Table 1: Sample and Attrition

Panel A: Sample (pre-treatment): Treatment Assignment

		All	0%	1%	5%	50%	75%	100%
Sample frame (Intended)	**N**	278	55	56	56	56	28	27
	%		0.198	0.201	0.201	0.201	0.101	0.097
Main Sample (Actual)	**N**	268	53	56	52	54	28	25
	%		0.198	0.209	0.194	0.201	0.104	0.093

Panel B: Training Participation and Survey Data Completion

	Administrative Data	**Survey Questionnaires**		
	Attended training	**Pre-treatment**	**Post-treatment**	
	Every day	**Baseline**	**At least once**	**Every day**
	(1)	**(2)**	**(3)**	**(4)**
0% Job Guarantee	0.906	0.981	0.906	0.830
	[0.041]	[0.019]	[0.041]	[0.052]
1% Job Guarantee	0.964	0.946	0.964	0.946
	[0.025]	[0.030]	[0.025]	[0.030]
5% Job Guarantee	0.923	0.942	0.981	0.865
	[0.037]	[0.033]	[0.019]	[0.048]
50% Job Guarantee	0.944	1.000	0.944	0.870
	[0.032]	[0.000]	[0.032]	[0.046]
75% Job Guarantee	0.964	1.000	0.964	0.893
	[0.035]	[0.000]	[0.035]	[0.059]
100% Job Guarantee	0.96	1.000	1.000	0.960
	[0.040]	[0.000]	[0.000]	[0.040]
Mean of dep variable	0.940	0.973	0.955	0.888
Number of observations	268	268	268	268
p-values of F-tests:				
All (jointly equal)	0.810	**0.068**	**0.031**	0.221
0% and 1%	0.220	0.334	0.220	**0.055**
0% and 100%	0.339	0.319	**0.021**	**0.049**
1% and 100%	0.927	**0.080**	0.156	0.786
50% and 100%	0.759	.	**0.079**	0.142
75% and 100%	0.936	.	0.315	0.346

Notes:

The sample frame consists of 278 participants that were short listed for training by the recruiter.

Panel A shows inteded and actual assignment of the job probabilities. These distribtuion differ due to 10 participants that opted out of the research study (prior to learning their treatment status) or opted out of the training prior to the commencement of training. The main sample used in this paper consists of 268 individuals.

Panel B presents average participation rates in training and survey data completion rates by treatment group. A partial set of p-values from pair-wise comparisons of treatment group means are presented. All those that are not presented have p-values greater that 0.10. The full set of results is available on request.

Table 2: Summary Statistics and Balancing Tests

		Treatment Assignment							
Baseline Characteristics:	**N**	**0%**	**1%**	**5%**	**50%**	**75%**	**100%**	**F-stat[1]**	**# pairwise differences[2]**
	(1)	**(2)**	**(3)**	**(4)**	**(5)**	**(6)**	**(7)**	**(8)**	**(9)**
Demographics:									
Age	268	25.887	25.893	24.865	25.463	26.464	25.240	0.757	0
		[-5.176]	[-4.735]	[-4.334]	[-3.490]	[-5.903]	[-4.612]		
Married	268	0.189	0.250	0.135	0.093	0.250	0.120	0.207	1
		[-0.395]	[-0.437]	[-0.345]	[-0.293]	[-0.441]	[-0.332]		
# of children	250	0.388	0.431	0.277	0.132	0.560	0.200	0.154	0
		[-0.909]	[-0.922]	[-0.743]	[-0.520]	[-1.083]	[-0.577]		
Income (in USD, 3 months)	225	181.72	247.12	167.54	199.88	294.96	282.83	0.240	0
		[-203.65]	[-272.13]	[-187.69]	[-203.72]	[-299.11]	[-342.76]		
Education, Ability and Experience:									
Years of schooling	268	13.264	13.071	13.115	13.130	13.107	13.600	0.277	4
		[-0.858]	[-0.931]	[-1.041]	[-0.953]	[-0.786]	[-1.000]		
Ability (standardized)	268	-0.075	-0.006	-0.020	0.034	0.116	0.010	0.978	0
		[-0.960]	[-1.021]	[-0.989]	[-1.063]	[-0.992]	[-1.013]		
Ever worked	268	0.906	0.857	0.750	0.944	0.929	0.840	0.083	3
		[-0.295]	[-0.353]	[-0.437]	[-0.231]	[-0.262]	[-0.374]		
Worked in past month	252	0.600	0.647	0.638	0.577	0.536	0.792	0.357	2
		[-0.495]	[-0.483]	[-0.486]	[-0.499]	[-0.508]	[-0.415]		
Any work in past 6 months	252	0.780	0.902	0.894	0.808	0.893	0.958	0.137	2
		[-0.418]	[-0.300]	[-0.312]	[-0.398]	[-0.315]	[-0.204]		
Months worked (max. 6)	252	2.820	2.922	2.468	2.538	2.429	3.083	0.759	0
		[-2.371]	[-2.226]	[-2.155]	[-2.313]	[-2.116]	[-2.225]		
p-values associated with F-tests for joint significance of covariates[3]:									
Compared to all other groups		0.175	0.395	0.400	**0.060**	0.146	0.223		
Compared to 0%			**0.006**	0.397	**0.098**	0.210	0.014		
Compared to 1%				0.782	**0.009**	0.559	0.147		
Compared to 5%					0.468	0.405	0.772		
Compared to 50%						**0.078**	**0.025**		
Compared to 75%							**0.004**		

Notes:

The table reports group means or proportions (where applicable, e.g. married). Standard deviations are reported in parentheses. The main sample of 268 participants is used here. Data from both the baseline self-administered questionnaire and data collected by the recruiter from the screening assessment test both of which precede treatment assignment are used. Income is measured in USD and includes all self-reported income from the last 3 months including the following explicit categories: Farming; Ganyu (piece-work); Formal employment; Own business; Remittances; Pension; and Other. The ability scores are a composite measure of literacy and numeracy scores and are presented in standardized units. See Figures 3a, 3b and 3c for the distribution of these scores.

[1] These p-values correspond to the joint F-test of the means/proportions being equal across all treatment groups.

[2] This refers to the number of pairwise comparisons between treatment groups that are statistically significant at the 5 percent level. A total of 15 comparisons are made for each variable.

[3] These F-statistics report the p-value from the joint F-test for whether all the covariates listed are jointly equal in predicting assignment to the treatment group.

Table 3: Average performance on training tests by treatment group

	Average training test score		
	(1)	(2)	(3)
0% Job Guarantee	-0.176	-0.19	-0.177
	[0.147]	[0.142]	[0.142]
1% Job Guarantee	-0.015	-0.009	-0.005
	[0.136]	[0.126]	[0.126]
5% Job Guarantee	0.041	0.066	0.04
	[0.132]	[0.113]	[0.119]
50% Job Guarantee	0.041	0.039	0.031
	[0.124]	[0.119]	[0.122]
75% Job Guarantee	-0.039	-0.037	-0.028
	[0.241]	[0.209]	[0.207]
100% Job Guarantee	0.259	0.261	0.261
	[0.195]	[0.200]	[0.198]
Observations	258	258	258
R-squared	0.01	0.19	0.2
Stratification cell fixed effects?	No	Yes	Yes
Includes controls?	No	No	Yes
p-values of F-tests:			
0% and 100%	0.076	0.069	0.073

Notes:

This table presents mean performance on the recruiter adminstered training tests by treatment group. The average standardized test score is constructed by taking the average of the standardized test score from the three tests. Individual tests are standardized by using the sample mean and standard deviation for the relevant test. Treatment status was randomly allocated and stratified by quintile ability and prior work experience with the recruiter. The stratification cell fixed effects include a set of dummies for each stratification cell. The set of additional covariates include: a dummy variable for whether the individual has worked before, marital status, age, and the individuals' standardized ability score. For covariates with missing observations the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors are presented.

Table 4: Average performance (engagement in training) by treatment group

	Engagement in training					
Dependent Variable	**Any contribution**	**Total # contributions**	**# good contributions**	**# neutral contributions**	**# bad contributions**	**Performance Index**
	(1)	(2)	(3)	(4)	(5)	(6)
0% Job Guarantee	0.649	1.503	0.528	0.612	0.363	-0.118
	[0.071]	[0.226]	[0.099]	[0.130]	[0.108]	[0.080]
1% Job Guarantee	0.608	1.574	0.795	0.585	0.195	-0.006
	[0.067]	[0.259]	[0.134]	[0.126]	[0.090]	[0.079]
5% Job Guarantee	0.723	1.604	0.690	0.705	0.209	0.043
	[0.063]	[0.220]	[0.156]	[0.129]	[0.059]	[0.081]
50% Job Guarantee	0.641	1.377	0.767	0.386	0.224	-0.060
	[0.069]	[0.212]	[0.135]	[0.095]	[0.064]	[0.069]
75% Job Guarantee	0.720	1.258	0.705	0.480	0.072	-0.004
	[0.087]	[0.232]	[0.155]	[0.123]	[0.050]	[0.091]
100% Job Guarantee	0.761	2.247	0.938	1.035	0.273	0.251
	[0.082]	[0.418]	[0.193]	[0.244]	[0.112]	[0.134]
Observations	262	268	268	268	268	268
R-squared	0.690	0.493	0.415	0.354	0.170	0.078
Stratification cell fixed effects?	Yes	Yes	Yes	Yes	Yes	Yes
Includes controls?	Yes	Yes	Yes	Yes	Yes	Yes
p-values of F-test:						
0% and 100%	0.310	0.119	0.058	0.127	0.571	0.018

Notes:

This table presents mean performance as measured by engagement recorded by the recruiter by treatment group. "Any contribution" is a binary indicator if the job trainee ever engaged verbally in training. The "total number of contributions" is the cumulative number of contributions made by the job trainee during the three days of training, and then separated out by quality as determined by the recruitment staff. The performance index is a summary measure of the performance indicators. It is constructed by taking the average of the normalized values of "Average test score", "Any contribution", "Total number of contributions", "Number of good contributions", "Number of neutral contributions", "Number of bad contributions". Treatment status was randomly allocated and stratified by quintile ability and prior work experience with the recruiter. The stratification cell fixed effects include a set of dummies for each stratification cell. The set of additional covariates include: a dummy variable for whether the individual has worked before, marital status, age, and the individuals' standardized ability score. For covariates with missing observations the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors are presented.

Table 5: Mean effort by treatment group

	Administrative Data			Survey Data		
Dependent Variable	**Ever late**	**Always late**	**Mins early or late**	**Studied (Hours)**	**Radio/TV (Hours)**	**Effort index**
	(1)	(2)	(3)	(4)	(5)	(6)
0% Job Guarantee	0.183	0.017	-24.400	1.179	1.155	0.214
	[0.053]	[0.020]	[2.156]	[0.131]	[0.123]	[0.083]
1% Job Guarantee	0.185	0.001	-21.405	1.148	1.582	0.000
	[0.052]	[0.003]	[1.856]	[0.110]	[0.132]	[0.079]
5% Job Guarantee	0.321	0.020	-19.187	0.951	1.356	-0.088
	[0.065]	[0.021]	[2.394]	[0.100]	[0.160]	[0.090]
50% Job Guarantee	0.175	0.019	-21.747	1.096	1.512	0.017
	[0.056]	[0.020]	[2.146]	[0.099]	[0.133]	[0.069]
75% Job Guarantee	0.254	0.039	-19.846	1.139	1.408	0.026
	[0.087]	[0.039]	[3.177]	[0.140]	[0.166]	[0.118]
100% Job Guarantee	0.276	0.080	-19.179	0.750	2.037	-0.373
	[0.091]	[0.055]	[4.153]	[0.079]	[0.247]	[0.144]
Observations	259	259	259	254	254	259
R-squared	0.270	0.070	0.657	0.689	0.707	0.104
Stratification cell fixed effects?	Yes	Yes	Yes	Yes	Yes	Yes
Includes controls?	Yes	Yes	Yes	Yes	Yes	Yes
p-values of F-tests:						
0% and 100%	0.340	0.271	0.247	0.005	0.002	0.001

Notes:

This table presents the average effort by treatment group using both administrative data and survey data. "Always late" is a binary indicator equal to 1 if the job trainee ever arrived to training late. "Ever late" is a binary indicator equal to 1 if the job trainee always arrived late for training. "Minutes early/late" is a continuous variable recording the minutes early (-) or late (+) job trainees arrived at training. Time use in columns 4 and 5 comes from survey data and is the average hours reported by respondents across the 3 observations for each activity. The effort index is a summary measure of the effort indicators. It is constructed as the average of the normalized values of: "Minutes early/late", " Hours studying training materials", "Hours watching television/listening to the radio". Treatment status was randomly allocated and stratified by quintile ability and prior work experience with the recruiter. The stratification cell fixed effects include a set of dummies for each stratification cell. The set of additional covariates include: a dummy variable for whether the individual has worked before, marital status, age, and the individuals' standardized ability score. For covariates with missing observations the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors are presented.

Table 8: Treatment Effects on Test Performance: By Mental Health Status

Dependent Variable = Performance index	**Ability (standardized)**	**Quintile**	**High Ability**	**Mental health (standardized)**	**Mental health (above)**
	(1)	(2)	(3)		
0% Job Guarantee	-0.174	-0.502	-0.279	-0.175	-0.255
	[0.119]	[0.330]	[0.162]	[0.128]	[0.198]
1% Guarantee	0.032	-0.498	-0.197	0.148	-0.064
	[0.096]	[0.238]	[0.162]	[0.093]	[0.164]
5% Guarantee	0.044	-0.366	-0.087	0.002	-0.164
	[0.082]	[0.177]	[0.102]	[0.100]	[0.139]
50% Job Guarantee	0.033	-0.398	-0.070	-0.043	-0.127
	[0.082]	[0.185]	[0.115]	[0.100]	[0.126]
75% Job Guarantee	0.080	-0.732	-0.122	0.188	-0.043
	[0.108]	[0.337]	[0.188]	[0.137]	[0.200]
100% Job Guarantee	0.086	-0.023	0.142	0.081	-0.078
	[0.134]	[0.260]	[0.158]	[0.146]	[0.238]
0% Job Guarantee X Het	0.133	0.106	0.220	0.076	0.192
	[0.130]	[0.100]	[0.238]	[0.084]	[0.252]
1% Guarantee X Het	0.259	0.177	0.491	0.170	0.385
	[0.076]	[0.058]	[0.188]	[0.078]	[0.191]
5% Guarantee X Het	0.138	0.140	0.318	0.220	0.460
	[0.087]	[0.060]	[0.166]	[0.101]	[0.189]
50% Job Guarantee X Het	0.182	0.144	0.225	0.129	0.192
	[0.074]	[0.053]	[0.171]	[0.095]	[0.212]
75% Job Guarantee X Het	0.427	0.280	0.541	0.255	0.431
	[0.104]	[0.085]	[0.225]	[0.164]	[0.280]
100% Job Guarantee X Het	0.091	0.036	-0.114	0.162	0.331
	[0.104]	[0.077]	[0.274]	[0.145]	[0.286]
Observations	268	268	268	207	207
R-squared	0.114	0.119	0.079	0.081	0.083
p-values of F-tests:					
0% and 100%	0.185	0.031	0.289	0.115	0.165
0% + 0%XHET = 100% + 100%XHET	0.014	0.075	0.015	0.021	0.064

Notes:

This table presents treatment group means and their interaction with different baseline covariates. Treatment status was randomly allocated and stratified by quintile ability and prior work experience with the recruiter. The stratification cell fixed effects include a set of dummies for each stratification cell. The set of additional covariates include: a dummy variable for whether the individual has worked before, marital status, age, and the individuals' standardized ability score. For covariates with missing observations the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors are presented.

Table 8: Treatment Effects on Test Performance: By Mental Health Status

Dependent Variable = Effort Index	**Ability (standardized)**	**Quintile**	**High Ability**	**Mental health (standardized)**	**Mental health (above)**
	(1)	(2)	(3)		
0% Job Guarantee	0.170	0.593	0.405	0.184	0.064
	[0.083]	[0.126]	[0.071]	[0.094]	[0.131]
1% Guarantee	0.030	0.340	0.154	-0.011	-0.053
	[0.075]	[0.179]	[0.108]	[0.086]	[0.125]
5% Guarantee	-0.105	-0.010	-0.066	-0.114	-0.018
	[0.092]	[0.189]	[0.102]	[0.107]	[0.108]
50% Job Guarantee	0.035	0.091	-0.012	0.073	0.042
	[0.071]	[0.143]	[0.099]	[0.086]	[0.086]
75% Job Guarantee	-0.001	0.290	0.053	-0.020	0.107
	[0.119]	[0.276]	[0.147]	[0.159]	[0.165]
100% Job Guarantee	-0.305	-0.211	-0.148	-0.239	-0.394
	[0.146]	[0.248]	[0.141]	[0.135]	[0.177]
0% Job Guarantee X Het	-0.194	-0.136	-0.510	0.070	0.274
	[0.066]	[0.047]	[0.167]	[0.075]	[0.173]
1% Guarantee X Het	-0.166	-0.104	-0.263	0.072	0.081
	[0.079]	[0.054]	[0.152]	[0.102]	[0.173]
5% Guarantee X Het	-0.040	-0.033	-0.095	-0.090	-0.258
	[0.096]	[0.066]	[0.200]	[0.113]	[0.245]
50% Job Guarantee X Het	-0.013	-0.019	0.094	-0.004	0.097
	[0.059]	[0.046]	[0.142]	[0.106]	[0.188]
75% Job Guarantee X Het	-0.120	-0.100	-0.143	-0.182	-0.179
	[0.130]	[0.087]	[0.248]	[0.180]	[0.284]
100% Job Guarantee X Het	0.045	-0.030	-0.324	0.214	0.330
	[0.118]	[0.087]	[0.291]	[0.117]	[0.269]
Observations	259	259	259	204	204
R-squared	0.089	0.089	0.103	0.078	0.082
p-values of F-tests:					
0% and 100%	0.168	0.001	0.088	0.088	0.043
0% + 0%XHET = 100% + 100%XHET	0.001	0.005	0.000	0.002	0.012

Notes:

This table presents treatment group means and their interaction with different baseline covariates. Treatment status was randomly allocated and stratified by quintile ability and prior work experience with the recruiter. The stratification cell fixed effects include a set of dummies for each stratification cell. The set of additional covariates include: a dummy variable for whether the individual has worked before, marital status, age, and the individuals' standardized ability score. For covariates with missing observations the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors are presented.

Table 8: Impact on Employment (With Recruiter)

Panel A: OLS Regressions

	Full sample			Attend all training days		
	(1)	(2)	(3)	(4)	(5)	(6)
0% Job Guarantee	0.132	0.126	0.133	0.137	0.129	0.136
	[0.047]	[0.045]	[0.046]	[0.049]	[0.047]	[0.047]
1% Job Guarantee	0.196	0.195	0.197	0.2	0.198	0.197
	[0.054]	[0.051]	[0.051]	[0.055]	[0.052]	[0.052]
5% Job Guarantee	0.135	0.139	0.136	0.137	0.143	0.141
	[0.048]	[0.043]	[0.044]	[0.049]	[0.043]	[0.045]
50% Job Guarantee	0.111	0.114	0.108	0.118	0.117	0.11
	[0.043]	[0.043]	[0.044]	[0.046]	[0.046]	[0.047]
75% Job Guarantee	0.250	0.241	0.238	0.259	0.256	0.251
	[0.083]	[0.074]	[0.071]	[0.085]	[0.075]	[0.073]
100% Job Guarantee	0.240	0.250	0.256	0.240	0.25	0.255
	[0.086]	[0.091]	[0.089]	[0.086]	[0.091]	[0.089]
effects?	No	Yes	Yes	No	Yes	Yes
Includes controls?	No	No	Yes	No	No	Yes
Observations	268	268	268	260	260	260
R-squared	0.18	0.28	0.29	0.18	0.29	0.3
p-values of F-tests:						
0% and 100%	0.274	0.224	0.221	0.314	0.241	0.238

Panel B: Probit Regressions

	Full sample			Attend all training days		
	(1)	(2)	(3)	(4)	(5)	(6)
0% Job Guarantee	-0.088	-0.095*	-0.090*	-0.085	-0.094*	-0.090*
	[0.065]	[0.054]	[0.051]	[0.068]	[0.056]	[0.054]
1% Job Guarantee	-0.034	-0.048	-0.051	-0.032	-0.048	-0.052
	[0.075]	[0.064]	[0.060]	[0.077]	[0.067]	[0.062]
5% Job Guarantee	-0.085	-0.093*	-0.093*	-0.085	-0.094*	-0.093*
	[0.065]	[0.052]	[0.049]	[0.068]	[0.055]	[0.052]
50% Job Guarantee	-0.106*	-0.104**	-0.109**	-0.103	-0.104*	-0.109**
	[0.061]	[0.051]	[0.046]	[0.064]	[0.053]	[0.049]
75% Job Guarantee	0.008	-0.024	-0.031	0.015	-0.014	-0.022
	[0.094]	[0.073]	[0.067]	[0.099]	[0.080]	[0.073]
effects?	No	Yes	Yes	No	Yes	Yes
Includes controls?	No	No	Yes	No	No	Yes
Observations	268	268	268	260	260	260

Notes:

Panel A presents employment rates (with recruiter) by treatment group.

Panel B presents the impact on employment of the 0-, 1-, 5-, 50-, 75- job probabilities treatment compared to the 100 percent treatment group where employment risk is 0.

Columns 1 through 3 present results for the full sample, while Columns 4 through 6 exclude those that did not attend all training days.

Treatment status was randomly allocated and stratified by quintile ability and prior work experience with the recruiter. The stratification cell fixed effects include a set of dummies for each stratification cell. The set of additional covariates include: a dummy variable for whether the individual has worked before, marital status, age, and the individuals' standardized ability score. For covariates with missing observations the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors are presented. *** indicates significance at the 1% level, ** indicates significance at the 5% level, * indicates significance at the 10% level

Table 9: Alternative Explanations?

Average	Attendance	Food Expenditures (in MKW)	Eat out Expenditures (in MKW)	Perceived chance of employment with recruiter	Happiness
	(1)	(2)	(3)	(4)	(5)
0% Job Guarantee	0.944	349.479	124.151	73.058	5.927
	[0.027]	[77.118]	[16.339]	[3.557]	[1.041]
1% Job Guarantee	0.981	425.084	165.495	73.538	6.123
	[0.018]	[98.487]	[15.067]	[2.996]	[0.376]
5% Job Guarantee	0.938	372.697	154.952	76.109	7.327
	[0.027]	[92.836]	[21.179]	[3.170]	[0.313]
50% Job Guarantee	0.941	439.111	147.49	72.706	7.235
	[0.031]	[97.689]	[20.097]	[2.343]	[0.323]
75% Job Guarantee	0.967	335.364	183.878	83.596	7.871
	[0.039]	[74.342]	[27.507]	[3.376]	[0.454]
100% Job Guarantee	0.987	328.482	123.887	77.596	8.908
	[0.015]	[79.742]	[23.159]	[3.553]	[0.307]
Observations	268	256	256	256	256
R-squared	0.97	0.36	0.6	0.94	0.8
p-values of F-tests:					
0% and 100%	0.147	0.797	0.543	0.363	0.007

Notes:

This table presents the treatment group means for each outcome.

Attendance is a binary variable equal to 1 if the respondent ever attended training (i.e. attended at least one of the training days).

Food Expenditures (in MKW) is the average amount spent on food reported by the respondent across the 3 training days. "Eat out expenditures (in MKW)" is similar except measures food expenditures for food consumed away from the home.

"Perceived chance of employment with recruiter" is constructed using the following question: “What percentage chance do you think you have of getting one of the available positions for the RECRUITER’S PROJECT?” with the following options: No chance of getting a job; Less than 25 percent; Between 25 and 50 percent; 50 percent; Between 50 and 75 percent; Between 75 and 99 percent; and Certain about employment with recruiter. To create a measure of the likelihood of employment I assign the mid-point to categories that are brackets and creating a continuous variable.

Happiness is measured using the question: "How happy are you right now (where 0 = extremely unhappy; and 10 = extremely happy). This was only asked on 2 of the follow-up survey questionnaires, therefore this is an average of 2 rather than 3 observations.

Treatment status was randomly allocated and stratified by quintile ability and prior work experience with the recruiter. The stratification cell fixed effects include a set of dummies for each stratification cell. The set of additional covariates include: a dummy variable for whether the individual has worked before, marital status, age, and the individuals' standardized ability score. For covariates with missing observations the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors are presented.

Appendix Table 1: Predicting Employment

	(1)	(2)	(3)	(4)	(5)
Age	0.107***	0.097***	0.069***	0.065***	-0.007
	[0.018]	[0.016]	[0.016]	[0.016]	[0.005]
Married	0.036	-0.008	-0.007	-0.007	0.101
	[0.071]	[0.005]	[0.005]	[0.005]	[0.070]
Ever worked	0.067	0.086	0.104	0.103	0.093
	[0.058]	[0.069]	[0.067]	[0.069]	[0.059]
Ever worked with recruiter	0.150	0.096*	0.087	0.093	0.117
	[0.094]	[0.055]	[0.058]	[0.059]	[0.078]
Ability score (standardized)	0.104***	0.139*	0.122	0.12	0.046**
	[0.024]	[0.082]	[0.078]	[0.078]	[0.023]
Test score		0.097***	0.092***	0.067***	0.063***
		[0.016]	[0.016]	[0.016]	[0.016]
Minutes late			-0.035	-0.035	0.001
			[0.043]	[0.043]	[0.001]
Minutes late X test score			0.114**	0.096*	0.001
			[0.052]	[0.051]	[0.002]
Any good contribution				-0.031	-0.031
				[0.043]	[0.043]
Any good contribution X test score				0.114**	0.098*
				[0.052]	[0.052]
Any neutral contribution				0.023	0.023
				[0.042]	[0.042]
Any neutral contribution X test score				0.078	0.068
				[0.052]	[0.050]
Any bad contribution				-0.012	0.019
				[0.041]	[0.055]
Any bad contribution X test score				0.062	-0.052
				[0.041]	[0.061]
Any disruption					-0.009
					[0.041]
Any disruption X test score					0.059
					[0.042]
Constant	0.281**	0.272**	0.269**	0.250*	0.240*
	[0.137]	[0.129]	[0.130]	[0.137]	[0.145]
Observations	268	268	268	268	268
R-squared	0.11	0.25	0.26	0.31	0.32
Average of dep variable			0.158		

Notes:

The dependent variable is a binary indicator equal to 1 if the recruiter offered the job-seeker a job and 0 otherwise.The test score and ability score are standardized using the full sample mean and standard deviation. For covariates with missing data the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors. *** indicates significance at the 1% level, ** indicates significance at the 5% level, * indicates significance at the 10% level

Appendix Table 2: Probit regressions for binary performance and effort indicators

Dependent Variable	**Any contribution**	**Ever late**	**Always late**
	(1)	(2)	(3)
1% Job Guarantee	-0.132	-0.096	0.012
	[0.126]	[0.079]	[0.126]
5% Job Guarantee	-0.176	-0.082	0.078
	[0.124]	[0.080]	[0.125]
50% Job Guarantee	-0.050	0.065	-0.024
	[0.123]	[0.105]	[0.128]
75% Job Guarantee	-0.140	-0.099	-0.035
	[0.124]	[0.080]	[0.125]
100% Job Guarantee	-0.051	-0.022	0.026
	[0.142]	[0.104]	[0.145]
Observations	262	256	262
Additional controls?	Yes	Yes	Yes
Stratification cell fixed effects?	Yes	Yes	Yes

Notes:

"Any contribution" is a binary indicator if the job trainee ever engaged verbally in training. "Ever late" is a binary indicator equal to 1 if the job trainee always arrived late for training. "Always late" is a binary indicator equal to 1 if the job trainee ever arrived to training late. Treatment status was randomly allocated and stratified by quintile ability and prior work experience with the recruiter. The stratification cell fixed effects include a set of dummies for each stratification cell. The set of additional covariates include: a dummy variable for whether the individual has worked before, marital status, age, and the individuals' standardized ability score. For covariates with missing observations the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors are presented.

Appendix Table 3: Training behavior by treatment group

Dependent Variable	Any disruption	# disruptions	Chat/ Noise	Toilet/ Move	Phone Call
	(1)	(2)	(3)	(4)	(5)
0% Job Guarantee	0.627	1.104	0.533	0.504	0.067
	[0.105]	[0.242]	[0.134]	[0.148]	[0.052]
1% Job Guarantee	0.696	1.120	0.536	0.488	0.096
	[0.104]	[0.203]	[0.099]	[0.135]	[0.047]
5% Job Guarantee	0.615	0.933	0.503	0.330	0.100
	[0.110]	[0.191]	[0.150]	[0.102]	[0.044]
50% Job Guarantee	0.586	0.887	0.285	0.419	0.183
	[0.105]	[0.190]	[0.082]	[0.121]	[0.072]
75% Job Guarantee	0.579	0.816	0.437	0.264	0.114
	[0.137]	[0.231]	[0.139]	[0.135]	[0.058]
100% Job Guarantee	0.638	1.021	0.560	0.468	-0.007
	[0.159]	[0.278]	[0.194]	[0.203]	[0.014]
Observations	268	268	268	268	268
R-squared	0.432	0.351	0.282	0.225	0.123
Stratification cell fixed effects?	Yes	Yes	Yes	Yes	Yes
Includes controls?	Yes	Yes	Yes	Yes	Yes
p-values of F-tests:					
0% and 100%	0.952	0.821	0.907	0.886	0.168

Notes:

This table presents the average training classroom behavior by treatment group using administrative data. "Any disruption" is a binary indicator equal to 1 if the job trainee at any point during training disrupted the training to exit the room, to take a phone call or was disruptive by talking to his peers or making noise. "Number of disruptions" is the cumulative number of disruptions made by a job trainee. Treatment status was randomly allocated and stratified by quintile ability and prior work experience with the recruiter. The stratification cell fixed effects include a set of dummies for each stratification cell. The set of additional covariates include: a dummy variable for whether the individual has worked before, marital status, age, and the individuals' standardized ability score. For covariates with missing observations the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors are presented.

Appendix Table 4: Arrival time distribution tests of equality

Minutes early/late: p-value of kolmogorov smirnov distrinbution test of equality

	0% Job Guarantee	1% Job Guarantee	5% Job Guarantee	50% Job Guarantee	75% Job Guarantee	100% Job Guarantee
0% Job Guarantee		0.178	0.272	0.436	0.616	0.408
1% Job Guarantee			0.995	0.421	0.196	0.38
5% Job Guarantee				0.572	0.475	0.269
50% Job Guarantee					0.769	0.193
75% Job Guarantee						0.13
100% Job Guarantee						

Notes:

Arrival times were recorded by recruitment staff as discussed in Section 4.2. This table presents the associated p-values from Kolmogorov distribution tests of equality between the distribution of arrival times between treatment groups.

Appendix Table 5: Performance Indicators Robustness Check: Multiple observations per individual

	Tests	Any contribution	Total # Contributions	# Good Contributions	# Neutral Contributions	# Bad Contributions
	(1)	(2)	(3)	(4)	(5)	(6)
0% Job Guarantee	-0.112	0.348	0.513	0.178	0.211	0.124
	[0.087]	[0.049]	[0.094]	[0.044]	[0.044]	[0.021]
1% Job Guarantee	-0.012	0.327	0.544	0.275	0.202	0.067
	[0.081]	[0.039]	[0.082]	[0.044]	[0.029]	[0.026]
5% Job Guarantee	0.035	0.356	0.549	0.236	0.241	0.072
	[0.066]	[0.024]	[0.050]	[0.051]	[0.030]	[0.024]
50% Job Guarantee	0.019	0.296	0.485	0.268	0.138	0.079
	[0.086]	[0.054]	[0.110]	[0.062]	[0.032]	[0.028]
75% Job Guarantee	-0.036	0.346	0.435	0.244	0.166	0.024
	[0.129]	[0.070]	[0.094]	[0.040]	[0.057]	[0.023]
100% Job Guarantee	0.191	0.452	0.746	0.311	0.344	0.091
	[0.124]	[0.072]	[0.133]	[0.054]	[0.093]	[0.026]
Observations	759	777	777	777	777	777
R-squared	0.101	0.406	0.344	0.249	0.189	0.089
Test fixed effects?	Yes	Yes	Yes	Yes	Yes	Yes
Stratification cell FEs?	Yes	Yes	Yes	Yes	Yes	Yes
Additional controls?	Yes	Yes	Yes	Yes	Yes	Yes
p-value of F-test:						
0% and 100%	0.069	0.235	0.181	0.077	0.203	0.114

Notes:

This table presents mean performance using multiple measures per individual. Individual test scores are standardized by using the sample mean and standard deviation for the relevant test. "Any contribution" is a binary indicator if the job trainee engaged verbally on any particular training day. The "total number of contributions" is the cumulative number of contributions made by the job trainee per day, and then separated out by quality as determined by the recruitment staff. The performance index is a summary measure of the performance indicators. It is constructed by taking the average of the normalized values of "Test score", "Any contribution", "Total number of contributions", "Number of good contributions", "Number of neutral contributions", "Number of bad contributions". Treatment status was randomly allocated and stratified by quintile ability and prior work experience with the recruiter. The stratification cell fixed effects include a set of dummies for each stratification cell. The set of additional covariates include: a dummy variable for whether the individual has worked before, marital status, age, and the individuals' standardized ability score. For covariates with missing observations the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors are presented.

Appendix Table 6: Effort Indicators Robustness Check: Panel

	Late	Mins early or late	Studied (Hours)	Radio/TV (Hours)
	(1)	(2)	(3)	(4)
0% Job Guarantee	0.138	-24.638	1.182	1.155
	[0.029]	[2.157]	[0.101]	[0.101]
1% Job Guarantee	0.090	-21.250	1.165	1.587
	[0.025]	[1.650]	[0.103]	[0.153]
5% Job Guarantee	0.186	-18.390	0.953	1.360
	[0.029]	[1.957]	[0.109]	[0.138]
50% Job Guarantee	0.094	-22.284	1.085	1.495
	[0.024]	[1.769]	[0.091]	[0.081]
75% Job Guarantee	0.170	-20.049	1.141	1.424
	[0.064]	[2.898]	[0.135]	[0.189]
100% Job Guarantee	0.188	-19.629	0.741	2.015
	[0.065]	[4.087]	[0.071]	[0.197]
Observations	780	756	727	727
R-squared	0.191	0.564	0.507	0.614
Test fixed effects?	Yes	Yes	Yes	Yes
Stratification cell FEs?	Yes	Yes	Yes	Yes
Additional controls?	Yes	Yes	Yes	Yes
p-value of chi-squared test:				
0% and 100%	0.494	0.325	0.001	0.000

Notes:

This table presents the average daily effort by treatment group using both administrative data and survey data. "Late" is a binary indicator equal to 1 if the job trainee arrived late for training on that day. "Minutes early/late" is a continuous variable recording the minutes early (-) or late (+) job trainees arrived at training. Time use in columns 4 and 5 comes from survey data and is the number of hours conducting each activity daily. The effort index is a summary measure of the effort indicators. It is constructed as the average of the normalized values of: "Minutes early/late", " Hours studying training materials", "Hours watching television/listening to the radio". Treatment status was randomly allocated and stratified by quintile ability and prior work experience with the recruiter. The stratification cell fixed effects include a set of dummies for each stratification cell. The set of additional covariates include: a dummy variable for whether the individual has worked before, marital status, age, and the individuals' standardized ability score. For covariates with missing observations the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors are presented.

Appendix Table 7: Performance Indicators (No covariates)

	Tests	Any contribution	Total # Contributions	# Good Contributions	# Neutral Contributions	# Bad Contributions
	(1)	(2)	(3)	(4)	(5)	(6)
0% Job Guarantee	-0.176	0.635	1.453	0.491	0.604	0.358
	[0.147]	[0.068]	[0.212]	[0.088]	[0.122]	[0.108]
1% Job Guarantee	-0.015	0.611	1.589	0.804	0.589	0.196
	[0.136]	[0.067]	[0.256]	[0.134]	[0.127]	[0.086]
5% Job Guarantee	0.041	0.725	1.596	0.692	0.692	0.212
	[0.132]	[0.063]	[0.219]	[0.152]	[0.128]	[0.057]
50% Job Guarantee	0.041	0.642	1.389	0.778	0.389	0.222
	[0.124]	[0.067]	[0.219]	[0.139]	[0.093]	[0.063]
75% Job Guarantee	-0.039	0.741	1.321	0.750	0.500	0.071
	[0.241]	[0.085]	[0.234]	[0.150]	[0.120]	[0.049]
100% Job Guarantee	0.259	0.760	2.240	0.920	1.040	0.280
	[0.195]	[0.086]	[0.414]	[0.198]	[0.239]	[0.107]
Observations	258	262	268	268	268	268
R-squared	0.013	0.676	0.475	0.380	0.342	0.161
p-value of F-test:						
0% and 100%	0.076	0.254	0.092	0.048	0.105	0.607

Notes:

This table presents mean performance by treatment group. The average standardized test score is constructed by taking the average of the standardized test score from the three tests. Individual tests are standardized by using the sample mean and standard deviation for the relevant test. "Any contribution" is a binary indicator if the job trainee ever engaged verbally in training. The "total number of contributions" is the cumulative number of contributions made by the job trainee during the three days of training, and then separated out by quality as determined by the recruitment staff. The performance index is a summary measure of the performance indicators. It is constructed by taking the average of the normalized values of "Average test score", "Any contribution", "Total number of contributions", "Number of good contributions", "Number of neutral contributions", "Number of bad contributions". Treatment status was randomly allocated and stratified by quintile ability and prior work experience with the recruiter. The stratification cell fixed effects include a set of dummies for each stratification cell. The set of additional covariates include: a dummy variable for whether the individual has worked before, marital status, age, and the individuals' standardized ability score. For covariates with missing observations the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors are presented.

Appendix Table 8: Average Effort Indicators (No Covariates)

	Ever late	Always late	Mins early or late	Studied (Hours)	Radio/TV (Hours)
	(1)	(2)	(3)	(4)	(5)
0% Job Guarantee	0.180	0.020	-24.230	1.142	1.177
	[0.055]	[0.020]	[2.228]	[0.121]	[0.137]
1% Job Guarantee	0.182	0.000	-21.467	1.580	1.151
	[0.053]	[0.000]	[1.794]	[0.132]	[0.109]
5% Job Guarantee	0.314	0.020	-19.209	1.358	0.959
	[0.066]	[0.020]	[2.310]	[0.154]	[0.100]
50% Job Guarantee	0.176	0.020	-21.843	1.520	1.093
	[0.054]	[0.020]	[2.099]	[0.138]	[0.098]
75% Job Guarantee	0.259	0.037	-19.914	1.419	1.125
	[0.085]	[0.037]	[3.023]	[0.162]	[0.134]
100% Job Guarantee	0.280	0.080	-19.320	2.020	0.754
	[0.091]	[0.055]	[4.354]	[0.247]	[0.078]
Observations	259	259	259	254	254
R-squared	0.238	0.043	0.647	0.699	0.676
p-value of chi-squared test:					
0% and 100%	0.347	0.306	0.316	0.008	0.002

Notes:

This table presents the average effort by treatment group using both administrative data and survey data. "Always late" is a binary indicator equal to 1 if the job trainee ever arrived to training late. "Ever late" is a binary indicator equal to 1 if the job trainee always arrived late for training. "Minutes early/late" is a continuous variable recording the minutes early (-) or late (+) job trainees arrived at training. Time use in columns 4 and 5 comes from survey data and is the average hours reported by respondents across the 3 observations for each activity. The effort index is a summary measure of the effort indicators. It is constructed as the average of the normalized values of: "Minutes early/late", " Hours studying training materials", "Hours watching television/listening to the radio". Treatment status was randomly allocated and stratified by quintile ability and prior work experience with the recruiter. The stratification cell fixed effects include a set of dummies for each stratification cell. The set of additional covariates include: a dummy variable for whether the individual has worked before, marital status, age, and the individuals' standardized ability score. For covariates with missing observations the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. Robust standard errors are presented.

Appendix Table 9: Omitted variable bias ratio

	Ratio (1)
Performance indicators:	
Tests	67.994
Engagement:	
* # of contributions	-1.504
* # good contributions	-1.672
* # neutral contributions	-1.796
Effort indicators:	
Time use:	
* Hours studied training materials	7.003
* Hours watching tv/listening to radio	9.668

Notes:

Appendix Table 10: Average performance by treatment group: Weighted results and Bounds

	Average test score			Number of contributions			Good quality contributions			Neutral quality contributions		
		Min-Max Bounds			Min-Max Bounds			Min-Max Bounds			Min-Max Bounds	
	Weighted	0-75=max; 100=min	0-75=min; 100=max	Weighted	75=max; 100=min	0-75=min; 100=max	Weighted	75=max; 100=min	0-75=min; 100=max	Weighted	75=max; 100=min	0-75=min; 100=max
	(2)	(2)	(3)	(2)	(3)	(4)	(6)	(7)	(8)	(10)	(11)	(12)
0% Job Guarantee	-0.174	-0.067	-0.288*	0.629	0.652	0.618	0.242	0.259	0.24	0.239	0.263	0.234
	[0.141]	[0.147]	[0.154]	[0.104]	[0.110]	[0.104]	[0.051]	[0.056]	[0.051]	[0.056]	[0.063]	[0.055]
1% Job Guarantee	-0.004	0.045	-0.1	0.683	0.782	0.66	0.371	0.414	0.359	0.227	0.261	0.219
	[0.126]	[0.129]	[0.139]	[0.111]	[0.129]	[0.109]	[0.061]	[0.067]	[0.060]	[0.051]	[0.055]	[0.050]
5% Job Guarantee	0.038	0.089	-0.052	0.72	0.78	0.701	0.342	0.393	0.332	0.288	0.319	0.281
	[0.120]	[0.120]	[0.139]	[0.101]	[0.107]	[0.100]	[0.069]	[0.079]	[0.068]	[0.053]	[0.057]	[0.053]
50% Job Guarantee	0.03	0.16	-0.049	0.585	0.63	0.573	0.351	0.38	0.346	0.152	0.176	0.147
	[0.122]	[0.133]	[0.125]	[0.090]	[0.098]	[0.088]	[0.063]	[0.067]	[0.062]	[0.040]	[0.045]	[0.039]
75% Job Guarantee	-0.032	0.04	-0.156	0.503	0.555	0.485	0.297	0.341	0.287	0.179	0.199	0.172
	[0.208]	[0.218]	[0.232]	[0.097]	[0.105]	[0.094]	[0.067]	[0.077]	[0.065]	[0.046]	[0.048]	[0.044]
100% Job Guarantee	0.261	0.252	0.271	0.915	0.901	0.918	0.391	0.382	0.393	0.423	0.417	0.424
	[0.198]	[0.202]	[0.194]	[0.167]	[0.168]	[0.167]	[0.089]	[0.091]	[0.088]	[0.097]	[0.096]	[0.098]
Observations	258	268	268	262	268	268	262	268	268	262	268	268
R-squared	0.2	0.18	0.18	0.49	0.48	0.48	0.42	0.41	0.41	0.34	0.35	0.34
Stratification cell FEs?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Additional controls?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
p-value of F-test:												
0% and 100%	0.075	0.203	0.024	0.151	0.219	0.131	0.148	0.249	0.133	0.104	0.184	0.093

Notes:

Appendix Table 11: Lee Bounds

	Lower Bound		Upper Bound		Trimming
	Coeff	p-value	Coeff	p-value	Proportion
	(1)	(2)	(3)	(4)	(5)
Performance indicators:					
Tests	0.346	0.154	0.492	0.054	5.66
Engagement:					
* Any contribution	0.1207	0.273	0.14	0.208	1.89
* Total # contributions	0.813	0.173	0.986	0.093	1.89
* # good contributions	0.413	0.192	0.509	0.099	1.89
* # neutral contributions	0.497	0.143	0.593	0.075	1.89
* # bad contributions	-0.155	0.429	-0.116	0.547	1.89
Effort indicators:					
Punctuality:					
* Always late	0.005	0.945	0.065	0.288	5.66
* Ever late	0.057	0.615	0.117	0.290	5.66
* Minutes early/late	1.894	0.709	6.490	0.206	5.66
Time use:					
* Hours studied training materials	-0.502	0.001	-0.363	0.021	9.43
* Hours watching tv/listening to radio	0.656	0.032	1.043	0.001	9.43

Notes:

Appendix Table 12: Average effort indicators: Weighted results and bounds

	Punctuality			Hours studied training materials					
		Min-Max Bounds			Min-Max Bounds			Min-Max Bounds	
	Weighted	0-75=max; 100=min	0-75=min; 100=max	Weighted	0-75=max; 100=min	0-75=min; 100=max	Weighted	0-75=max; 100=min	0-75=min; 100=max
	(2)	(3)	(4)	(6)	(7)	(8)	(10)	(11)	(12)
0% Job Guarantee	0.088	0.139	0.083	1.17	1.41	1.069	1.156	1.334	1.044
	[0.030]	[0.040]	[0.028]	[0.131]	[0.159]	[0.127]	[0.124]	[0.139]	[0.123]
1% Job Guarantee	0.081	0.091	0.079	1.158	1.268	1.127	1.593	1.681	1.536
	[0.025]	[0.027]	[0.024]	[0.111]	[0.134]	[0.110]	[0.134]	[0.146]	[0.134]
5% Job Guarantee	0.152	0.173	0.146	0.946	1.091	0.889	1.341	1.557	1.256
	[0.036]	[0.037]	[0.035]	[0.105]	[0.122]	[0.102]	[0.166]	[0.191]	[0.162]
50% Job Guarantee	0.079	0.125	0.073	1.087	1.222	1.03	1.505	1.658	1.429
	[0.030]	[0.040]	[0.029]	[0.100]	[0.121]	[0.099]	[0.133]	[0.150]	[0.136]
75% Job Guarantee	0.129	0.157	0.124	1.16	1.212	1.138	1.428	1.487	1.374
	[0.051]	[0.058]	[0.049]	[0.147]	[0.152]	[0.145]	[0.167]	[0.177]	[0.168]
100% Job Guarantee	0.186	0.182	0.186	0.742	0.73	0.747	2.029	2.014	2.037
	[0.066]	[0.067]	[0.066]	[0.078]	[0.090]	[0.074]	[0.247]	[0.246]	[0.250]
Observations	259	268	268	254	268	268	254	268	268
R-squared	0.24	0.27	0.24	0.69	0.65	0.66	0.71	0.69	0.68
Day fixed effects?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Stratification cell FEs?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Additional controls?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
p-values of F-test:									
0% and 100%	0.186	0.578	0.158	0.005	0.000	0.028	0.002	0.017	0.001

Notes:

The test scores and question scores are standardized using the full sample mean and standard deviation for each particular test or question. The set of additional controls include: a dummy variable for whether the individual has worked before, and whether the individuals has worked for the recruiter in the past, marital status, age, and the individuals' standardized ability score. For variables in which there is missing data the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. A note on timing - test 1 was conducted on day 1, test 2 on day2 of training and test 3 on day 3. More details about the tests is provided in Section 5.2. Robust standard errors. *** indicates significance at the 1% level, ** indicates significance at the 5% level, * indicates significance at the 10% level

Appendix Table 13: Average effort indicators: Weighted results and bounds

	Perceptions			Food expenditures - groceries			Food expenditures - eat out			Happiness		
		Min-Max Bounds			Min-Max Bounds			Min-Max Bounds			Min-Max Bounds	
	Weighted	75=max; 100=min	75=min; 100=max	Weighted	0-75=max; 100=min	0-75=min; 100=max	Weighted	75=max; 100=min	0-75=min; 100=max	Weighted	75=max; 100=min	75=min; 100=max
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
0% Job Guarantee	73.046	75.844	66.691	347.589	635.49	322.424	123.557	154.669	110.836	5.902	10.152	5.419
	[3.532]	[3.425]	[4.216]	[75.486]	[145.780]	[70.860]	[16.122]	[21.008]	[15.726]	[1.027]	[1.953]	[0.958]
1% Job Guarantee	73.541	74.3	70.995	425.016	576.75	407.061	165.349	179.587	158.686	6.117	6.134	5.907
	[2.992]	[2.914]	[3.494]	[97.883]	[149.297]	[96.436]	[15.036]	[17.657]	[15.313]	[0.377]	[0.469]	[0.396]
5% Job Guarantee	76.142	76.776	74.107	372.751	469.008	365.048	155.073	168.564	149.658	7.337	7.52	7.166
	[3.168]	[3.096]	[3.538]	[92.596]	[111.595]	[91.104]	[21.256]	[22.959]	[21.128]	[0.315]	[0.407]	[0.322]
50% Job Guarantee	72.651	74.246	70.518	438.595	665.541	416.322	147.121	183.593	138.344	7.24	7.421	6.832
	[2.339]	[2.419]	[2.586]	[97.284]	[158.985]	[93.549]	[19.970]	[28.294]	[19.617]	[0.321]	[0.441]	[0.385]
75% Job Guarantee	83.63	83.9	82.181	337.727	371.837	327.945	184.582	203.359	177.235	7.884	7.669	7.627
	[3.366]	[3.253]	[3.626]	[74.216]	[80.977]	[72.379]	[27.827]	[32.523]	[27.795]	[0.456]	[0.594]	[0.511]
100% Job Guarantee	77.596	77.543	77.902	328.642	309.028	329.545	123.838	119.957	124.523	8.905	8.971	8.941
	[3.562]	[3.649]	[3.405]	[79.859]	[89.147]	[79.408]	[23.189]	[22.202]	[23.549]	[0.310]	[0.501]	[0.291]
Observations	256	268	268	256	268	268	256	268	268	256	268	268
R-squared	0.94	0.94	0.91	0.36	0.31	0.35	0.6	0.57	0.57	0.79	0.61	0.77
Day fixed effects?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Stratification cell FEs?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Additional controls?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
p-values of F-test:												
0% and 100%	0.361	0.732	0.038	0.865	0.056	0.947	0.992	0.255	0.627	0.006	0.557	0.001

Notes:

The test scores and question scores are standardized using the full sample mean and standard deviation for each particular test or question. The set of additional controls include: a dummy variable for whether the individual has worked before, and whether the individuals has worked for the recruiter in the past, marital status, age, and the individuals' standardized ability score. For variables in which there is missing data the variable is assigned the mean value of the variable and an indicator variable is included for whether or not that particular variable is missing. A note on timing - test 1 was conducted on day 1, test 2 on day2 of training and test 3 on day 3. More details about the tests is provided in Section 5.2. Robust standard errors. *** indicates significance at the 1% level, ** indicates significance at the 5% level, * indicates significance at the 10% level

Appendix Table 14: Perceptions Distribution Tests

Perception Distribution (average): p-value of kolmogorov smirnov distrinbution test of equality

	0% Job Guarantee	1% Job Guarantee	5% Job Guarantee	50% Job Guarantee	75% Job Guarantee	100% Job Guarantee
0% Job Guarantee		0.987	0.984	0.068	0.156	0.933
1% Job Guarantee			0.975	0.157	0.472	0.705
5% Job Guarantee				0.083	0.615	0.903
50% Job Guarantee					0.004	0.012
75% Job Guarantee						0.952
100% Job Guarantee						

Notes: