Replication Data Variable Codebook

This file describes the variables required to reproduce the analyses in Brierley - *Combining Patronage and Merit in Public Sector Recruitment*.

The unit of analysis in *main_rep_data.csv* and *rep_data_menial.csv* is the individual bureaucrat.

main_rep_data.csv -- includes all local government bureaucrats hired between 7th January 2005 and 6th January 2013. These dates mark the start of the NDC government in 2005 (following the December 2004 election) and the end of the NPP government in 2013 (following the December 2012 election).

rep_data_menial.csv -- includes local government bureaucrats in menial positions hired in the years 2009, 2010, 2011 and 2012.

Variables in *main_rep_data.csv*:

assembly -- indicates the number of the local government.

regionx -- indicates the region of the local government.

jobtitle -- indicate the job title of the bureaucrat (as provided in the original data set).

hiring_date1 -- indicates the date the bureaucrat was hired into the local government service.

year -- indicates the year the bureaucrat was hired

yr -- indicates the year the bureaucrat was hired

ethnNPP **--** takes value of 1 if the ethnicity of the bureaucrat is Akan or Akan Non-Fanti, and 0 otherwise.

ethnNDC **--** takes value of 1 if the ethnicity of the bureaucrat is Ewe or Northern, and 0 otherwise.

htwnNPP -- takes value of 1 if hometown of the bureaucrat is in Ashanti or Eastern regions, otherwise takes the value of 0.

htwnNDC -- takes value of 1 if hometown of the bureaucrat is in Volta, Northern, Upper West or Upper East regions, otherwise takes the value of 0.

b_type -- takes value "Pro-NDC" if *htwnNDC* is 1, takes value "Pro-NPP" if *htwnNPP* is 1, takes value of "Swing" if home region is Central, Greater Accra, Western or Brong Ahafo, otherwise takes the value of NA.

b_type.2 -- takes value "Pro-NDC" if *ethnNDC* is 1, takes value "Pro-NPP" if *ethnNPP* is 1, takes value of "Swing" if ethnicity is Fanti, Guan or Ga-Dangme, otherwise takes the value of NA.

swing **--** takes value of 1 if *b_type.2* is 1, otherwise takes the value of 0.

swing2 **--** takes value of 1 if *b_type* is 1, otherwise takes the value of 0.

period2 -- indicates the second hiring period under the NPP government following the December 2008 election. Takes a value of 1 if hiring date is after 7 January 2009, otherwise takes the value of 0.

menial -- takes value of 1 if the job title is coded as menial and 0 otherwise.

men_per2 -- indicates the interaction between *period2* and *menial*.

male -- takes value of 1 if bureaucrat is male, otherwise takes the value of 0.

christ **--** takes value of TRUE if bureaucrat is Christian, otherwise takes the value of FALSE.

muslim **--** takes value of TRUE if bureaucrat is Muslim, otherwise takes the value of FASLE.

age_hires_years -- indicates the age of the bureaucrat at the date of hiring.

edu2 -- takes value of 1 if the bureaucrats' highest level of education is Senior high school or Vocational post-secondary, otherwise takes the value of 0.

edu3 -- takes value of 1 if the bureaucrats' highest level of education is Bachelors.

edu4 -- takes value of 1 if the bureaucrats' highest level of education is a Masters.

dist_km -- indicates the distance (in km) between the local government office (in the district capital) and the home town of the bureaucrat.

Additional variables in *rep_data_menial.csv:*

Total_pop.mean – indicates the total population of the district (data from Ghana's 2010 census).

Typeofdistrict – indicates whether the local government type is "District", "Municipal" or "Metropolitan". Local government type depends on the population of the district.

chang_04_08 – indicates the change in the NDC vote share between the 2004 and 2008 elections.

electricity.mean – indicates the share of the population in the district with access to electricity (data from Ghana's 2010 census).