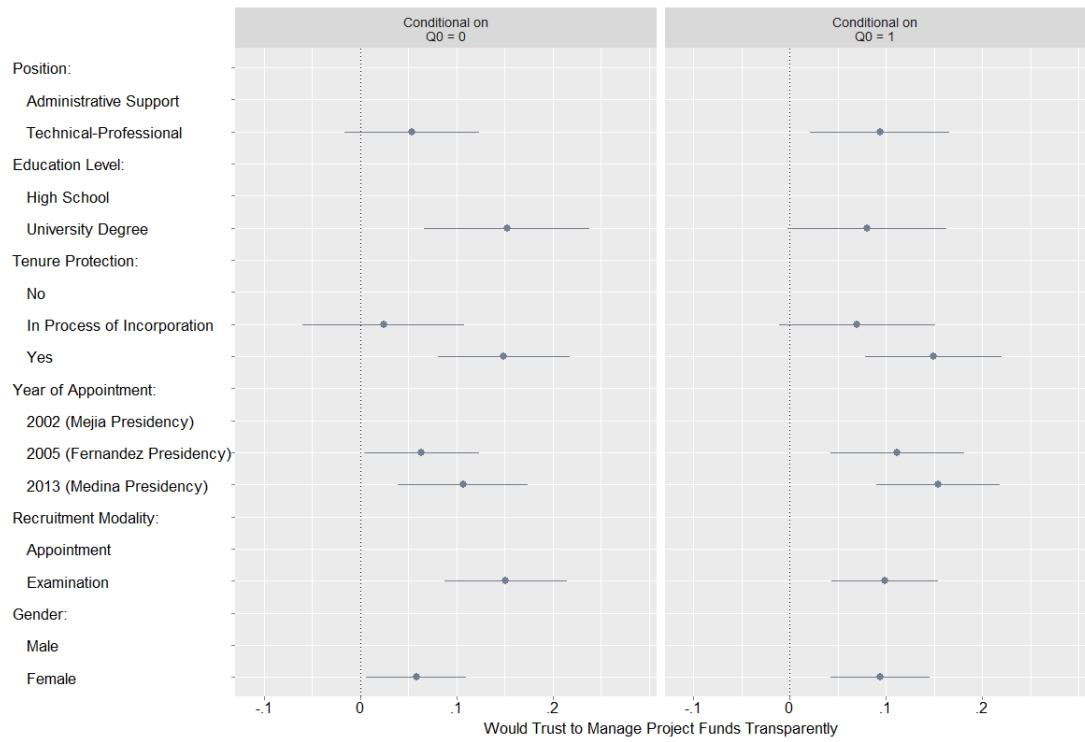


**Figure 7.c: Corruption, by Seniority**

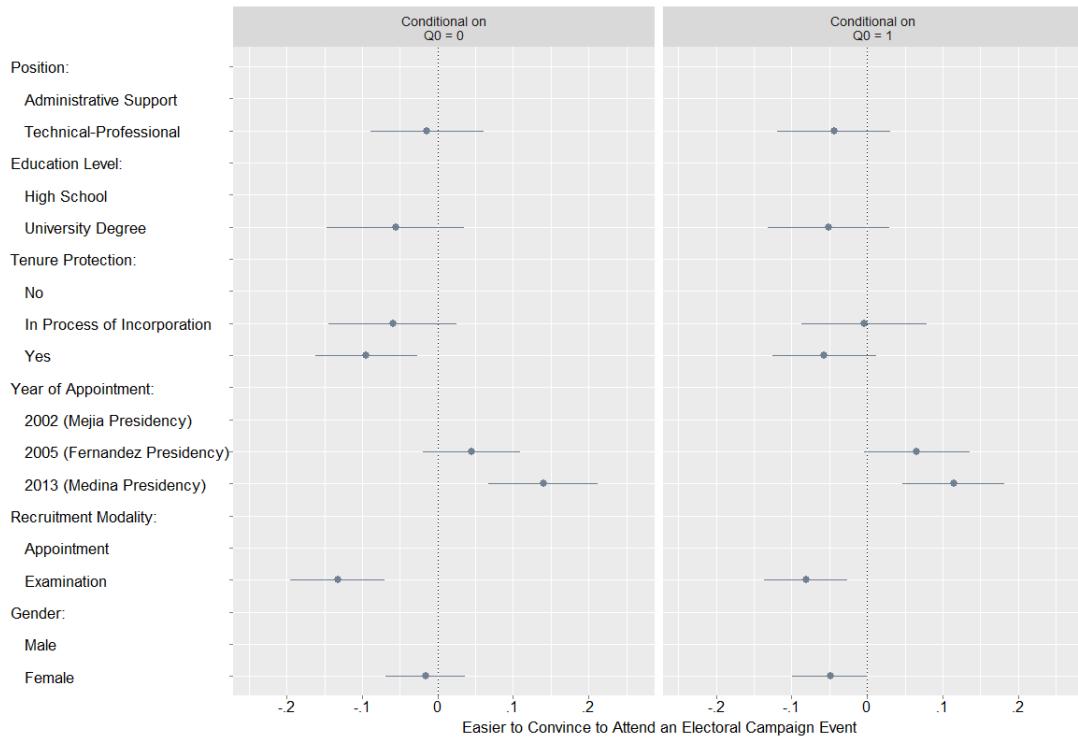


**Figure 8.a: Corruption, by Seniority (only PLD recruits)**

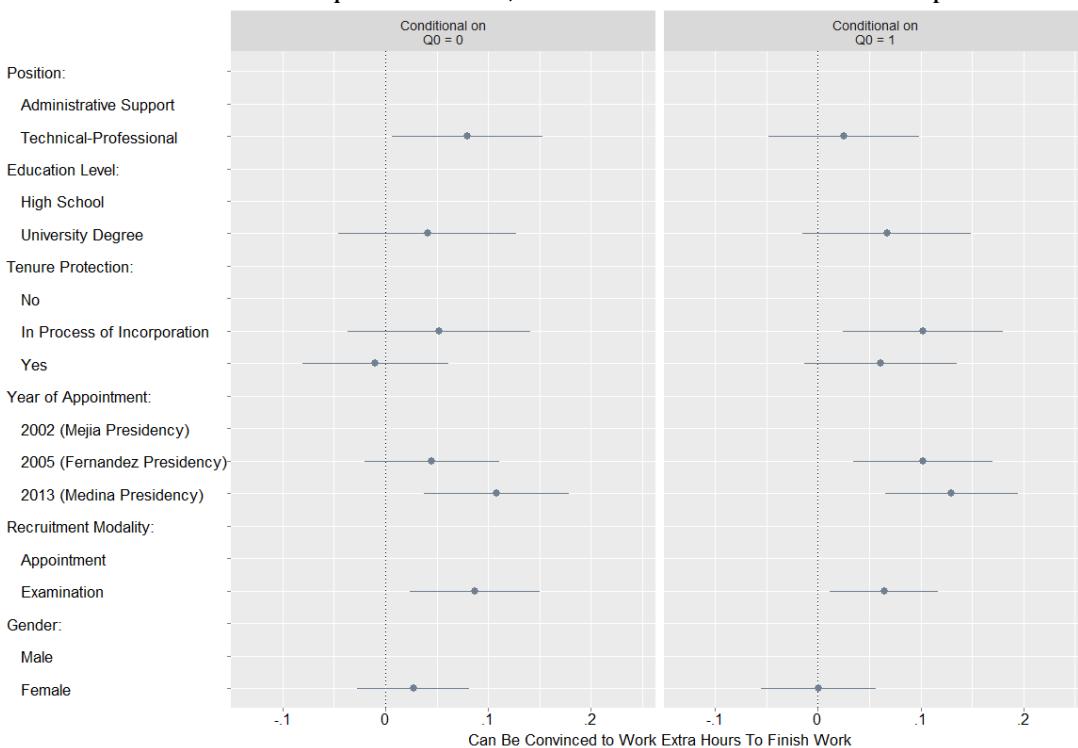
(0 = a decade or less in the public sector, 1 = more than a decade in the public sector)



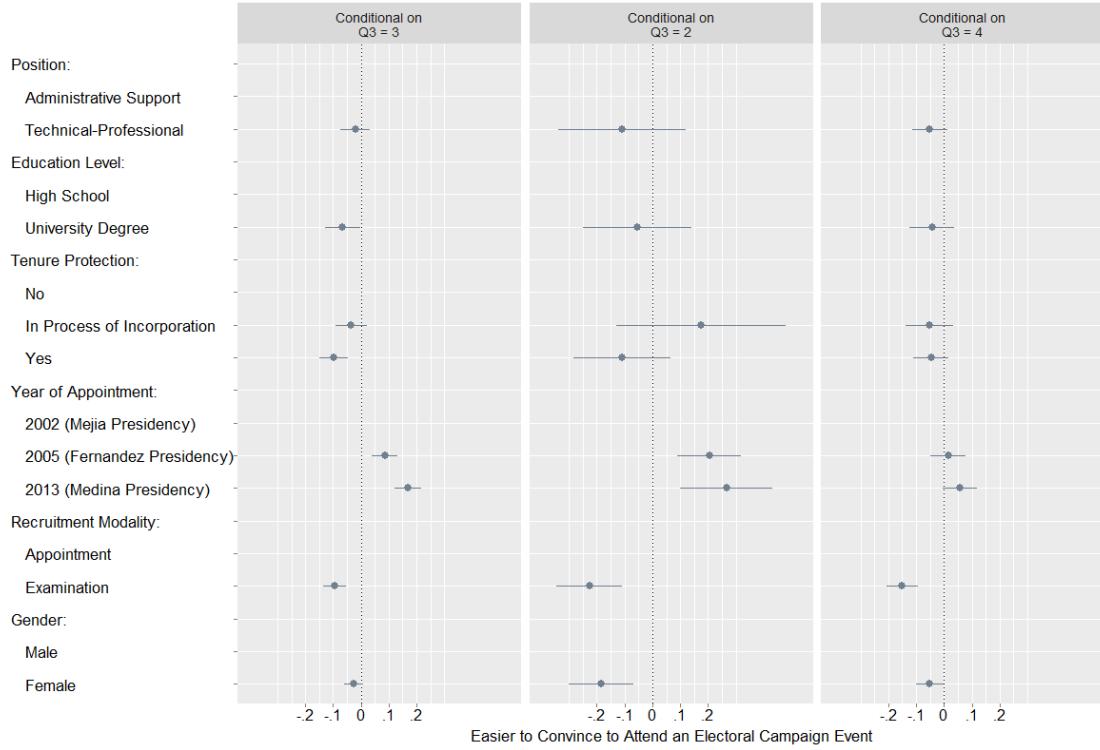
**Figure 8.b: Political Services, by Seniority (only PLD recruits)**  
 (0 = a decade or less in the public sector, 1 = more than a decade in the public sector)



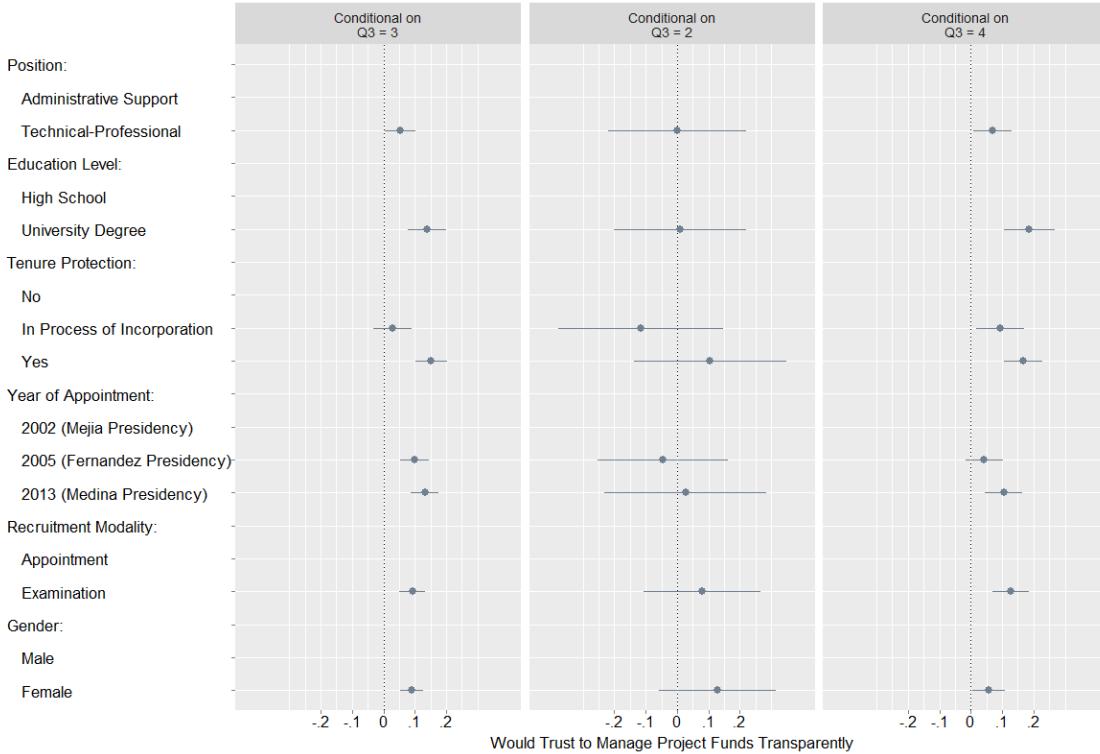
**Figure 8.c: Work Motivation, by Seniority (only PLD recruits)**  
 (0 = a decade or less in the public sector, 1 = more than a decade in the public sector)



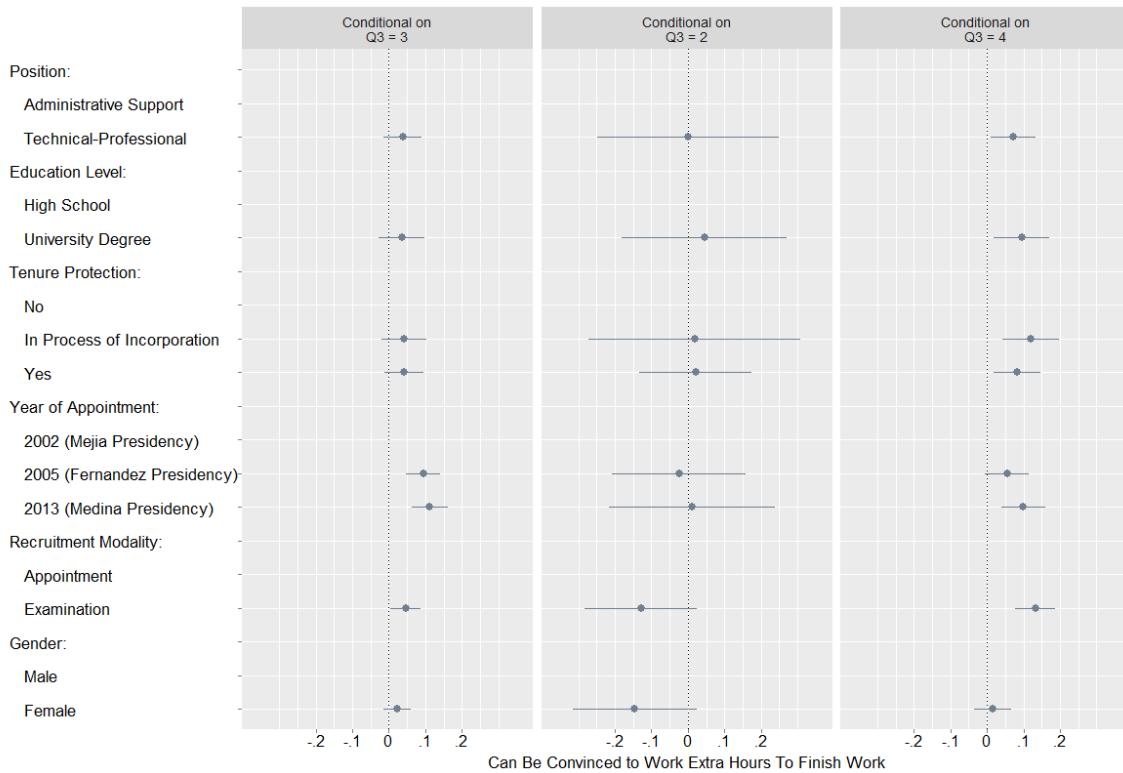
**Figure 9.a: Political Services, by Education**  
 (Q3=2: high school, Q3=3: university/bachelor, Q3=4: master's/PhD)



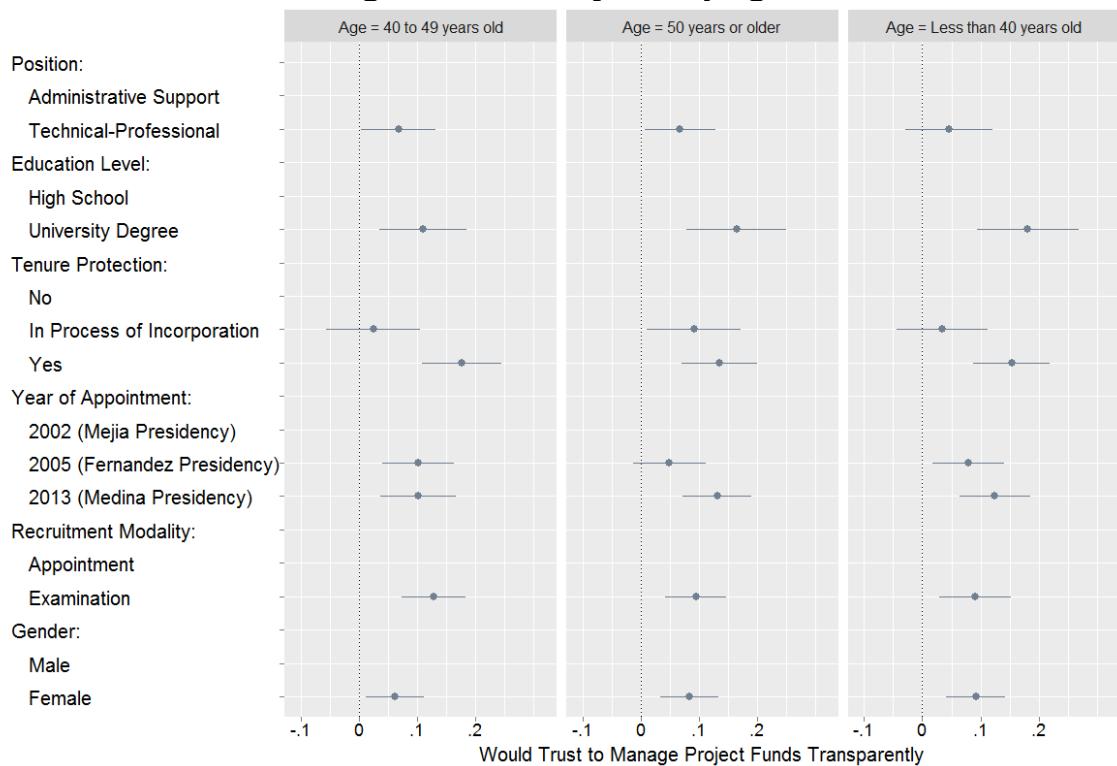
**Figure 9.b: Corruption, by Education**  
 (Q3=2: high school, Q3=3: university/bachelor, Q3=4: master's/PhD)



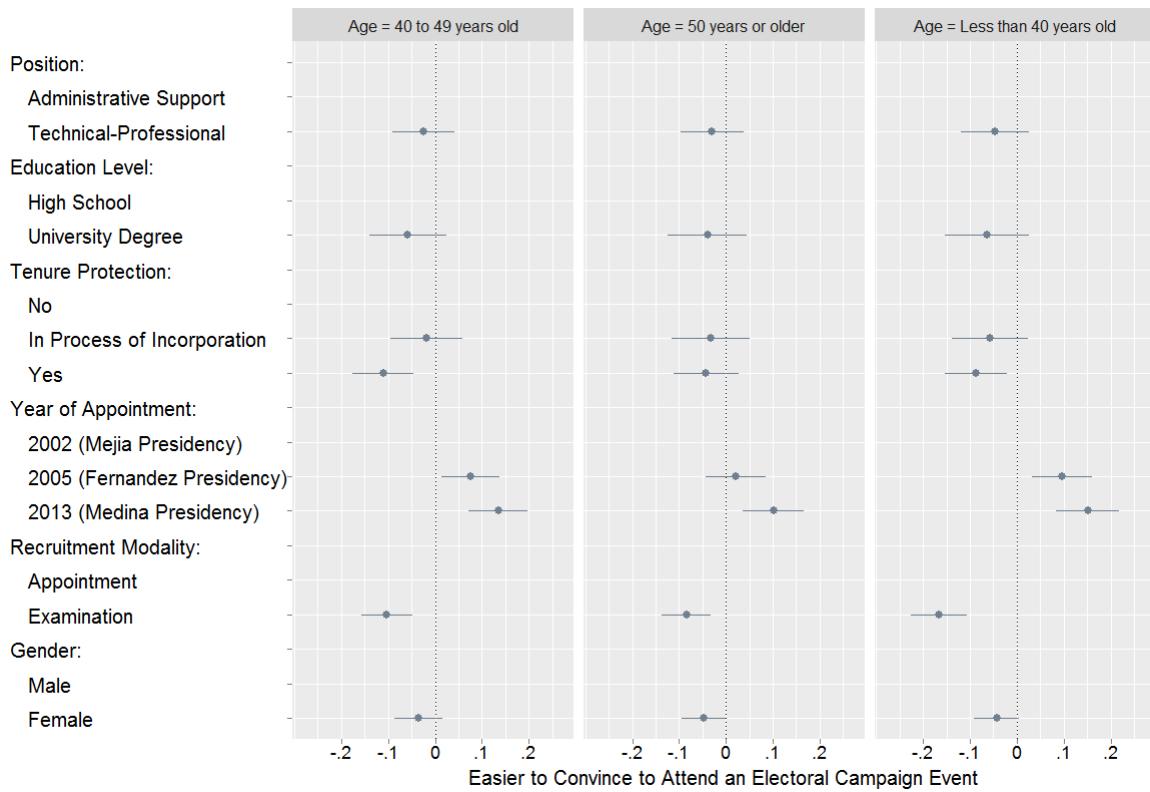
**Figure 9.c: Work Motivation, by Education**  
 (Q3=2: high school, Q3=3: university/bachelor, Q3=4: master's/PhD)



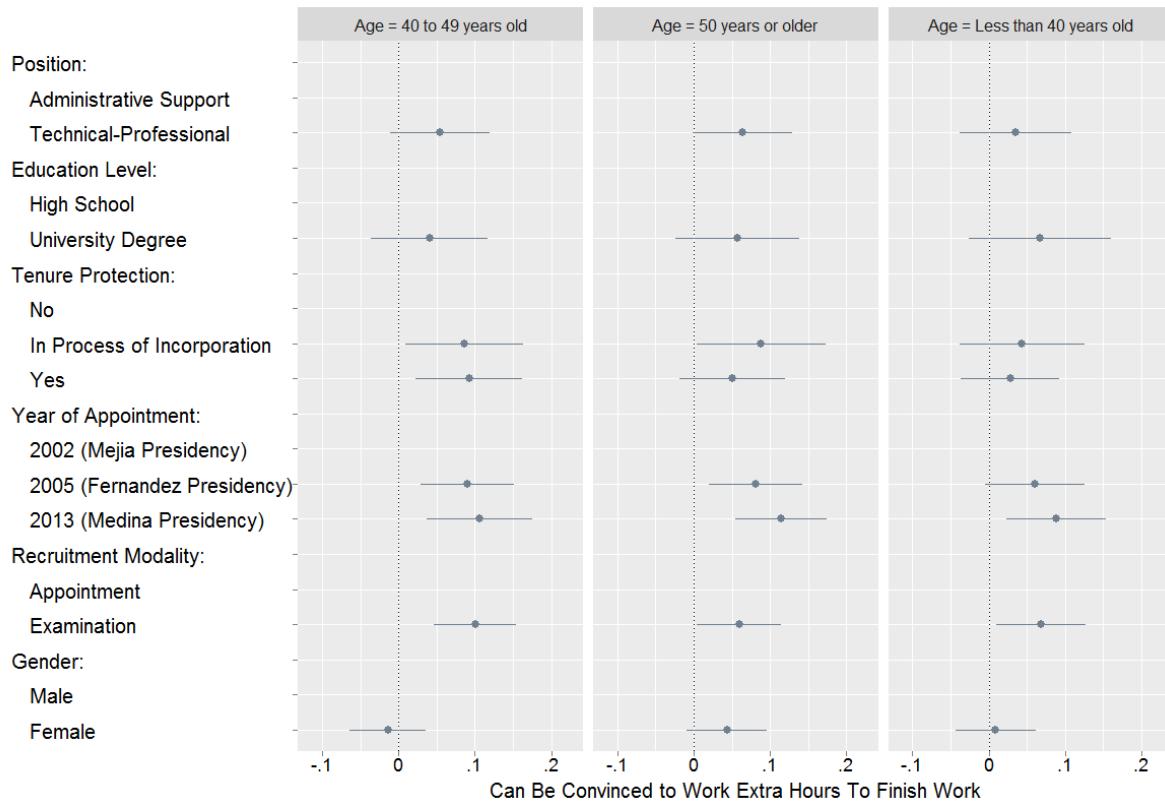
**Figure 10.a Corruption, by Age**



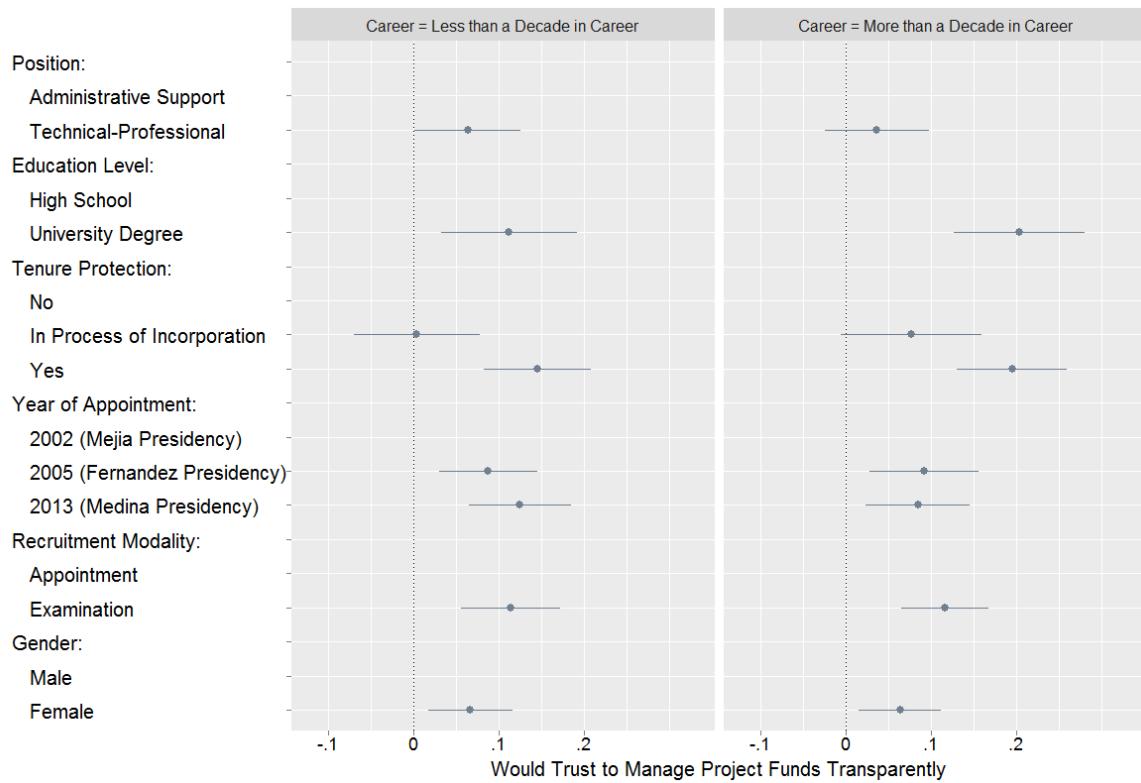
**Figure 10.b Political Services, by Age**



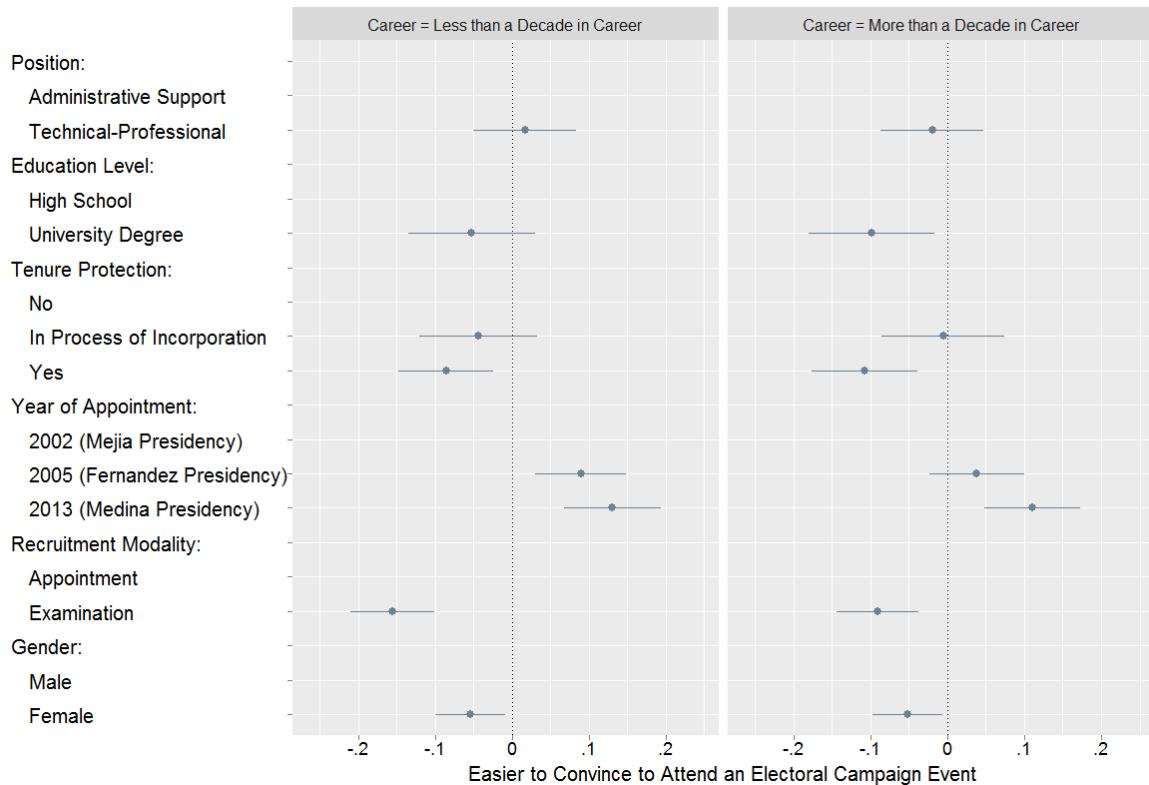
**Figure 10.c Work Motivation, by Age**



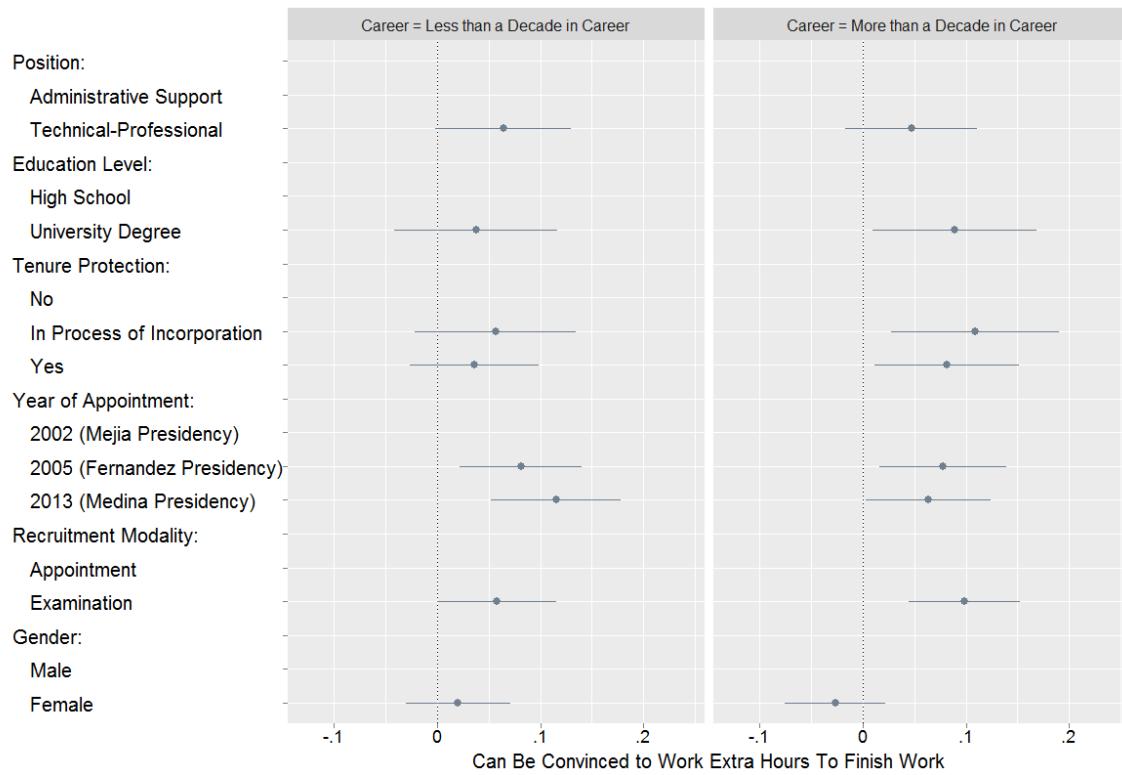
**Figure 11.a. Corruption, by year of entry into administrative career**



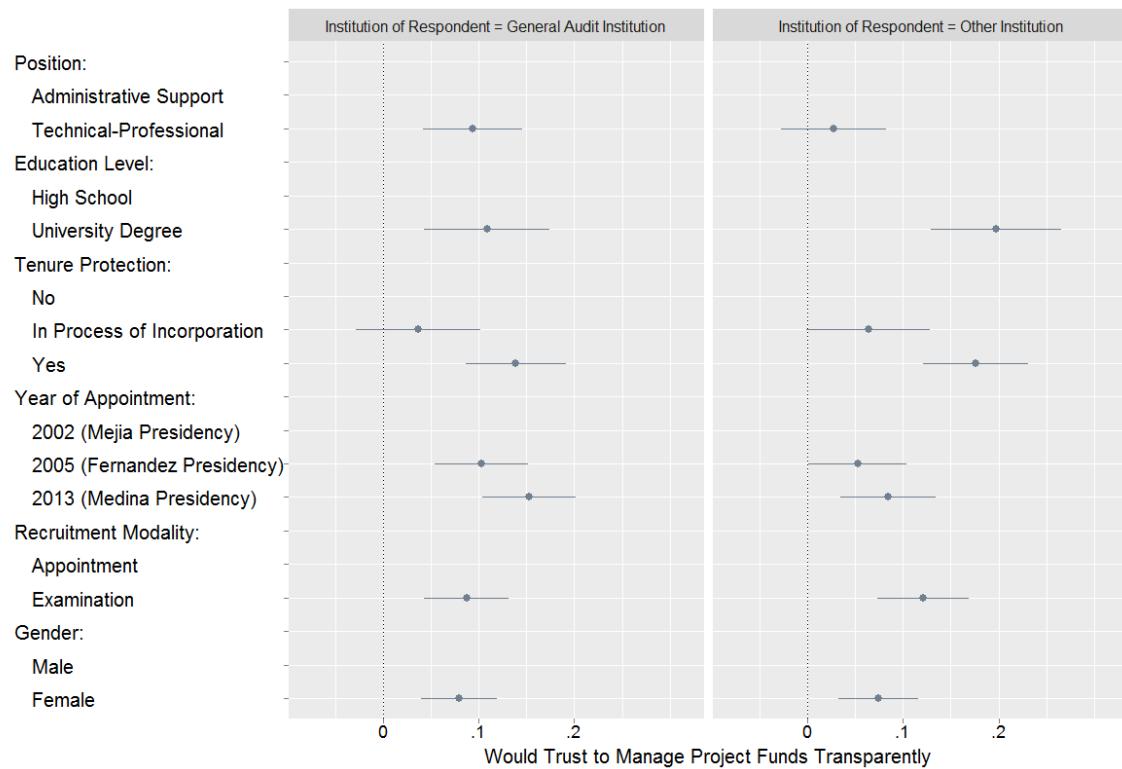
**Figure 11.b. Political Services, by year of entry into administrative career**



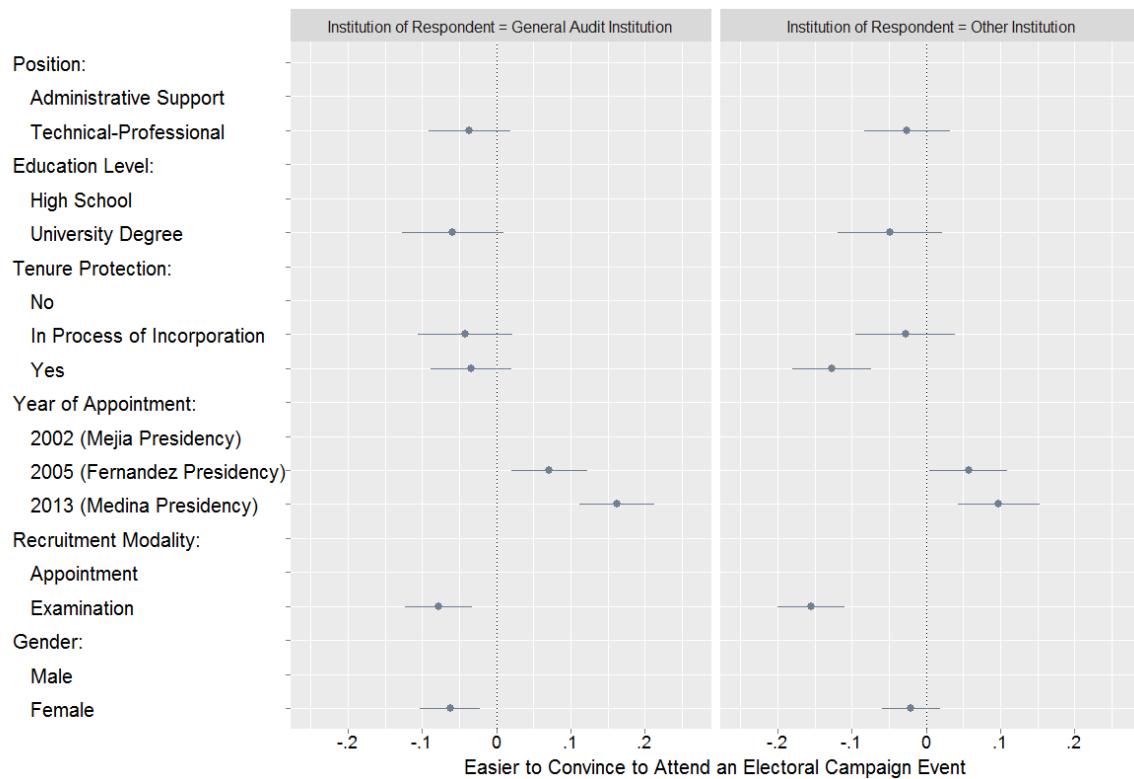
**Figure 11.c Work Motivation, by year of entry into administrative career**



**Figure 12.a Corruption, by Institution of Respondent**



**Figure 12.b Political Services, by Institution of Respondent**



**Figure 12.c Work Motivation, by Institution of Respondent**

