



Conscientiousness in the workplace: Evidence from a field experiment in West Africa

Second Submission: PP_SEN_2025_393

Shreya Suthakar, Ankriti Singh
reproducibility@worldbank.org

July 21, 2025

This review verifies the reproducibility of the exhibits included in the paper “*Conscientiousness in the workplace: Evidence from a field experiment in West Africa*”.

Contents in this review:

1. Main findings
2. List of exhibits and reproducibility status
3. Reproduction Environment

Main findings

- **Every exhibit has been reproduced accurately.**
- The code was successfully executed on a new computer after:
 1. Updating the working directory.
- The output demonstrates consistent stability across multiple runs. Specifically, executing the code two times consecutively yielded identical results.
- The code takes approximately 30 minutes to run.
- We conducted our reproducibility analysis based on the paper shared by the authors by email on July 15th.
- **Verification Process and Data Handling:**
 - Reviewers used data provided directly by the authors to conduct the reproducibility verification, and this is not included in the public reproducibility package. The data is forthcoming on the World Bank Microdata Library.
 - *data_hash_report.csv* lists the SHA256 hashes of all files in the Data folder to support data integrity checks. Users who acquire the accessible/restricted data can use this file to verify that the data has not been altered.
- **Reproducibility Summary:**
 - **Data:** All data is not yet publicly available but is expected to be made available through the World Bank Microdata Library in the future.

- **Code:** All code files (from cleaning to analysis) are included in the reproducibility package.
- **Outputs:** All outputs are generated by code included in the reproducibility package.
- **Dependencies environment:** The reviewers created a new environment using the latest versions of dependencies available at the moment of the review.

List of exhibits and reproducibility status

Results in the Main Section of the Paper

- **Figure 1** Does not apply. The exhibit does not produce analysis results.
- **Table 1** Reproduced.
- **Table 2** Reproduced.
- **Figure 2** Reproduced.

Results in the Annex

- **Table A.1** Does not apply. The exhibit does not produce analysis results.
- **Figure A.2** Does not apply. The exhibit does not produce analysis results.
- **Table B.1** Reproduced.
- **Table B.2** Reproduced.
- **Table B.3** Reproduced.
- **Table B.4** Reproduced.
- **Table B.5** Reproduced.
- **Table C.1** Reproduced.
- **Figure C.1** Reproduced.
- **Table D.1** Does not apply. The exhibit does not produce analysis results.
- **Table D.2** Reproduced.
- **Table D.3** Reproduced.
- **Table D.4** Reproduced.
- **Table D.5** Reproduced.
- **Table E.1** Reproduced.
- **Table E.2** Reproduced.

Reproduction Environment

Paper exhibits were reproduced on a computer with the following specifications:

- OS: Windows 11 Enterprise
- Processor: INTEL(R) XEON(R) PLATINUM 8562Y+ 2.80 GHz (4 processors)
- Memory available: 32.0 GB
- Software version: Stata 18.0 MP