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> Recruitment, effort, and retention effects of performance contracts for civil servants: Experimental evidence from Rwandan primary schools

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Abstract

This paper reports on a two-tievel experiment designed to separately identify the selection and effort margins of pap-for-performance (P4P). At the recruitment stage, teacher labor marlets were randomly assigned to a 'pap-for-perentific' or flow-mage contract. Once receible were pland, an unexpected, investive-compatible, whoold-well re-randomization was performed, us that some trachers who applied for a fixed-wage contract ended up being paid by P4P, and vice versa, By the second year of the study, the within-year effort effect of P4P was 0.56 standard deviations of penil hearing, with the total effect their post-fact effect of P4P was 0.56 standard deviations of penil hearing.

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Recruitment, Effort, and Retention Effects of Performance Contracts for Civil Servants: Experimental Evidence from Rwandan Primary Schools

This paper reports on a two-tiered experiment designed to separately identify the selection and effort margins of pay-for-performance (P4P). At the recruitment stage, teacher labor



markets were randomly assigned to a `pay-for-percentile' or fixed-wage contract. Once recruits were placed, an unexpected, incentive-compatible, school-level re-randomization was performed, so that some teachers who applied for a fixed-wage contract ended up being paid by P4P, and vice versa. By the second year of the study, the within-year effort effect of P4P was 0.16 standard deviations of pupil learning, with the total effect rising to 0.20 standard deviations after allowing for selection.

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