Codebook for "Does Affirmative Action Worsen Bureaucratic Performance? Evidence from the Indian Administrative Service"

November 5, 2019

1 Variables in the Main Data File: BhavnaniLeeAJPSRep1.dta

Variable Name	N	Mean	Variable Description
id	2047	1024	Unique ID
state	2047	String	State
districtname01	2047	String	District
statenumyear	2047	String	State-year
stdistcoded	2047	224.25	State-district coded (codes are file-specific and might be diff. across files)
hh100day	2047	8445.42	Households received 100+ days of NREGA employment
lnhh100day	2047	7.94	Ln households received 100+ days of NREGA employment
stdlnhh100day	2047	0	Ln households received 100+ days of NREGA employment, standardized
tpd	1292	4.10E+06	Person-days of NREGA employment
lntpd	1292	14.63	Ln person-days of NREGA employment
stdlntpd	1292	0.03	Ln person-days of NREGA employment, standardized
newroads	2024	24.52	Villages newly connected by roads
ln_newroads	2024	1.27	Ln villages newly connected by roads
stdln_newroads	2024	0.02	Ln villages newly connected by roads, standardized

lnunconn	1645	846.42	Ln unconnected villages
tpd_scst	2024	1.84E+06	Person-days of NREGA employment for SCs/STs
lntpd_scst	2024	13.7	Ln person-days of NREGA employment for SCs/STs
stdlntpd_scst	2024	0	Ln person-days of NREGA employment for SCs/STs, standardized
Pmaterials	1532	28.83	Prop. of NREGA expenditures on materials
stdPmaterials	1532	0	Prop. of NREGA expenditures on materials, standardized
ALLaa	2047	0.42	Prop. affirmative action bureaucrats
DOaa	2047	0.18	Prop. affirmative action senior bureaucrats
ALLlnexamrank	2047	4.17	Bureaucrats' ln exam rank
ALLpropmin	2047	0.57	Prop. disadvantaged group bureaucrats
EXALLaa	2047	0.41	Prop. early-career officers recruited with AA
EXDOaa	2047	0.1	Prop. affirmative action early-career senior bureaucrats
EXALLlnexamrank	2047	4.2	Early-career bureaucrats' ln exam rank
EXALLpropmin	2047	0.57	Prop. early-career disadvantaged group officers
dismonpos	2047	0.19	Dummy variable = 1 if district experienced a positive rainfall shock; 0 otherwise
dismonneg	2047	0.39	Dummy variable = 1 if district experienced a negative rainfall shock; 0 otherwise
pol_congress	2047	0.26	Prop. Congress MLAs
pol_bjp	2047	0.29	Prop. BJP MLAs
pol_ingov	2047	0.43	Prop. MLAs in state gov.
pol_res_sc	2047	0.16	Prop. MLAs reserved for Scheduled Castes
pol_res_st	2047	0.12	Prop. MLAs reserved for Scheduled Tribes
ALLage	2047	34.21	Bureaucrats' age
ALLpropfemale	2047	0.18	Prop. female bureaucrats
ALLbachdivi	2047	1.36	Bureaucrats' degree class
ALLlocal	2047	0.25	Prop. local bureaucrats
ALLexperiencelength	2047	5.73	Bureaucrats' years experience
year	2047	2012.64	Year
relexamrank	2047	31.04	Relative exam rank
ALLactual	1574	0.44	Prop. affirmative action bureaucrats, strict defn.
ALLpropscst	2047	0.23	Prop. SC/ST bureaucrats

ALLpropoth	2047	0.34	Prop. other disadvantaged group bureaucrats
Otheraa	2047	0.23	Prop. affirmative action junior bureaucrats
EXALLactual	1084	0.46	Prop. early-career AA bureaucrats, strict defn.
EXOtheraa	2047	0.31	Prop. early-career affirmative action junior bureaucrats
EX4ALLaa	2047	0.39	Prop. early-career officers (first four years) recruited with AA
EXALLpropscst	2047	0.24	Prop. early-career SC/ST bureaucrats
EXALLpropoth	2047	0.33	Prop. early-career other disadvantaged group bureaucrats
high	1971	117.32	Villages with high school(s)
proad	1971	986.65	Villages with roads
dompower	1971	515.45	Villages with power
villnum	1971	1272.51	Villlages
tot_pop	1985	2.00E+06	Population
tot_sc	1985	3.44E+05	Dist. Pop. Scheduled Castes
tot_st	1985	1.49E+05	Dist. Pop. Scheduled Tribes
tot_lit	1985	1.08E+06	Dist. Pop. Literates
ALLaa2	2047	0.35	Prop. affirmative action bureaucrats squared
EXALLaa2	2047	0.29	Prop. early-career AA bureaucrats squared
rdsample	2047	0.69	RD sample (coded as 1 if ALLaa is 0 or 1, 0 otherwise)
rALLaa	2047	0.41	Prop. affirmative action bureaucrats, rounded to the nearest integer (0 or 1)
rEXALLaa	2047	0.25	Prop. early-career officers recruited with AA, rounded to the nearest integer (0 or 1)
ruALLaa	2047	0.58	Prop. affirmative action bureaucrats, rounded up (0 or 1)
ruEXALLaa	2047	0.72	Prop. early-career AA bureaucrats, rounded up (0 or 1)
Lstdlnhh100day	1525	0.03	Lagged dependent variable
ALLaadum	2047	0.27	Dummy variable = 1 if all bureaucrats were recruited with affirmative action; 0 otherwise
EXALLaadum	2047	0.19	Dummy variable = 1 if all early-career bureaucrats were recruited with AA; 0 otherwise
ALLaamix	2047	0.31	Dummy variable = 1 if some bureaucrats were recruited with affirmative action; 0 otherwise
EXALLaamix	2047	0.53	Dummy variable = 1 if some early-career bureaucrats were recruited with affirmative action; 0 otherwise

exogsample	2047	0.24	Dummy for states where quasi-random initial assignments are verified (1 if Bhavnani and Lee 2018 describe assignment as exogenous; 0 otherwise)
ALLaadismonpos	2047	0.07	Prop. affirmative action bureaucrats X positive rainfall shock
ALLaadismonneg	2047	0.16	Prop. affirmative action bureaucrats X negative rainfall shock
EXALLaadismonpos	2047	0.08	Prop. early-career AA bureaucrats X positive rainfall shock
EXALLaadismonneg	2047	0.16	Prop. early-career AA bureaucrats X negative rainfall shock
ALLaaver	2047	0.1	Prop. AA bureaucrats X states with verified quasi-random assign.
EXALLaaver	2047	0.09	Prop. early-career AA bureaucrats X states with verified assignment
ALLaanver	2047	0.32	Prop. AA bureaucrats X states without verified assignment
EXALLaanver	2047	0.32	Prop. early-career AA bureaucrats X states without verified assignment
ALLaaap	2047	0.01	Prop. aff. action bureaucrats X Andhra Pradesh
EXALLaaap	2047	0.01	Prop. early-career aff. action bureaucrats X Andhra Pradesh
ALLaabh	2047	0.04	Prop. aff. action bureaucrats X Bihar
EXALLaabh	2047	0.04	Prop. early-career aff. action bureaucrats X Bihar
ALLaacg	2047	0.02	Prop. aff. action bureaucrats X Chhattisgarh
EXALLaacg	2047	0.02	Prop. early-career aff. action bureaucrats X Chhattisgarh
ALLaagj	2047	0.03	Prop. aff. action bureaucrats X Gujarat
EXALLaagj	2047	0.03	Prop. early-career aff. action bureaucrats X Gujarat
ALLaaha	2047	0.01	Prop. aff. action bureaucrats X Haryana
EXALLaaha	2047	0.01	Prop. early-career aff. action bureaucrats X Haryana
ALLaahp	2047	0.01	Prop. aff. action bureaucrats X Himachal Pradesh
EXALLaahp	2047	0.01	Prop. early-career aff. action bureaucrats X Himachal Pradesh
ALLaajh	2047	0.02	Prop. aff. action bureaucrats X Jharkhand
EXALLaajh	2047	0.02	Prop. early-career aff. action bureaucrats X Jharkhand
ALLaaka	2047	0.02	Prop. aff. action bureaucrats X Karnataka
EXALLaaka	2047	0.02	Prop. early-career aff. action bureaucrats X Karnataka
ALLaake	2047	0.02	Prop. aff. action bureaucrats X Kerala
EXALLaake	2047	0.02	Prop. early-career aff. action bureaucrats X Kerala
ALLaamp	2047	0.04	Prop. aff. action bureaucrats X Madhya Pradesh
EXALLaamp	2047	0.04	Prop. early-career aff. action bureaucrats X Madhya Pradesh

ALLaamh	2047	0.02	Prop. aff. action bureaucrats X Maharashtra
EXALLaamh	2047	0.02	Prop. early-career aff. action bureaucrats X Maharashtra
ALLaaor	2047	0.01	Prop. aff. action bureaucrats X Orissa
EXALLaaor	2047	0.01	Prop. early-career aff. action bureaucrats X Orissa
ALLaapb	2047	0.01	Prop. aff. action bureaucrats X Punjab
EXALLaapb	2047	0.01	Prop. early-career aff. action bureaucrats X Punjab
ALLaara	2047	0.01	Prop. aff. action bureaucrats X Rajasthan
EXALLaara	2047	0.01	Prop. early-career aff. action bureaucrats X Rajasthan
ALLaatn	2047	0.01	Prop. aff. action bureaucrats X Tamil Nadu
EXALLaatn	2047	0.01	Prop. early-career aff. action bureaucrats X Tamil Nadu
ALLaaup	2047	0.05	Prop. aff. action bureaucrats X Uttar Pradesh
EXALLaaup	2047	0.05	Prop. early-career aff. action bureaucrats X Uttar Pradesh
ALLaauk	2047	0.02	Prop. aff. action bureaucrats X Uttarakhand
EXALLaauk	2047	0.02	Prop. early-career aff. action bureaucrats X Uttarakhand
ALLaawb	2047	0.02	Prop. aff. action bureaucrats X West Bengal
EXALLaawb	2047	0.03	Prop. early-career aff. action bureaucrats X West Bengal
ALLaaother	2047	0.03	Prop. aff. action bureaucrats X other states
EXALLaaother	2047	0.03	Prop. early-career aff. action bureaucrats X other states

2 Variables in the MPLADS Data File: BhavnaniLeeAJPSRep2.dta

Variable Name	**N**	**Mean**	**Variable Description**
state	82776	String	State
districtname01	82776	String	District
statenumyear	82776	String	State-year
year	82776	2009.43	Year
stdist	82776	337.04	State-district
sanctionedwithin	82776	0.92	Dummy variable = 1 if project was sanctioned within the tenure of the bureaucrat in place when the project was proposed; 0 otherwise

sanction75	82776	0.68	Dummy variable = 1 if project was sanctioned within 75 days of being proposed; 0 otherwise
logdaystosanction	82776	3.76	Log days to sanction
logcost	82776	11.97	Log cost of proposed projects
ALLaa	82776	0.33	Dummy variable = 1 if district officer was recruited with AA; 0 otherwise
ALLpropmin	82776	0.43	Dummy variable = 1 if district officers are OBC/SC/ST; 0 otherwise
EXALLaa	82776	0.39	Prop. early-career officers recruited with AA
EXALLpropmin	82776	0.51	Prop. early-career officers OBC/SC/ST
id	82776	41388.5	Unique ID

3 Variables in the Individual Data File: BhavnaniLeeAJPSRep3.dta

Variable Name	**N**	**Mean**	**Variable Description**
assignlength	1298	2.48	Mean assignment length (years)
early_assignlength	1124	1.43	Mean early-career assignment length (years)
exam_year	1339	2008.89	Exam Year
ptmrks	1339	183.55	Scores for the subjective oral interview of UPSC exam
wrttot	1336	980.6	Score for written components of UPSC exam
aa	1339	0.44	Dummy variable = 1 if bureaucrat was an affirmative action recruit; 0 otherwise
propmin	1339	0.58	Dummy variable = 1 if bureaucrat is an OBC/ST/SC; 0 otherwise
propfemale	1339	0.24	Dummy variable = 1 if bureaucrat is female; 0 otherwise
id	1339	670	Unique ID

4 Variables in the Exam Decile Data File: BhavnaniLeeAJPSRep4.dta

Variable Name	N	Mean	Variable Description
fintotnew	16	1285	Exam score, rounded to the nearest
general	16	1.94	Non-minority regular recruits
generalmin	16	0.44	Minority regular recruits (Merit minorities)
aasc	16	0.56	Affirmative action recruits, SCs
aast	16	0.19	Affirmative action recruits, STs
aaobc	16	0.81	Affirmative action recruits, OBCs
id	16	8.5	Unique ID

5 Definition of Abbreviations Used

- *NREGA*: National Rural Employment Guarantee Act
- *MPLADS*: Members of Parliament Local Area Development Scheme
- *MLA*: Member of Legislative Assembly
- *AA*: Affirmative Action
- *UPSC*: Union Public Service Commission
- *OBC/SC/ST*: Other backward classes, Scheduled Castes and Scheduled Tribes

6 Publicly Available Datasets Used

See text for a discussion of the original sources used to create the other variables

Bhavnani, Rikhil R.; Lee, Alexander, 2017, "Replication Data for: Local Embeddedness and Bureaucratic Performance: Evidence from India", `https://doi.org/10.7910/DVN/TWDSBW`, Harvard Dataverse, V1, UNF:6:ITuqepiMxGQgckmpnZeKkw== [fileUNF]

Bohlken, Anjali Thomas, 2018, "Replication Data for: "Targeting Ordinary Voters or Political Elites?: Why Pork is Distributed Along Partisan Lines in India"", `https://doi.org/`

10.7910/DVN/ROLEY5, Harvard Dataverse, V1, UNF:6:VcGo2ogKLrMWP7xScrjsWw== [fileUNF]

Knoema Inc., 2018 "District Wise Rainfall Data for India." https://knoema.com/aulvzxc/district-wise-rainfall-data-for-india Version 2018, No identifier.