

Study	Features	Sample	Percent Women	Intervention Length <sup>1</sup>	Intervention	Findings	Measurement of Subjective Empowerment
<b>Business Management and Jobs Training</b>							
BenYishay et al. (2016)	Dispersion of new technology through social networks in rural Malawi	Rotating samples of 3,685, 3,496 and 3,314 households of 'regular' (non-communicator) farmers with 6,006 and 4,693 at midline and endline, respectively	Around 50% (slightly more)	Long run (1 <sup>st</sup> survey: 5 months after intervention; 2 <sup>nd</sup> survey: 17 months intervention)	A few village residents are chosen as communicators to receive training on new technology, use this knowledge on her own farm, communicate to others about the new technology and convince them to acquire and use this knowledge.	<ul style="list-style-type: none"> <li>-Incentive payments have a larger impact on men.</li> <li>-Female communicators under perform in convincing others to adopt.</li> <li>-Yields are 17% greater when women teach.</li> <li>-Farmers report that they are more likely to participate in trainings organized by male communicators.</li> <li>-Supply of trainings is comparable across men and women, but demand for training is not.</li> </ul>	
Calderon, Cunha, and de Giorgi (2013)	Business literacy in rural Mexico	875 entrepreneurs (17.3% attrition)	100%	Long run (1st survey: 6 months after intervention, 2nd survey: 2 years after intervention)	6 weeks of business literacy classes with two four-hour meetings per week; total of 48 hours	<ul style="list-style-type: none"> <li>-For entirely female sample, 24% increase in profits and 20% increase in revenues, largely through improved accounting practices.</li> <li>-50% of businesses which had not dropped out had closed by the time of second follow-up survey 28 months after training.</li> </ul>	
Campos et al (2017)	Personal initiative training for microenterprises owners in urban Togo	1500 microenterprises (9% attrition)	53%	Long run (four follow-up surveys over 2 years)	Personalized individual business training programs focusd on addressing obstacles and becoming pro-active versus standard business training programs on improving practices	<ul style="list-style-type: none"> <li>-A personal initiative training program increased firm profits by 30% in comparison to 11% from the standard business training program, with significant positive impacts for women-owned firms.</li> <li>-The personal training also resulted in an .31 SDs increase in innovation activities .15 SDs increase in access to finance.</li> <li>-There are positive and complementary effects on business practices, personal initiative, capital/labor inputs, product diversification, and access to finance.</li> </ul>	

<sup>1</sup> Short run interventions are characterized as studies with an endline conducted up to one-year post-intervention.

Cho et al. (2013)	Vocational training for vulnerable youth in urban Malawi	759 poor vulnerable youth (orphans or school dropouts)	32.8%	Short run (4 months after intervention)	Three-month vocational and entrepreneurship program	<ul style="list-style-type: none"> <li>-Training increases likelihood of respondent knowing how to open a business by 20%.</li> <li>-Treatment group invested an extra 636-773 hours in human capital development.</li> <li>-Training outcomes were better for male trainees: women faced greater obstacles in undertaking and benefiting from the training.</li> <li>-Treatment women were 14% points less likely to have given birth.</li> <li>-33% participants dropped out: whereas males dropped out to take advantage of unrelated job opportunities, females dropped out more due to external constraints.</li> <li>-Training was costlier for women, who had less access to financing and used more personal savings and were treated worse than men during apprenticeship.</li> </ul>	<ul style="list-style-type: none"> <li>-Psychosocial well-being and self-esteem measured by questionnaire (self-reported answers on food security, satisfaction with life, life outlook, entrepreneurial and income generating ability, and sexual behavior)</li> </ul>
Croke et al (2017)	Job trainings' effect on gender-based occupational segregation in urban Nigeria	3,018 individuals (12% attrition)	36%	Long run (1 <sup>st</sup> survey: 2 years after intervention)	ICT training to overturn women's own self-defeating biases in entering gender-segregated occupations	<ul style="list-style-type: none"> <li>-Those who received the training 26% more likely to be employed in the ICT sector; however, this represents a shift in sectors, not an increase in overall employment</li> <li>-Total hours worked and wages remain constant.</li> <li>-Scoring above the median yielded a 90% likelihood of working in the ICT sector and earning 77% more.</li> <li>-While women are less likely to work in the ICT sector, the program had an equal effect on men and women.</li> <li>-Treatment effect is much larger (119%) for women without prior professional bias.</li> <li>-The training has a demonstrable effect on reversing implicit self-defeating bias among female participants.</li> </ul>	<ul style="list-style-type: none"> <li>-Self-defeating biases measured by questions on professionalism and Implicit Association Tests</li> </ul>
Field et al. (2015)	Peer networks used in business	636 women	100%	Short run (Staggered follow-ups 4 months after each group)	Two days of business counseling and assistance, with a	<ul style="list-style-type: none"> <li>-Treated clients are 5% points more likely to take a loan.</li> <li>-Women's borrowing increases by Rs. 1219 (significant at 10%).</li> </ul>	

	training in urban India			of training; 1 year total)	random subsample invited to attend training with a friend	<ul style="list-style-type: none"> <li>-Women who attended training alone used loans for home repair, whereas those invited with a friend used loans for business purposes.</li> <li>-Business spending was over 50% higher in the groups with female friends.</li> <li>-Treated clients work 17% more hours weekly, have a 12% higher income, and have increased their consumption by 16%.</li> <li>-Impacts of peer training on business loans and labor supply are concentrated among women in social castes/religions with more restrictive social norms.</li> </ul>	
McKenzie and Puerto (2017)	Business training in rural Kenya	3537 women (7.7% attrition)	100%	Long run (1st survey: 1 year after training intervention, 2nd survey: 15 months after training intervention; 3rd survey: 3 years after training intervention/6 months after mentoring intervention; 4th survey: 3 years 3 months after training intervention; 9 months after mentoring intervention)	ILO's Gender and Enterprise Together businesses training program (five-day course)	<ul style="list-style-type: none"> <li>-Daily sales are 14.6% higher, weekly sales are 18% higher, and weekly profits are 15.4% higher in comparison to the control.</li> <li>-88.5% of the control group are engaged in some form of employment at the three-year follow-up.</li> <li>-Total income from work increases by 18.1%.</li> <li>-Training has a positive and significant impact on firm survival (3% points at year three); training alone has a larger impact than training plus mentoring.</li> <li>-Effective in increasing business practices for women with low and high initial business skills.</li> <li>-Impact on mental health is statistically significant; current and future well-being is improved by 0.2 to 0.3 steps on the Cantril ladder.</li> </ul>	-Well-being and mental health measured by Veit and Ware's Mental Health Index (optimism about the future) -“Get ahead” attitudes and self-efficacy measured by questionnaire
McKenzie and Woodruff (2015)	Effect of firm practices on efficiency in Bangladesh, Chile, Ghana, Kenya, Mexico,	1724 enterprises in Bangladesh, 158 individuals in Chile, 335 individuals in Ghana, 3532 women in Kenya, 10265 female-run firms	1% in Bangladesh, 91% in Chile, 22% in Ghana, 100% in Kenya, 100% in Mexico,	Short run in Chile (less than 1 year after intervention), Kenya (1 year after baseline), and Sri Lanka 2nd sample (1 year)	A questionnaire to study whether the practices of firm managers matter for efficiency	<ul style="list-style-type: none"> <li>-83% of businesses understand which goods yield the most profit. Only 5% are adept at using a balance sheet.</li> <li>-Stability of business practices cluster around a 45-degree line.</li> <li>-Better business practices are associated with higher business survival rates and faster sales growth.</li> </ul>	

Nigeria, Sri Lanka	in Mexico, 1725 individuals in Nigeria, 2661 male-run microenterprises in Sri Lanka	15% in Nigeria, 53% in Sri Lanka (out of three samples in Sri Lanka, one sample was 100% women)	Long run in Ghana (1st survey: 1 year after baseline, 2nd survey: two years after baseline), Nigeria (over 1 year after baseline), and Sri Lanka 1st and 3rd sample (5.5 years)	-Business training programs increase good business practices by only 6-7% points. -Children of entrepreneurs employ better business practices. -Competition has less effects.		
Valdivia (2015)	Business training plus technical assistance in urban Peru	1600 female entrepreneurs (18% attrition)	100%	Long run (1st survey: 7-10 months after intervention, 2nd survey: 27-30 months after intervention)	Intensive business training course (three, three-hour sessions a week over 12 weeks); half also offered individualized technical assistance	-Women who received both business training and technical assistance saw an increase of 19% in sales after treatment. -Training only group 'catches up' and increase business sales more than 15% 2 years after end training, especially large firms. -In the long-run, those in both treatments were more likely to pay themselves a fixed salary, indicating better business planning. -42% of the sample attended at least half the training. -Extra cost of TA not cost-effective.
Vasilaky and Leonard (2015)	Effect of social networks on agriculture in rural Uganda	14 farmers in each village, 30 villages	50%	Short run (3-5 months after intervention)	A Social Network Intervention (SNI) for cotton farmers. Teaching about new crop and pairing with another randomly selected cotton farmer	-Treatment women gained 98 kilograms of cotton per acre, while treatment men gained 70. -Treatment increased the probability for women to remain cotton growers by 38% (despite a negative shock). Women who received the treatment and training were 43% more likely to plant. -Knowledge about cotton farming improved among treated women, which accounts for about 20-25% of the total gains in yields (a 5% higher score on the knowledge test yields a 15-kilogram increase).

## References

- BenYishay, Ariel, Maria Jones, Florence Kondylis, and Ahmed Mushfiq Mobarak. 2016. "Are Gender Differences in Performance Innate or Socially Mediated?" Policy Research Working Paper 7689. Washington, DC: World Bank.
- Calderon, Gabriela, Jesse M. Cunha, and Giacomo De Giorgi. 2013. "Business Literacy and Development: Evidence from a Randomized Controlled Trial in rural Mexico." NBER 19740. The National Bureau of Economic Research, Cambridge, MA.
- Campos, Francisco, Michael Frese, Markus Goldstein, Leonardo Iacovone, Hillary C. Johnson, David McKenzie, and Mona Mensmann. 2017. "Teaching Personal Initiative Beats Traditional Training in Boosting Small Business in West Africa." *Science* 357 (6357): 1287-1290.
- Cho, Yoonyoung, Davie Kalomba, Ahmed Mushfiq Mobarak, and Victor Orozco. 2013. "Gender Differences in the Effects of Vocational Training: Constraints on Women and Drop-Out Behavior." Policy Research Working Paper Series, 6545. World Bank, Washington, D.C.
- Croke, Kevin, Markus P. Goldstein, and Alaka Holla. 2017. "Can Job Training Decrease Women's Self-Defeating Biases? Experimental Evidence from Nigeria." Policy Research Working Paper 8141. Washington, DC: World Bank.
- Field, Erica, Seema Jayachandran, Rohini Pande, and Natalia Rigol. 2015. "Friendship at Work: Can Peer Effects Catalyze Female Entrepreneurship?" NBER Working Paper 21093. The National Bureau of Economic Research, Cambridge, MA.
- McKenzie, David J., and Olga Puerto. 2017. "Growing Markets through Business Training for Female Entrepreneurs: A Market-Level Randomized Experiment in Kenya." IZA Discussion Paper No. 10615. Bonn: Institute of Labor Economics.
- McKenzie, David, and Christopher Woodruff. 2015. "Business Practices in Small Firms in Developing Countries." NBER Working Paper 21505. Cambridge, MA: National Bureau of Economic Research.
- Valdivia, Martín. 2015. "Business Training Plus for Female Entrepreneurship? Short and Medium-Term Experimental Evidence from Peru." *Journal of Development Economics* 113: 33–51.
- Vasilaky, Kathryn, and Kenneth Leonard. 2015. "As Good as the Networks They Keep?: Improving Farmers Social Networks via Randomized Information Exchange in Rural Uganda." Africa Gender Innovation Lab. Washington, DC: World Bank.