

Appendix 1: Identified Community-Based Family Planning Programs Using Performance-Based Incentives

Country/Program [references]	Time Period					CBDs	Program Size	Type of Family Planning					Type of Incentive				Incentive Notes
	1960s	1970s	1980s	1990s	2000+			Sterilisations	IUD	Hormonal	Spermicides	Condoms	Sales commission	Referral payment	Bonuses	Other	
ASIA																	
Bangladesh/Dias and self-employed agents [9,20-21]	x	x	x			traditional midwives (dais) & self-employed community agents	not specified	x	x						x		45 TK per sterilization
Bangladesh/Rural Advancement Committee [25]		x				community agents	101 agents	x	x	x		x			x		\$2.00/month with 4 cents per each additional user
Bangladesh/NGO Service Delivery Program [31-32]					x	depot-holders, community women	pilot - 20 women, grew to over 6,000 women	x	x	x		x	x		x		50% commission on commodities profits and charge for referrals
India/Madras [33-34]	x	x				canvassers	~200 canvassers	x							x	x	10 Rs. to canvassers and also to village council
India/National Rural Health Mission [24,35-37]					x	ASHA - accredited social health activist	One per village with >1,000 people	x							x		150 Rs. for tubal ligation and 200 for vasectomy
India/ISMP* [16]				x	x	ISMP - indigenous system medical practitioners	2,250 ISMPs			x		x	x				Profits from the sales of commodities

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Indonesia [33,37-39]		x	x	x		field workers from village family planning groups	>7,000		x	x		x		x				Paid combination of fixed salary plus incentive based on number of referrals each month
Pakistan/Midwives [39]	x					dias, traditional midwives	>36,000 in field in 1970		x	x	x	x	x	x				Monthly salary (Rs. 15) plus commission of 2.5 Rs. IUD referral and 80% value of subsidized commodities
Pakistan/Field- workers [33,39]		x				canvassers or field workers	large - grew over time		x	x	x	x	x	x	x	x		Bonus based on the number of couples in area who did not become pregnant during the year
Philippines/POPCOM* [17]		x				lay motivators	>3,000 in program, 90 in experiment		x	x				x	x	x		Tested individual bonus incentives, group bonus incentives, and individual per acceptor rate
Taiwan/Midwives [40]	x					midwives	34 midwives		x					x				20 \$NT per referral coupon for IUD
Taiwan/Maximum Acceptance Study* [15]		x				field workers	83 field workers		x	x		x				x		\$2.50 per IUD acceptor, \$0.50 for pill/condom acceptors
Thailand/Field- workers* [19]		x				field workers	39 agents studied	x	x	x						x		Base salary with increment depending on performance relative to other field workers in a given month.

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Thailand/CBIRD* [26-27]			x			PDA field workers	6 villages, initially	x	x	x							x	Community loan fund, where amount in fund is tied to village CPR.
AFRICA																		
Burkina Faso [41]				x		community agents	84 agents			x	x	x	x					A percentage of sales is kept by agents
Cameroon [42]					x	community-based services volunteer (VSBC)	239 VSBCs			x	x	x	x					50% profit margin from sales of commodities
Ghana [32]				x		community based distributors	>1000			x	x	x	x					40% profit from contraceptive sales
Kenya/Market Day Midwives [43]				x		midwives	38 midwives			x		x	x					Profit from sales
Madagascar/PSI [44]					x	agents communautaires	not specified			x	x	x	x					50% profit margin from sales of commodities
Mali [45]				x		health promoters	22 in total				x	x	x					20% of price of commodities kept by promoters
Rwanda [28]					x	CHWs	not specified			x		x					x	Financial support to CHW-established cooperatives based on the number of new users of FP

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Sudan [46]			x			village midwives	pilot: unspecified number			x				x				\$0.25 per pill packet sold
Tanzania/Population and Health Service [47]				x		community-based agents	24 agents	x	x					x				1000 TSH for every referral for long-term methods
Zaire/PRODEF [30]			x			community-based distributors	increased over time ~300 by 1989			x	x	x	x					Commission, typically 30% of sales
LATIN AMERICA																		
Columbia/Profamilia [18]			x			CBD instructors	Pilot - 3 instructors				x	x	x	x				Commissions for goods sold over a minimum threshold, 10% value of goods
Guatemala/APROFAM [48]		x				community-based distributors	> 500			x	x	x	x					Distributors allowed to keep a percentage of proceeds from sales
Honduras [49]		x				nonmedical personnel	40 distributors			x				x				Sales commission
Peru/Profamilia [50]			x			community-based distributors	~250 distributors				x	x	x	x				80% commission on all sales

*Indicates the program has an evaluation discussed in Table 1.

Additional References in Appendix 1 (Supplementary Web Material)

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