The problem is that of moral hazard - the actions of the agent and the state of nature are not observable. Output could be high or low. It is high if and only if effort is high and the state of nature is good. There is a signal on the state of nature, and the signal is valuable - it does provide information on the real state of nature, but the accuracy of the signal is not perfect (q) - the Nilometer is not perfect. There is a cost for agent to exert high effort. The cost is y (calories). This is a constraint on the principle (the state must allow the agent to retain this amount of food to survive.) U = I - y The moral hazard problem is that the agent could avoid working and still receive w payment.
In equilibrium, the contract takes this into account. The agent gets some rents from being the agent. The principle cannot reduce the payments such that the agent barely survives, because the agent could just shirk and receive y. Two period model. Need multiple period because we're interested in the contract: the incentive scheme which has a carrot (bonus) and a stick. The stick is dismissal: for dismissal to be meaningful we need additional periods. V = value of employment delta = time discount factor 0 = value of unemployment
At the end of the first period the agent could be punished and obtain 0, or stay and retain the job and obtain a level of welfare of V. The carrot is that the principle offers a bonus (b) if output is high - with the restriction that w (omega) must be paid (which = y). There are two types of contracts: using dismissal, or not using dismissal (only relevant in the first period). d=0 - don't use dismissal d=1 - use dismissal
used when output is low but the signal on the state of nature is good: (chance 1-q that this is wrong). punishment incentives the agent on account of the bonus payment. Replacement cost = x cost on both sides means that it is an inefficient mechanism So in first period, there are two types of contract: pure carrot and carrot & stick The second period optimisation implies this- In second period, stick is not an option at all, because it is not credible - so it is only the bonus: Bonus payment needs to be sufficiently high to compensate for the cost of effort (b2=y)
This dictates the value of being employed in the 2nd period. If b2=y the value of employment in the second period for the agent = the cost of effort (V=y) The principle pays the agent full compensation for the cost of effort (y) + a bonus (b) which is equal to y. The intuition: The agent always has the option to shirk and still receive the payment for compensating for the effort (because the principle doesn't observe the effort) so min. agent obtains is income above subsistence of the cost of effort principle must compensate agent for effort with additional bonus payment of size of compensation (9:40)
Now we go the first period optimisation, and the objective function of the principle is to minimise the cost of incentivising the agent, subject to the incentive constraint compatibilities holding This is expected utility of agent if they exert high effort : (LHS) $b_1 + \omega - \gamma + \delta V$ This is expected utility of agent if they exert low effort : (RHS) $\omega + (1-d)\delta V + d(1-q)\delta V$
LHS > RHS otherwise agent will not exert effort $b_1 + \omega - \gamma + \delta V \geq \omega + (1-d)\delta V + d(1-q)\delta V$ Agent know states of nature, so this is only relevant when the state of nature is good. If the state of nature is bad, the agent doesn't work, because it's useless. But if the state of nature is good, the agent knows that if he works he receives the bonus + (minimum wage - cost of effort) + value next period being employed * discount factor
If d=0, pure carrot contract means that the agent retains the job, for sure -> just receives w But the agent knows he could avoid working: benefit from shirking is receiving the minimum wage (without paying the cost of effort) + income next period if not dismissed (d<1) + income next period if signal on state of nature is misleading § Agent takes into account the probability that the state of nature is misleading: q= accuracy of the signal. If q is low (Mesopotamia) then expected payoff from shirking is higher gets minimum wage, exerts no effort (so no cost) and there is chance they will retain the position. If q is close to 1, and agent is shirking, very high chance they will be dismissed.
Which simplifies to this: $b_1 \geq (1-dq\delta)\gamma$ If $d=0$ (no dismissal - pure carrot) then $b>y$ But if $d>0$ (stick is a threat) then multiplier on y is smaller -> so b is smaller. The threat of dismissal by the principal (if output is low, when signal on state of nature is good) reduces the bonus as the agent doesn't want to be dismissed. Trade-Off between using the stick and the carrot: more stick, less carrot
First period optimization The principal's objective function OF_1 : $\min_{b\geq 0} pb_1 + \gamma + (1-p)(1-q)dx$ subject to the agent's incentive compatibility constraint, IC_1 , for $\theta = G$: $b_1 + \omega - \gamma + \delta V \geq \omega + (1-d)\delta V + d(1-q)\delta V$
$b_1 \geq (1-dq\delta)\gamma$ Solution The IC is binding: $b_1 = (1-dq\delta)\gamma$ (Note that both the OF_1 and the IC_1 are
linear in b_1 and d and thus the optimization implies a corner solution) The stick and carrot contract: b under the stick is smaller than b under the carrot - which is the reason why the principle would include the stick in the contract Stick & Carrot: $(d = 1)$ $b_S = (1 - q\delta)\gamma$ Pure Carrot: $(d = 0)$ $b_C = \gamma$
Why might principle not include the stick? There is a cost to using the stick: it is a threat, but has to be enforced when appropriate to remain credible Cost of incentivising the agent when using the stick is x What is the cheapest way for the principle to incentivise the agent? Provide the required incentives for the agent, for the minimum cost. Principle compares using the stick and carrot, to pure carrot.
Bonus is only paid in probability p, such that the state of nature is good. If the IC holds this means that the agent is working hard in every period. Designing the right contract generates a situation in which the agent <i>does</i> work hard every period. The other cost, in addition to the bonus, is the probability that the agent is dismissed. This occurs if the state of nature is bad (1-p) but the signal is misleading and the principle believes the state of nature was good. The agent is dismissed. Probability that state of nature is bad and signal is misleading - (1-p)(1-q)x
So the 2 options which the principle has: simply pay a higher bonus (pure carrot) OR pay a lower bonus but bear the expected cost of dismissing the agent (stick and carrot). When is this cost high/low? We are interested in transparency/ accuracy of the signal If the signal is accurate (q=1) - (1 - p)(1 - q)x
Then this (the cost of wrongly dismissing the agent in a stick and carrot contract) is very low, and therefore the principle is justified in using a stick and carrot contract. Optimal to use stick and carrot contract when signal is accurate $(q=1)$, $(e.g., Ancient Egypt)$ because cost associated with stick and carrot contract (falsely dismissing the agent) is very low. If q is very small (Mesopotamia) then it could be case that RHS is higher (cost of stick and carrot is higher than cost of pure carrot) so pure carrot will be used. $pb_C \leq pb_S + (1-p)(1-q)x$
If: $OF_1(d=0) \le OF_1(d=1)$ \Leftrightarrow $pb_C \le pb_S + (1-p)(1-q)x$ \Leftrightarrow $q \le \hat{q} = \frac{(1-p)x}{p\gamma\delta + (1-p)x}$
→ 'Pure Carrot' and otherwise: Stick & Carrot: If q < q^ then we will use pure carrot contract. Looking at different regions of the world, they differ in terms of transparency of economic activity, with the implication of different types of contracts Pure carrot is optimal for low q Stick and carrot is optima for high q If x is sufficiently high, q^ > 0.5

In terms of why q matters: $ (1-p)(1-q) \text{ is expected probability of dismissal [bad state of nature and incorrect signal]} $ Expected cost of dismissal: $ (1-p)(1-q)x $ Intuition: a principal relying on a "stick" to incentivise the agent has to incur the cost of dismissal x with probability: $ (1-p)(1-q) $
→ The expected cost of using the "stick": $(1-p)(1-q)x$ is decreasing with the quality of information q
Expected Income in the first period $Pure\ Carrot$ The expected income of the agent $I_c = \gamma + p\gamma$ The expected income of the principal $\pi_c = p(H-L) + L - I_c$ Efficient outcome:
$I_c + \pi_c = p(H-L) + L$ Stick & Carrot The expected income of the Agent $I_s = \gamma + p(1-q\delta)\gamma$ is decreasing with q Agents prefers for q to be low (q=0.5).
He wants a bad signal so that's he's more likely to get away with shirking The intuition for the decline of I with q above \hat{q} : Holding constant the bonus, b , a higher q implies a lower probability of dismissal, increasing the value of employment. Therefore, as q increases b has to decline to hold the incentive constraint binding. The expected income of the principal $\pi_s = p(H-L) + L - I_s$ $-(1-p)(1-q)x$
is increasing with q inefficient outcome: $I_s + \pi_s = p(H-L) + L - (1-p)(1-q)x$ inefficiency declines with q within the 'stick & carrot'
Figure is taken from the paper, so is for the more general case. On x-axis is the accuracy of the signal for information, or transparency of economic activity On y-axis is income (total and for principal- difference is income of agent) With pure stick total income is 1 (there is no waste in the economy) and income of the agent is high Once accuracy of signal surpasses, q^ it is optimal for the principle to use the stick and carrot contract, which
reduces the agent's payoff. Threshold level of accuracy of signal, above which principle chooses the stick and carrot Total income falls once the stick enters the contract: because there are wasted resources in the economy due to the cost x of replacing agents - an inefficiency arises (1-p)(1-q)x As q increases there is less and less wasted resources as the signal becomes perfect Once the stick is in the contract, the more accurate the signal, the less the stick is used, because punishment rarely happens Punishment is effective when it is correlated with the behaviour of the person you want to incentive. When q is high, punishment is correlated with behaviour, otherwise it is just random and cannot provide an incentive As total income increases, the entire gain goes to the principal
1 0.94 Agent's income = Total income – Principal's income Principal's income O.37
0.3 1/2 $\hat{q} = 0.84$ Pure Carrot Stick and Carrot
Conclusions: Opacity vs transparency can lead to de facto property rights and increase the welfare of subjects Ownership of land doesn't increase incentives to exert effort - it is granted by the elite because at low transparency it is too costly for the elite to expropriate the subjects. Standard reason in the literature for granting property rights: The explanation for granting property rights (protecting property - public goods), from a non-benevolent govt because it creates incentives for farmers to exert high effort.
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