

## **The Public's Considered Judgments about Career Reform in RS**

### **First Deliberative Poll in Latin America**

A scientific sample of the entire state of Rio Grande do Sul gathered in Porto Alegre for a weekend of deliberations about career reform of the civil service. Results were presented at a press briefing by the state government August 25, 2009 in Porto Alegre. The results will inform the government's legislative proposals on career reform.

### **The Sample**

226 "participants" who deliberated for the weekend

1425 "non-participants" who took the same survey but did not attend

Participants and non-participants are very similar. Sample of deliberators is representative on age, income, gender, occupation and on their attitudes about the specific policy issues discussed. Deliberators are slightly more educated and public servants are somewhat overrepresented.

### **The Public's Informed Opinions**

Support for:

- "years in service" as important for pay increases dropped from 66% to 49%
- "Requiring more years in service for promotion" as an effective way of making workers productive dropped from 47% to 35%
- "Productivity" in deciding on promotions remained very high as 92% thought it important

There were strong majorities after deliberation for these criteria for **awarding pay increases**:

- "team performance" (78%)
- "individual performance" (80%),
- "education level" (83%),
- "job related awards" (72%),
- "professional training" (90%),
- "external evaluation" (77%),

There were strong majorities after deliberation for these criteria for **promotion**:

- "attendance" (82%),
- "being proactive" (93%),
- "professional training and development" (95%),
- "community involvement" (74%),
- "education level" (82%),
- "external evaluation" (71%)
- "exam qualifications" (83%).
- "punctuality" ( 94%)

## **Knowledge**

The sample became much more knowledgeable. Correct answers on an index of five knowledge questions doubled, from 19% to 32%.

## **Attitudes toward the State Government**

“the State Government of Rio Grande do Sul can be trusted to do the right thing” Before deliberation 44% said “less than half the time.” After deliberation this fell to 32%

- “the state Government of Rio Grande do Sul cares what people like me think” Before deliberation 64% thought “less than half the time”. After deliberation this level of mistrust fell to 34%.

## **Evaluations of the Event**

The participants greatly enjoyed and appreciated the experience of participating in the event and saw the process as generally balanced:

- 84.1% considered the event as a whole valuable, and 53.6% gave it a perfect 10 on a 0-10 scale. Only 3.5% considered it less than valuable.
- They particularly liked the small group discussions, which were considered valuable by 94.7% and given a perfect 10 by 67.1%.
- 93.8% agreed that their small group moderator “provided the opportunity for everyone to participate in the discussion.”
- 80.4% *disagreed* that their small group moderator “sometimes tried to influence the group with his or her own views.”
- 90.6% agreed that “I learned a lot about people very different from me - about what they and their lives are like.”