**Appendix, Government Officials and Academic Research**

**Table A1. Dependent Variables: Descriptive Statistics**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Variable | Observations | Mean | Standard Deviation | Minimum | Maximum |
| Use Index | 301 | 0.505 | 0.252 | 0 | 1 |
| Interest Index | 300 | 0.845 | 0.199 | 0 | 1 |
| Master Index | 298 | 0.710 | 0.172 | 0 | 1 |
| Website Use Index\* | 189 | 0.180 | 0.165 | 0 | 1 |
| Website Use Index 2\*\* | 305 | 0.111 | 0.157 | 0 | 1 |

\*These statistics are only for those who registered for the site and therefore have non-zero values for website usage. In the analyses below, statistical adjustments are made for those who did not register, creating sample selection bias in the statistics reported above.

\*\* These statistics include those all those who completed the survey. If they did not register for the website they are assigned values of 0.

**Table A2. Results: Principal Control Mechanisms and Impact Evidence Engagement Indices (India Sample)**

|  |  |  |  |
| --- | --- | --- | --- |
|   | (1) | (2) | (3) |
| VARIABLES | Use Index | Interest Index | Master Index |
| Civil Service Exam | 0.006 | -0.034 | -0.003 |
|  | (0.049) | (0.047) | (0.033) |
| Supervisor Importance | 0.005 | 0.024\*\* | 0.029\*\*\* |
|  | (0.011) | (0.010) | (0.007) |
| Autonomy | 0.053\* | 0.045 | 0.044\*\* |
|  | (0.031) | (0.030) | (0.021) |
| Income | 0.035\* | 0.046\*\*\* | 0.030\*\* |
|  | (0.018) | (0.017) | (0.012) |
| Traditional Values | -0.057\*\* | -0.052\* | -0.044\*\* |
|  | (0.028) | (0.027) | (0.019) |
| # Areas of Responsibility | 0.004 | 0.019 | 0.004 |
|  | (0.013) | (0.013) | (0.009) |
| # of Ministries Worked | 0.029\*\* | 0.013 | 0.017\*\* |
|  | (0.011) | (0.011) | (0.008) |
| Years Worked in Govt. | -0.003 | 0.003 | 0.001 |
|  | (0.005) | (0.004) | (0.003) |
| Female | 0.123\* | 0.136\*\* | 0.106\*\* |
|  | (0.062) | (0.059) | (0.042) |
| Age | -0.001 | -0.002 | -0.002 |
|  | (0.004) | (0.004) | (0.003) |
| Post Graduate | 0.083 | 0.055 | 0.084\* |
|  | (0.073) | (0.070) | (0.050) |
| Business Degree | 0.066 | 0.002 | 0.056 |
|  | (0.085) | (0.081) | (0.058) |
| Tech. Science Degree | 0.087 | 0.051 | 0.092\*\* |
|  | (0.055) | (0.052) | (0.037) |
| Stats/Math Degree | -0.095 | -0.064 | -0.022 |
|  | (0.105) | (0.100) | (0.071) |
| Humanities Degree | -0.014 | -0.073 | -0.051 |
|  | (0.089) | (0.085) | (0.061) |
| Other Degree | 0.004 | 0.032 | -0.014 |
|  | (0.115) | (0.109) | (0.078) |
| Policy-making Responsibilities | 0.045 | 0.004 | 0.042 |
|  | (0.060) | (0.057) | (0.041) |
| Constant | 0.272 | 0.344\* | 0.258\* |
|  | (0.211) | (0.200) | (0.143) |
| Observations | 101 | 101 | 101 |
| Adjusted R-squared |  |  |  |
| R-squared | 0.405 | 0.458 | 0.586 |

Standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1

**Table A3. Results: Principal Control Mechanisms and Impact Evidence Engagement Indices (Peru Sample)**

|  |  |  |  |
| --- | --- | --- | --- |
|   | (1) | (2) | (3) |
| VARIABLES | Use Index | Interest Index | Master Index |
| Civil Service Exam | 0.154\*\*\* | 0.033\* | 0.068\*\*\* |
|  | (0.038) | (0.020) | (0.017) |
| Supervisor Importance | -0.006 | 0.004 | 0.009\*\* |
|  | (0.010) | (0.005) | (0.004) |
| Autonomy | 0.018 | 0.013 | 0.015 |
|  | (0.023) | (0.012) | (0.010) |
| Income | 0.012 | 0.001 | 0.007 |
|  | (0.022) | (0.011) | (0.010) |
| Traditional Values | -0.044\* | 0.020 | -0.006 |
|  | (0.024) | (0.013) | (0.011) |
| # Areas of Responsibility | -0.009 | -0.004 | -0.003 |
|  | (0.007) | (0.004) | (0.003) |
| # of Ministries Worked | 0.027\*\* | -0.000 | 0.010\* |
|  | (0.011) | (0.006) | (0.005) |
| Years Worked in Govt. | -0.007\*\*\* | 0.000 | -0.001 |
|  | (0.002) | (0.001) | (0.001) |
| Female | 0.082\*\* | 0.021 | 0.026 |
|  | (0.036) | (0.019) | (0.016) |
| Age | 0.001 | -0.000 | -0.000 |
|  | (0.002) | (0.001) | (0.001) |
| Post Graduate | -0.023 | 0.015 | -0.000 |
|  | (0.050) | (0.026) | (0.023) |
| Business Degree | -0.017 | -0.014 | -0.029 |
|  | (0.052) | (0.027) | (0.024) |
| Tech. Science Degree | 0.109\*\* | 0.009 | 0.045\*\* |
|  | (0.043) | (0.022) | (0.020) |
| Stats/Math Degree | -0.142\* | 0.007 | -0.040 |
|  | (0.082) | (0.043) | (0.037) |
| Humanities Degree | -0.298\* | 0.009 | -0.068 |
|  | (0.160) | (0.084) | (0.073) |
| Other Degree | -0.045 | -0.079\* | -0.051 |
|  | (0.086) | (0.045) | (0.039) |
| Policy-making Responsibilities | 0.094\* | 0.056\*\* | 0.066\*\*\* |
|  | (0.050) | (0.026) | (0.023) |
| Constant | 0.406\*\* | 0.730\*\*\* | 0.594\*\*\* |
|  | (0.183) | (0.096) | (0.083) |
| Observations | 171 | 171 | 171 |
| Adjusted R-squared |  |  |  |
| R-squared | 0.298 | 0.108 | 0.296 |

Standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1

**Table A4 Results: Principal Control Mechanisms and Impact Evidence Engagement Indices with controls for Job Tasks and Government Sectors (Pooled Sample)**

|  |  |  |  |
| --- | --- | --- | --- |
|   | (1) | (2) | (3) |
| VARIABLES | Use Index | Interest Index | Master Index |
| Civil Service Exam | 0.105\*\*\* | 0.046\*\* | 0.069\*\*\* |
|  | (0.032) | (0.023) | (0.018) |
| Supervisor Importance | 0.002 | 0.019\*\*\* | 0.022\*\*\* |
|  | (0.008) | (0.006) | (0.004) |
| Autonomy | 0.031 | 0.020 | 0.028\*\* |
|  | (0.019) | (0.014) | (0.011) |
| Income | 0.041\*\*\* | 0.036\*\*\* | 0.032\*\*\* |
|  | (0.013) | (0.010) | (0.008) |
| Traditional Values | -0.037\* | -0.010 | -0.021\* |
|  | (0.020) | (0.014) | (0.011) |
| # Areas of Responsibility | -0.018 | 0.016 | -0.007 |
|  | (0.018) | (0.013) | (0.011) |
| # of Ministries Worked | 0.044 | 0.021 | 0.013 |
|  | (0.035) | (0.025) | (0.020) |
| Years Worked in Govt. | -0.004\*\* | 0.001 | -0.001 |
|  | (0.002) | (0.002) | (0.001) |
| Female | 0.081\*\* | 0.051\*\* | 0.040\*\* |
|  | (0.033) | (0.024) | (0.019) |
| Age | -0.002 | -0.001 | -0.001 |
|  | (0.002) | (0.001) | (0.001) |
| Post Graduate | -0.013 | -0.000 | 0.001 |
|  | (0.045) | (0.032) | (0.026) |
| Business Degree | -0.003 | 0.017 | -0.001 |
|  | (0.046) | (0.034) | (0.027) |
| Tech. Science Degree | 0.070\* | 0.021 | 0.047\*\* |
|  | (0.037) | (0.027) | (0.021) |
| Stats/Math Degree | -0.184\*\*\* | -0.087\* | -0.089\*\* |
|  | (0.069) | (0.050) | (0.040) |
| Humanities Degree | -0.109 | -0.097\* | -0.101\*\* |
|  | (0.081) | (0.059) | (0.047) |
| Other Degree | -0.046 | -0.098\* | -0.069\* |
|  | (0.071) | (0.052) | (0.041) |
| Job Tasks |  |  |  |
| Policy Monitoring/Eval. | 0.047 | -0.013 | 0.023 |
|   | (0.041) | (0.030) | (0.024) |
| Policy Implementation | 0.004 | -0.019 | 0.004 |
|   | (0.041) | (0.030) | (0.024) |
|  Policy Administration | 0.016 | -0.028 | 0.012 |
|   | (0.040) | (0.029) | (0.023) |
| Compliance | -0.044 | 0.005 | -0.009 |
|   | (0.041) | (0.030) | (0.024) |
| Accounting Budget | -0.019 | -0.031 | -0.013 |
|   | (0.049) | (0.036) | (0.029) |
| Human Resource | 0.067 | 0.021 | 0.047\* |
|   | (0.046) | (0.033) | (0.027) |
| Archives | 0.091\* | -0.054 | -0.001 |
|   | (0.049) | (0.036) | (0.028) |
|  Legal Services | 0.026 | -0.044 | 0.009 |
|   | (0.048) | (0.035) | (0.028) |
| Equipment and Facilities | -0.040 | -0.045 | -0.023 |
|   | (0.051) | (0.037) | (0.030) |
| Technical Services | 0.061 | 0.041 | 0.053\* |
|   | (0.048) | (0.035) | (0.028) |
|  Other | -0.006 | -0.036 | -0.008 |
|   | (0.049) | (0.036) | (0.028) |
| Government Sectors  |  |  |  |
| Commerce/Trade | -0.044 | -0.089\*\* | -0.054 |
|   | (0.060) | (0.044) | (0.035) |
| Culture | 0.011 | 0.066 | 0.049 |
|   | (0.066) | (0.048) | (0.038) |
| Defense | -0.010 | 0.042 | 0.038 |
|   | (0.077) | (0.056) | (0.045) |
| Education | -0.039 | -0.022 | 0.004 |
|   | (0.085) | (0.062) | (0.049) |
| Energy | -0.062 | -0.030 | -0.016 |
|   | (0.059) | (0.043) | (0.034) |
| Environment | -0.052 | -0.065 | -0.020 |
|   | (0.075) | (0.055) | (0.044) |
| Finance/Credit/Banking | 0.058 | 0.002 | 0.020 |
|   | (0.062) | (0.045) | (0.036) |
| Foreign Ministry | -0.022 | 0.010 | 0.013 |
|   | (0.053) | (0.038) | (0.031) |
| Gender and Family | -0.033 | 0.007 | 0.006 |
|   | (0.059) | (0.043) | (0.034) |
| Health | 0.040 | 0.017 | 0.034 |
|   | (0.046) | (0.034) | (0.027) |
| Housing | 0.034 | 0.004 | 0.011 |
|   | (0.071) | (0.052) | (0.041) |
|  Industry | -0.048 | 0.014 | 0.005 |
|   | (0.066) | (0.048) | (0.038) |
| Justice | 0.165\* | -0.020 | 0.061 |
|   | (0.095) | (0.069) | (0.055) |
| Labor | 0.025 | 0.048 | 0.037 |
|   | (0.066) | (0.048) | (0.038) |
| Macroeconomic Mgmt. | 0.010 | 0.082 | 0.044 |
|   | (0.085) | (0.062) | (0.049) |
| Public Safety | -0.055 | -0.005 | -0.015 |
|   | (0.058) | (0.042) | (0.033) |
| Social Welfare/Development | -0.094 | -0.144\*\*\* | -0.077\* |
|   | (0.071) | (0.052) | (0.041) |
| Sports | -0.134\* | -0.115\*\* | -0.102\*\* |
|   | (0.075) | (0.055) | (0.044) |
| Transportation | -0.111\*\* | -0.027 | -0.034 |
|   | (0.049) | (0.036) | (0.028) |
| Other | -0.038 | -0.043 | -0.021 |
|   | (0.058) | (0.042) | (0.034) |
| Constant | 0.350\*\*\* | 0.513\*\*\* | 0.411\*\*\* |
|  | (0.127) | (0.093) | (0.074) |
| Observations | 272 | 272 | 272 |
| R-squared | 0.379 | 0.510 | 0.564 |

Standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1

All models include country fixed effects. Omitted Job Task is Policy Formulation and Design. Omitted Sector is Agriculture.

**Table A5. Results: Principal Control Mechanisms and Impact Evidence Engagement Indices with controls for Job Tasks and Government Sectors (India Sample)**

|  |  |  |  |
| --- | --- | --- | --- |
|   | (1) | (2) | (3) |
| VARIABLES | Use Index | Interest Index | Master Index |
| Civil Service Exam | 0.095 | 0.044 | 0.056 |
|  | (0.075) | (0.068) | (0.048) |
| Supervisor Importance | 0.008 | 0.026\*\* | 0.033\*\*\* |
|  | (0.013) | (0.012) | (0.009) |
| Autonomy | 0.023 | 0.029 | 0.023 |
|  | (0.039) | (0.036) | (0.025) |
| Income | 0.054\*\* | 0.051\*\*\* | 0.039\*\*\* |
|  | (0.020) | (0.019) | (0.013) |
| Traditional Values | -0.049 | -0.044 | -0.027 |
|  | (0.038) | (0.034) | (0.024) |
| # Areas of Responsibility | 0.023 | 0.027 | 0.031 |
|  | (0.069) | (0.063) | (0.044) |
| # of Ministries Worked | 0.007 | 0.059 | 0.034 |
|  | (0.071) | (0.065) | (0.046) |
| Years Worked in Govt. | -0.005 | 0.000 | -0.000 |
|  | (0.007) | (0.006) | (0.004) |
| Female | 0.093 | 0.119\* | 0.093\* |
|  | (0.076) | (0.069) | (0.049) |
| Age | -0.001 | -0.001 | -0.001 |
|  | (0.005) | (0.005) | (0.003) |
| Post Graduate | 0.055 | 0.007 | 0.045 |
|  | (0.105) | (0.096) | (0.068) |
| Business Degree | 0.063 | -0.004 | 0.061 |
|  | (0.107) | (0.098) | (0.069) |
| Tech. Science Degree | -0.034 | -0.007 | 0.016 |
|  | (0.093) | (0.085) | (0.060) |
| Stats/Math Degree | -0.186 | -0.190\* | -0.100 |
|  | (0.123) | (0.112) | (0.079) |
| Humanities Degree | -0.057 | -0.175 | -0.092 |
|  | (0.116) | (0.107) | (0.075) |
| Other Degree | -0.059 | -0.053 | -0.070 |
|  | (0.128) | (0.118) | (0.083) |
| Job Tasks |  |  |  |
| Policy Monitoring/Eval. | -0.117 | -0.093 | -0.093 |
|   | (0.113) | (0.103) | (0.073) |
| Policy Implementation | 0.057 | 0.050 | 0.027 |
|   | (0.101) | (0.093) | (0.065) |
|  Policy Administration | -0.033 | -0.029 | -0.038 |
|   | (0.106) | (0.097) | (0.068) |
| Compliance | -0.158 | -0.115 | -0.125 |
|   | (0.118) | (0.108) | (0.076) |
| Accounting Budget | -0.108 | 0.002 | -0.079 |
|   | (0.119) | (0.109) | (0.076) |
| Human Resource | -0.005 | 0.006 | -0.019 |
|   | (0.096) | (0.088) | (0.062) |
| Archives | 0.059 | -0.030 | -0.039 |
|   | (0.136) | (0.125) | (0.088) |
|  Legal Services | -0.121 | -0.108 | -0.102 |
|   | (0.125) | (0.114) | (0.080) |
| Equipment and Facilities | 0.141 | 0.026 | 0.085 |
|   | (0.117) | (0.107) | (0.076) |
| Technical Services | -0.020 | 0.029 | -0.033 |
|   | (0.098) | (0.090) | (0.063) |
|  Other | -0.048 | -0.105 | -0.077 |
|   | (0.146) | (0.133) | (0.094) |
| Government Sectors  |  |  |  |
| Commerce/Trade | -0.002 | -0.130 | -0.087 |
|   | (0.114) | (0.105) | (0.074) |
| Culture | 0.157 | 0.140 | 0.117 |
|   | (0.194) | (0.177) | (0.125) |
| Defense | 0.061 | 0.059 | 0.063 |
|   | (0.187) | (0.171) | (0.120) |
| Education | -0.018 | -0.090 | -0.025 |
|   | (0.143) | (0.131) | (0.092) |
| Energy | -0.167 | -0.097 | -0.083 |
|   | (0.107) | (0.098) | (0.069) |
| Environment | 0.032 | -0.120 | -0.041 |
|   | (0.121) | (0.111) | (0.078) |
| Finance/Credit/Banking | 0.186 | 0.083 | 0.114 |
|   | (0.129) | (0.118) | (0.083) |
| Foreign Ministry | 0.171 | -0.057 | 0.028 |
|   | (0.133) | (0.122) | (0.086) |
| Gender and Family | 0.083 | 0.040 | 0.024 |
|   | (0.149) | (0.137) | (0.096) |
| Health | 0.044 | 0.021 | 0.037 |
|   | (0.092) | (0.084) | (0.059) |
| Housing | 0.153 | 0.099 | 0.101 |
|   | (0.122) | (0.112) | (0.079) |
|  Industry | -0.059 | -0.008 | 0.013 |
|   | (0.131) | (0.120) | (0.084) |
| Justice | 0.165 | 0.081 | 0.038 |
|   | (0.310) | (0.284) | (0.200) |
| Labor | 0.163 | 0.114 | 0.097 |
|   | (0.130) | (0.119) | (0.083) |
| Macroeconomic Mgmt. | 0.116 | 0.073 | 0.030 |
|   | (0.174) | (0.159) | (0.112) |
| Public Safety | -0.208 | -0.248\* | -0.224\*\* |
|   | (0.151) | (0.138) | (0.097) |
| Social Welfare/Development | -0.075 | -0.215\* | -0.137\* |
|   | (0.124) | (0.114) | (0.080) |
| Sports | -0.109 | -0.253\*\* | -0.158\*\* |
|   | (0.119) | (0.109) | (0.077) |
| Transportation | -0.167\* | -0.055 | -0.088 |
|   | (0.096) | (0.088) | (0.062) |
| Other | -0.069 | -0.108 | -0.084 |
|   | (0.146) | (0.134) | (0.094) |
| Constant | 0.398 | 0.413\* | 0.298\* |
|  | (0.263) | (0.241) | (0.170) |
| Observations | 101 | 101 | 101 |
| R-squared | 0.617 | 0.674 | 0.760 |

Standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1 Omitted Job Task is Policy Formulation and Design. Omitted Sector is Agriculture.

**Table A6. Results: Principal Control Mechanisms and Impact Evidence Engagement Indices with controls for Job Tasks and Government Sectors (Peru Sample)**

|  |  |  |  |
| --- | --- | --- | --- |
|   | (1) | (2) | (3) |
| VARIABLES | Use Index | Interest Index | Master Index |
| Civil Service Exam | 0.171\*\*\* | 0.044\* | 0.081\*\*\* |
|  | (0.042) | (0.023) | (0.020) |
| Supervisor Importance | -0.007 | 0.002 | 0.008 |
|  | (0.011) | (0.006) | (0.005) |
| Autonomy | 0.035 | 0.008 | 0.017 |
|  | (0.026) | (0.014) | (0.012) |
| Income | 0.037 | 0.001 | 0.013 |
|  | (0.025) | (0.014) | (0.012) |
| Traditional Values | -0.032 | 0.013 | -0.007 |
|  | (0.026) | (0.014) | (0.013) |
| # Areas of Responsibility | -0.034 | 0.013 | -0.011 |
|  | (0.021) | (0.011) | (0.010) |
| # of Ministries Worked | 0.072 | 0.004 | 0.008 |
|  | (0.049) | (0.026) | (0.024) |
| Years Worked in Govt. | -0.009\*\*\* | 0.001 | -0.001 |
|  | (0.003) | (0.001) | (0.001) |
| Female | 0.053 | 0.029 | 0.013 |
|  | (0.039) | (0.021) | (0.019) |
| Age | -0.001 | -0.001 | -0.001 |
|  | (0.002) | (0.001) | (0.001) |
| Post Graduate | -0.101\* | 0.036 | -0.014 |
|  | (0.057) | (0.031) | (0.028) |
| Business Degree | -0.069 | 0.005 | -0.031 |
|  | (0.059) | (0.032) | (0.029) |
| Tech. Science Degree | 0.095\* | 0.018 | 0.045\* |
|  | (0.053) | (0.028) | (0.026) |
| Stats/Math Degree | -0.097 | -0.035 | -0.038 |
|  | (0.104) | (0.056) | (0.050) |
| Humanities Degree | -0.402\*\* | 0.050 | -0.083 |
|  | (0.182) | (0.098) | (0.088) |
| Other Degree | -0.073 | -0.072 | -0.053 |
|  | (0.094) | (0.050) | (0.045) |
| Job Tasks |  |  |  |
| Policy Monitoring/Eval. | 0.106\*\* | -0.002 | 0.043\* |
|   | (0.052) | (0.028) | (0.025) |
| Policy Implementation | -0.007 | -0.012 | 0.011 |
|   | (0.055) | (0.030) | (0.027) |
|  Policy Administration | 0.035 | -0.024 | 0.024 |
|   | (0.051) | (0.027) | (0.025) |
| Compliance | -0.069 | 0.028 | 0.005 |
|   | (0.052) | (0.028) | (0.025) |
| Accounting Budget | 0.039 | -0.040 | -0.003 |
|   | (0.068) | (0.037) | (0.033) |
| Human Resource | 0.150\*\* | 0.008 | 0.057\* |
|   | (0.068) | (0.037) | (0.033) |
| Archives | 0.081 | -0.059 | -0.015 |
|   | (0.066) | (0.036) | (0.032) |
|  Legal Services | 0.048 | -0.024 | 0.024 |
|   | (0.060) | (0.032) | (0.029) |
| Equipment and Facilities | -0.125\* | -0.021 | -0.041 |
|   | (0.068) | (0.037) | (0.033) |
| Technical Services | 0.083 | -0.002 | 0.042 |
|   | (0.070) | (0.038) | (0.034) |
|  Other | 0.015 | -0.024 | 0.017 |
|   | (0.059) | (0.032) | (0.029) |
| Government Sectors  |  |  |  |
| Commerce/Trade | -0.053 | 0.021 | 0.013 |
|   | (0.088) | (0.047) | (0.042) |
| Culture | -0.031 | 0.035 | 0.026 |
|   | (0.087) | (0.047) | (0.042) |
| Defense | 0.012 | -0.009 | -0.003 |
|   | (0.112) | (0.060) | (0.054) |
| Education | -0.148 | 0.021 | 0.029 |
|   | (0.142) | (0.076) | (0.069) |
| Energy | 0.011 | -0.058 | -0.004 |
|   | (0.096) | (0.051) | (0.046) |
| Environment | -0.280\*\* | -0.038 | -0.057 |
|   | (0.134) | (0.072) | (0.065) |
| Finance/Credit/Banking | 0.004 | -0.042 | -0.019 |
|   | (0.097) | (0.052) | (0.047) |
| Foreign Ministry | -0.064 | 0.040 | 0.023 |
|   | (0.068) | (0.037) | (0.033) |
| Gender and Family | -0.126 | 0.024 | 0.005 |
|   | (0.079) | (0.042) | (0.038) |
| Health | 0.062 | 0.029 | 0.045 |
|   | (0.062) | (0.033) | (0.030) |
| Housing | 0.113 | -0.094 | -0.048 |
|   | (0.117) | (0.063) | (0.056) |
|  Industry | -0.038 | -0.014 | -0.020 |
|   | (0.090) | (0.048) | (0.043) |
| Justice | 0.195\* | 0.009 | 0.081 |
|   | (0.115) | (0.062) | (0.055) |
| Labor | -0.093 | 0.043 | 0.007 |
|   | (0.094) | (0.050) | (0.045) |
| Macroeconomic Mgmt. | -0.242 | -0.001 | -0.041 |
|   | (0.151) | (0.081) | (0.073) |
| Public Safety | -0.019 | 0.007 | 0.003 |
|   | (0.076) | (0.041) | (0.036) |
| Social Welfare/Development | -0.165 | -0.109 | -0.064 |
|   | (0.128) | (0.069) | (0.062) |
| Sports | -0.202 | 0.019 | -0.023 |
|   | (0.151) | (0.081) | (0.073) |
| Transportation | -0.038 | 0.002 | 0.008 |
|   | (0.069) | (0.037) | (0.033) |
| Other | -0.011 | -0.019 | 0.000 |
|   | (0.073) | (0.039) | (0.035) |
| Constant | 0.390\* | 0.782\*\*\* | 0.625\*\*\* |
|  | (0.198) | (0.106) | (0.095) |
| Observations | 171 | 171 | 171 |
| R-squared | 0.445 | 0.257 | 0.373 |

Standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1

Omitted Job Task is Policy Formulation and Design. Omitted Sector is Agriculture.

**Table A7. Results: Gender Interactions with Principal Control Mechanisms and Impact Evidence Engagement Indices (Pooled Sample)**

|  |  |  |  |
| --- | --- | --- | --- |
|   | (1) | (2) | (3) |
| VARIABLES | Use Index | Interest Index | Master Index |
| Civil Service Exam | 0.118\*\*\* | 0.032 | 0.060\*\*\* |
|   | (0.033) | (0.024) | (0.019) |
| Female | 0.261 | 0.502\*\*\* | 0.306\*\*\* |
|   | (0.158) | (0.115) | (0.091) |
| Civil Service Ex. X Female | -0.060 | -0.034 | -0.023 |
|   | (0.062) | (0.045) | (0.035) |
| Supervisor Importance | -0.003 | 0.018\*\*\* | 0.021\*\*\* |
|   | (0.008) | (0.006) | (0.005) |
| Supervisor Imp. X Female | 0.006 | -0.014 | -0.006 |
|   | (0.015) | (0.011) | (0.009) |
| Autonomy | 0.049\*\* | 0.041\*\*\* | 0.040\*\*\* |
|   | (0.021) | (0.015) | (0.012) |
| Autonomy X Female | -0.066\* | -0.072\*\*\* | -0.053\*\* |
|   | (0.038) | (0.028) | (0.022) |
| Income | 0.026\* | 0.046\*\*\* | 0.031\*\*\* |
|   | (0.014) | (0.010) | (0.008) |
| Income X Female | 0.004 | -0.030\* | -0.012 |
|   | (0.022) | (0.016) | (0.012) |
| Traditional Values | -0.048\*\*\* | -0.012 | -0.026\*\* |
|  | (0.018) | (0.013) | (0.010) |
| # Areas of Responsibility | -0.005 | 0.002 | -0.000 |
|  | (0.006) | (0.004) | (0.003) |
| # of Ministries Worked | 0.026\*\*\* | 0.006 | 0.012\*\*\* |
|  | (0.007) | (0.005) | (0.004) |
| Years Worked in Govt. | -0.005\*\*\* | 0.001 | -0.001 |
|  | (0.002) | (0.001) | (0.001) |
| Age | 0.001 | -0.000 | -0.000 |
|  | (0.002) | (0.001) | (0.001) |
| Post Graduate | 0.014 | 0.009 | 0.020 |
|  | (0.040) | (0.029) | (0.023) |
| Business Degree | 0.007 | 0.002 | -0.002 |
|  | (0.043) | (0.031) | (0.025) |
| Tech. Science Degree | 0.096\*\*\* | 0.033 | 0.063\*\*\* |
|  | (0.032) | (0.023) | (0.018) |
| Stats/Math Degree | -0.164\*\* | -0.043 | -0.065\* |
|  | (0.064) | (0.046) | (0.036) |
| Humanities Degree | -0.076 | -0.033 | -0.058 |
|  | (0.077) | (0.056) | (0.044) |
| Other Degree | -0.057 | -0.063 | -0.054 |
|  | (0.067) | (0.049) | (0.039) |
| Policy-making Responsibilities | 0.081\*\* | 0.049\* | 0.061\*\*\* |
|   | (0.037) | (0.027) | (0.021) |
|  Constant | 0.238\* | 0.328\*\*\* | 0.293\*\*\* |
|   | (0.129) | (0.094) | (0.074) |
|  Obs. | 272 | 272 | 272 |
|  R-squared  | 0.308 | 0.456 | 0.524 |
|  |
| Standard errors are in parenthesis  |
| \*\*\* p<0.01, \*\* p<0.05, \* p<0.1  |



Figure A1: Autonomy increases male bureaucrats engagment with impact evidence. (Pooled Sample)

**Table A8. Results: Principal Control Mechanisms and Website Usage (Heckman Selection Model, Selection: Recruitment Type)**

|  |
| --- |
| Website Usage Index (Second-Stage Equation) |
|  | Pooled | India | Peru |
| Civil Service Exam | -0.031 | -0.035 | 0.006 |
|  | (0.023) | (0.028) | (0.041) |
| Supervisor Importance | 0.005 | 0.007 | -0.001 |
|  | (0.006) | (0.006) | (0.010) |
| Autonomy | 0.006 | 0.002 | 0.024 |
|  | (0.015) | (0.017) | (0.024) |
| Income | 0.043\*\*\* | 0.034\*\*\* | 0.063\* |
|  | (0.011) | (0.012) | (0.033) |
| Traditional Values | 0.014 | -0.006 | 0.055\*\* |
|  | (0.015) | (0.017) | (0.025) |
| # Areas of Responsibility | -0.009\* | -0.005 | -0.016\*\* |
|  | (0.005) | (0.009) | (0.007) |
| # of Ministries Worked | 0.000 | 0.003 | -0.002 |
|  | (0.006) | (0.006) | (0.010) |
| Years Worked in Govt. | 0.003\* | 0.003 | 0.004\* |
|  | (0.002) | (0.003) | (0.002) |
| Female | -0.025 | -0.059 | 0.001 |
|  | (0.027) | (0.037) | (0.037) |
| Age | -0.004\*\*\* | -0.004 | -0.003 |
|  | (0.001) | (0.003) | (0.002) |
| Business Degree | -0.036 | -0.063 | -0.008 |
|  | (0.040) | (0.052) | (0.058) |
| Tech. Science Degree | -0.016 | -0.005 | -0.008 |
|  | (0.026) | (0.032) | (0.041) |
| Stats/Math Degree | 0.005 | 0.028 | 0.001 |
|  | (0.059) | (0.062) | (0.102) |
| Humanities Degree | 0.023 | 0.032 | -0.084 |
|  | (0.055) | (0.048) | (0.179) |
| Other Degree | 0.158\*\* | 0.188\*\*\* | -0.074 |
|  | (0.064) | (0.062) | (0.160) |
| Graduate Degree | -0.016 | 0.057 | -0.090 |
|  | (0.038) | (0.053) | (0.061) |
| Peru | 0.070\*\* |  |  |
|  | (0.032) |  |  |
| Policy-making Responsibilities | 0.025 | -0.009 | 0.096\* |
|  | (0.030) | (0.038) | (0.054) |
| Constant | 0.037 | 0.063 | -0.188 |
|  | (0.098) | (0.140) | (0.232) |
| Registered for the Website (First-Stage Equation) |
| Graduate Degree | 0.434\* | 0.546 | 0.311 |
|  | (0.242) | (0.448) | (0.295) |
| # Areas of Responsibility | 0.054 | -0.041 | 0.080 |
|  | (0.041) | (0.082) | (0.049) |
| Policymaker | 0.168 | 0.309 | 0.132 |
|  | (0.237) | (0.394) | (0.308) |
| Income | -0.026 | -0.102 | 0.135 |
|  | (0.080) | (0.108) | (0.138) |
| Direct Recruitment | 1.714\*\*\* | 1.099\* | 1.733\*\*\* |
|  | (0.209) | (0.566) | (0.235) |
| Peru | -0.136 |  |  |
|  | (0.251) |  |  |
| Constant | -1.148\*\*\* | -0.175 | -2.151\*\*\* |
|  | (0.400) | (0.789) | (0.762) |
| Mills Lambda | -0.038 | 0.079 | -0.061 |
|  | (0.033) | (0.140) | (0.040) |
| Observations | 294 | 103 | 191 |

|  |
| --- |
| **Table A9. Results: Gender Interacted with Principal Control Mechanisms and Website Usage (Heckman Selection Model, Selection: Graduate Degree)** |
| Website Usage Index (Second-Stage Equation) |
|  | Pooled  | India | Peru |
| Civil Service Exam | -0.015 | -0.033 | 0.071 |
|  | (0.026) | (0.053) | (0.050) |
| Female | -0.260\*\* | -0.121 | -1.194\*\*\* |
|  | (0.132) | (0.346) | (0.445) |
| Exam X Female | -0.053 | -0.058 | -0.086 |
|  | (0.052) | (0.151) | (0.072) |
| Supervisor Importance | 0.001 | 0.007 | -0.017 |
|  | (0.006) | (0.011) | (0.012) |
| Supervisor Imp. X Female | 0.021 | 0.006 | 0.040\*\* |
|  | (0.014) | (0.041) | (0.020) |
| Autonomy | 0.004 | 0.003 | 0.007 |
|  | (0.016) | (0.036) | (0.027) |
| Autonomy X Female | 0.024 | -0.021 | 0.084\* |
|  | (0.035) | (0.093) | (0.050) |
| Income | 0.039\*\*\* | 0.039 | 0.100\*\* |
|  | (0.011) | (0.024) | (0.045) |
| Income X Female | 0.014 | 0.033 | 0.126\* |
|  | (0.020) | (0.049) | (0.070) |
| Traditional Values | 0.019 | -0.004 | 0.063\*\*\* |
|  | (0.015) | (0.031) | (0.024) |
| # Areas of Responsibility | -0.006 | 0.005 | 0.002 |
|  | (0.007) | (0.021) | (0.014) |
| # of Ministries Worked | 0.000 | 0.004 | -0.000 |
|  | (0.006) | (0.011) | (0.010) |
| Years Worked in Govt. | 0.003\*\* | 0.003 | 0.004\* |
|  | (0.002) | (0.005) | (0.002) |
| Age | -0.004\*\*\* | -0.004 | -0.002 |
|  | (0.001) | (0.005) | (0.002) |
| Business Degree | -0.033 | -0.061 | 0.021 |
|  | (0.039) | (0.094) | (0.056) |
| Tech. Science Degree | -0.017 | 0.003 | 0.013 |
|  | (0.025) | (0.058) | (0.040) |
| Stats/Math Degree | 0.002 | 0.027 | 0.092 |
|  | (0.058) | (0.111) | (0.106) |
| Humanities Degree | 0.027 | 0.026 | -0.122 |
|  | (0.056) | (0.094) | (0.132) |
| Other Degree | 0.146\*\* | 0.187 | -0.091 |
|  | (0.064) | (0.119) | (0.150) |
| Graduate Degree |  |  |  |
|  |  |  |  |
| Peru | 0.045 |  |  |
|  | (0.059) |  |  |
| Policy-making Responsibilities | 0.027 | -0.042 | 0.114\* |
|  | (0.030) | (0.087) | (0.060) |
| Constant | 0.016 | 0.157 | -0.724\* |
|  | (0.111) | (0.257) | (0.407) |
| Registered for the Website (First-Stage Equation) |
| Graduate Degree | 0.670\*\*\* | 0.469 | 0.646\*\* |
|  | (0.218) | (0.443) | (0.264) |
| # Areas of Responsibility | 0.105\*\*\* | -0.077 | 0.161\*\*\* |
|  | (0.036) | (0.079) | (0.043) |
| Policymaker | -0.092 | 0.240 | -0.149 |
|  | (0.211) | (0.388) | (0.268) |
| Income | 0.014 | -0.088 | 0.244\* |
|  | (0.075) | (0.106) | (0.125) |
| Peru | -1.072\*\*\* |  |  |
|  | (0.212) |  |  |
| Constant | 0.092 | 0.999\*\* | -2.395\*\*\* |
|  | (0.337) | (0.499) | (0.695) |
| Mills Lambda | 0.017 | -0.246 | 0.209 |
|  | (0.090) | (0.464) | (0.139) |
| Observations | 294 | 103 | 191 |

Factor Analysis

|  |  |  |
| --- | --- | --- |
| Master Index |  |  |
| Variable | Factor 1 | Uniqueness |
| Studies (Question 17) | 0.4618  | 0.4348  |
| Mestudies (Question 25) | 0.3618  | 0.5113  |
| Knowstudies (Question 22) | 0.6707  | 0.4922  |
| Workbetter (Question 24) | 0.7533  | 0.3517  |
| Usefulstudies (Question 23) | 0.7410  | 0.3444  |
| Intereststudies (Question 21) | 0.7814  | 0.3418  |
| Recentstudies (Question 20) | 0.5789  | 0.4979  |
| Seenstudies (Question 18) | 0.3601  | 0.5314  |
| Usestudies (Question 19) | 0.4942  | 0.4732  |

|  |  |  |
| --- | --- | --- |
| Use Index |  |  |
| Variable | Factor 1 | Uniqueness |
| Usestudies (Q. 19) | 0.7046 | 0.5035 |
| Recentstudies (Q.20) | 0.6645 | 0.5584 |
| Seenstudies (Q. 18) | 0.6574 | 0.5679 |

|  |  |  |
| --- | --- | --- |
| Interest Index |  |  |
| Variable | Factor 1 | Uniqueness |
| Intereststudies (Q. 21) | 0.7624 | 0.4187  |
| Usefulstudies (Q.23) | 0.8068 | 0.3490  |
| Workbetter (Q. 24) | 0.8155 | 0.3350  |
|  |  |  |

Survey Questions

*Indepdendent Variables*

*Exam* Did you take a civil service exam to get your current job?

* Yes
* No

*Bossstudies* 27. What sources do you think your superiors want you to use in decision-making? Please order the following with 1 being the most useful and 7 being the least useful

\_\_\_\_\_\_ My intuition

\_\_\_\_\_\_ My experience

\_\_\_\_\_\_ My formal education

\_\_\_\_\_\_ Job-related conferences

\_\_\_\_\_\_ My coworkers

\_\_\_\_\_\_ Public opinion

\_\_\_\_\_\_ Reports, studies and other written material

*Autonomy* How much autonomy do you have in your job?

* Almost full autonomy
* Some autonomy
* Little autonomy
* No autonomy

*Income.* How much is your monthly salary? (Peru only)

* 1,000 soles or less
* Between 1,000 and 2,000 soles
* Between 2,000 and 3,000 soles
* Between 3,000 and 4,000 soles
* Between 4,000 and 5,000 soles
* More than 5,000 soles

*Income.* Is your monthly income: (India only)

* 20,000 rupees or below
* Between 20,000 and 40,000 rupees
* Between 40,000 and 60,000 rupees
* Between 60,000 and 80,000 rupees
* Between 80,000 and 100,000 rupees
* Over 100,000 rupees

*Dependent Variables*

*Studies* 17. What source is most useful to you when making your policy decisions? Please order the following with 1 being the most useful and 7 being the least useful

\_\_\_\_\_\_ My intuition

\_\_\_\_\_\_ My experience

\_\_\_\_\_\_ My formal education

\_\_\_\_\_\_ Job-related conferences

\_\_\_\_\_\_ My coworkers

\_\_\_\_\_\_ Public opinion

\_\_\_\_\_\_ Reports, studies and other written material

*Seenstudies* 18. International organizations and governments, often in partnership with academic researchers, are performing rigorous impact assessments of government programs and publishing reports with their findings. Have you seen such academic reports?

* Yes, many
* Yes, some
* No, none

*usestudies* 19. How often do you consult such academic reports when you make policy decisions?

* Every time
* Most times
* Sometimes
* Never

*recentstudies* 20. How recently have you used academic reports to make a policy decision?

* In the past month
* In the past six months
* In the past year
* In the past five years
* More than five years
* Never

*intereststudies* 21. How interested are you in learning from academic research?

* Very interested
* Somewhat interested
* Indifferent
* Somewhat disinterested
* Not interested at all

*knowstudies* 22. How well do you feel you understand academic research?

* Very well
* Somewhat well
* Not very well
* Not well at all

*usefulstudies* 23. How helpful is academic research is in making policy?

* Very useful
* Somewhat useful
* Not very useful
* Not useful at all

*workbetter* 24. Do you think using academic research makes your work better?

* Yes, definitely
* Yes, somewhat
* No, not really
* No, definitely not

*Mestudies* 25. What sources do you think are the most important for policy makers to use in decision-making? Please order the following with 1 being the most useful and 7 being the least useful

\_\_\_\_\_\_ Their intuition

\_\_\_\_\_\_ Their experience

\_\_\_\_\_\_ Their formal education

\_\_\_\_\_\_ Job-related conferences

\_\_\_\_\_\_ Their coworkers

\_\_\_\_\_\_ Public opinion

\_\_\_\_\_\_ Reports, studies and other written material