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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 considiates competent and based once—to public service. Inspired by the idea that enhering can are an erressing mechanism, and that non-moretary status search can be a cust-effective tool incentivity individuals, we evaluate whether a hadership training workshop with performancebaned swands can serven and incentivity good people to serve in public office. In the content of a randomized field experienced among applicants for the village youth consolis in the Philippoin, we find that this policy intervention is effective in terms of attracting individuals with abovemental or an experience of the content of the property of the content of the property of the content of the policy intervention is effective in terms of attracting individuals with abovemental or of this content of the content of the content of the property of the content of the c

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

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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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