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> Attracting Good People into Public Service: Evidence from a Field Experiment in the Philippines*

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Abstract

This paper evaluates a policy intervention designed to attract good political candidates competent and homost once—to public service. Inspired by the idea that schooling can as an excessing mechanism, and that non-monetary status searchs can be a cust-effective tool to-incentive in-dividuals, we exhaust whether a landership training workshop with preformance-based search can serven and incentricine good people to serve in public office. In the content of a randomized field experiment among applicants for the village youth cosmolis in the Philippines, we find that this policy intervention in effective in terms of attracting individuals with above-median measures of public service methation, intellectual addity, integrity, and application.

Keywords: political selection, public service motivation, incentives, screening, leadership training mechalism, melitical effic behavior

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1

Attracting Good People into Public Service: Evidence from a Field Experiment in the Philippines

This paper evaluates a policy intervention designed to attract good political candidates – competent and honest ones – to public service. Inspired by the idea that schooling can act as a screening mechanism, and that non-monetary status awards can be a cost-effective tool to incentivize individuals, we evaluate whether a leadership training workshop with performancebased awards can screen and incentivize good people to serve in public office. In the context of a randomized field experiment among aspirants for the village youth councils in the Philippines, we find that this policy intervention is effective in terms of attracting individuals with abovemedian measures of public service motivation, intellectual ability, integrity, and aspiration.



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