Reviewer's report

Title: Getting more than “claps”: incentive preferences of voluntary community-based mobilisers in Tanzania

Version: 0 Date: 02 Sep 2019

Reviewer: Smisha Agarwal

Reviewer's report:

This paper addresses an important gap in our knowledge about what types of job incentives might improve motivation and retention of CHWs. I have some minor feedback for you to consider:

1. The authors have captured important background information and references in the introduction. The recent WHO CHW Guidelines also emphasized the need to go further from our current understanding of the value of financial and non-financial incentives to the types of incentives and packages that would be beneficial for CHW programs. Consider including this to strengthen your study rationale.

2. In the methods, you describe how the clinics and CBMs were selected. It would be helpful to contextualize the role of the CBMs in the clinics and speak briefly about the emphasis of their work (presumably FP focus but please state it for those unfamiliar with Marie Stopes). Also mention whether they distribute/sell contraceptives and other commodities.

3. It would also be helpful to know how many CBMs are present per clinic, and how many were sampled for each phase of the study per clinic.

4. Inclusions of the pre-test data in the final survey can be tricky. Were any changes made to the attributes based on the pre-test?

5. On page 8 in line 80- Sounds like a "fractional" factorial design was used

6. A bit more detail on the quantitative analytic approach would be helpful in understanding the results

Results:

7. In the results Table 1, it is not clear to me what the +, +/-, and - is referring to. Whether these factors are present in their jobs currently?

8. Did you observe any differences in the results based on the 3 combination of how the clinic was performing versus how the CBM was performing?

9. Page 11, lines 46-50- the point on community members thinking of the CBM as a prostitute is shocking. Is this an isolated incident? If so, perhaps it does not have specific relevance for this study. If not, please qualify that statement with what led to such general misconceptions.

10. Page 12, lines 27-40: In my experience, the requests for more training often has roots in the per diems or certificates received for training. Please mention whether MST CBMs receive either to help contextualize this information.

Discussion

11. Page 17, line 40: Often ideas and value of pay-for-performance and insurance schemes are not understood by populations who have had no experience with these concepts.
12. Were multiple versions of the paper survey administered to avoid positional bias in responding to the choice sets? If not, please identify this as a limitation, present the order in which the attributes were presented and reflect on the findings and potential for positional bias.  

13. As HRH does not typically read by economist, I would recommend elaborating on the limitations of DCE as an approach, as well as specific limitations of this study

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An article of importance in its field

**Quality of written English**

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Acceptable

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