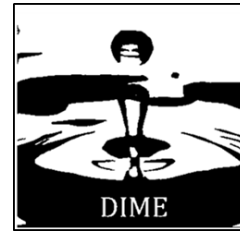




Human Development *Africa*



Impact Opportunities 3: Which skills matter for productivity among youth?

Girl power: Evidence from training programs for young women

Shubha Chakravarty

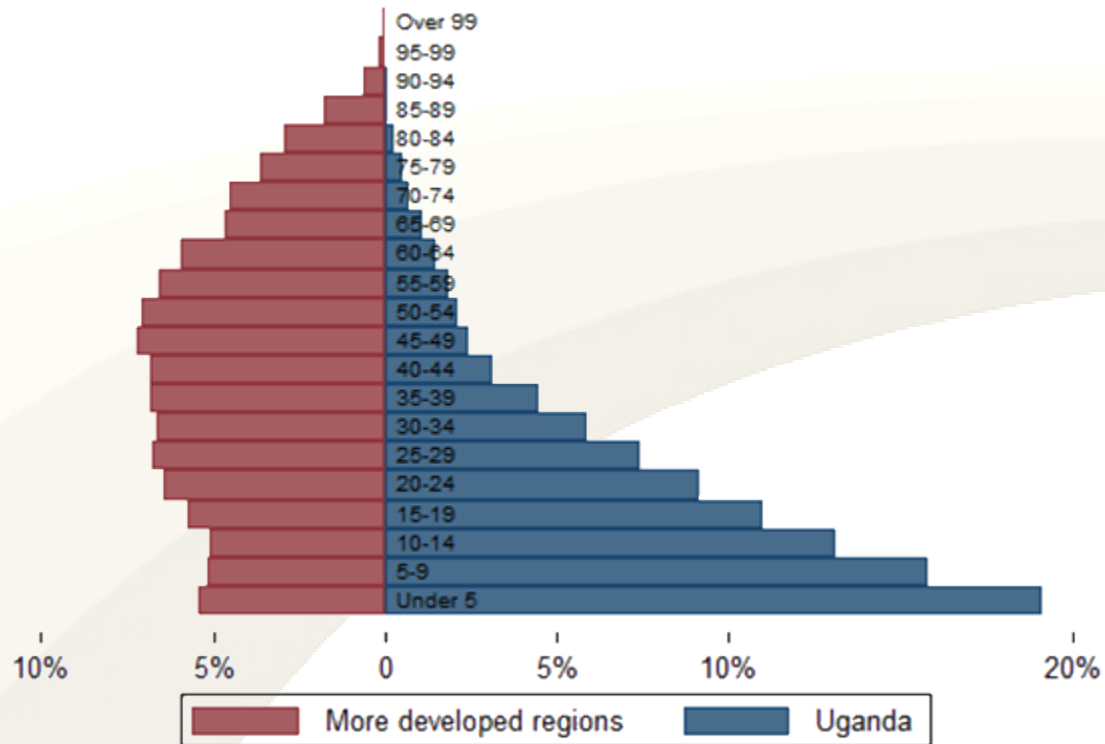
World Bank

Dakar, Senegal

Tuesday, October 1, 2013

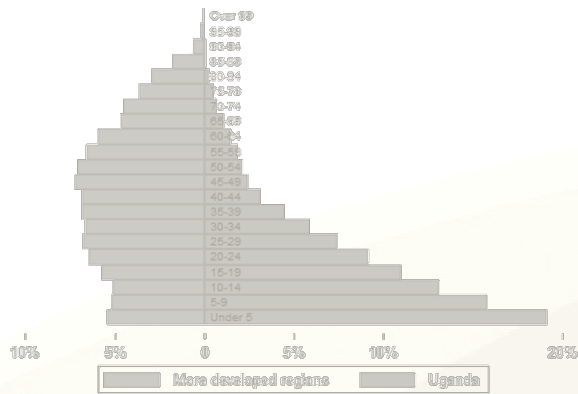
Opportunities?

Fact 1: **Lots of youth**

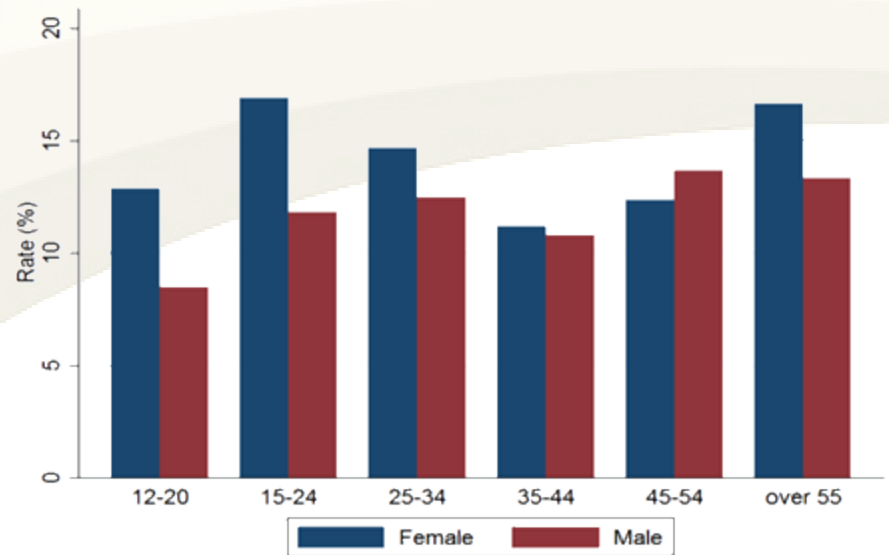


Opportunities?

Fact 1: Lots of youth



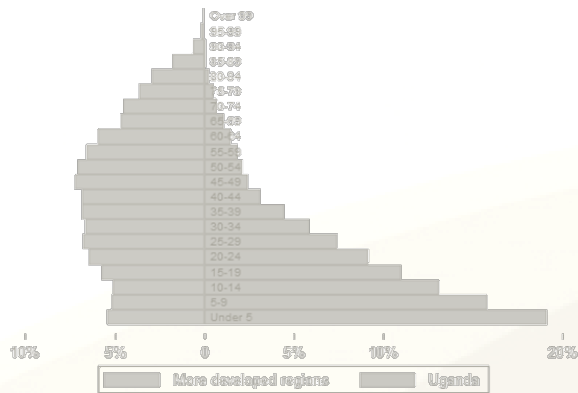
Fact 2: **Girls are less likely to be working**



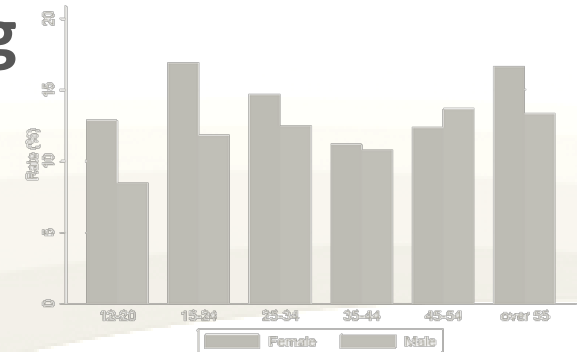
Notes: Unemployment is defined as those who actively wanted a job but did not participate in any employment activities, including self-employment and agricultural works).

Opportunities?

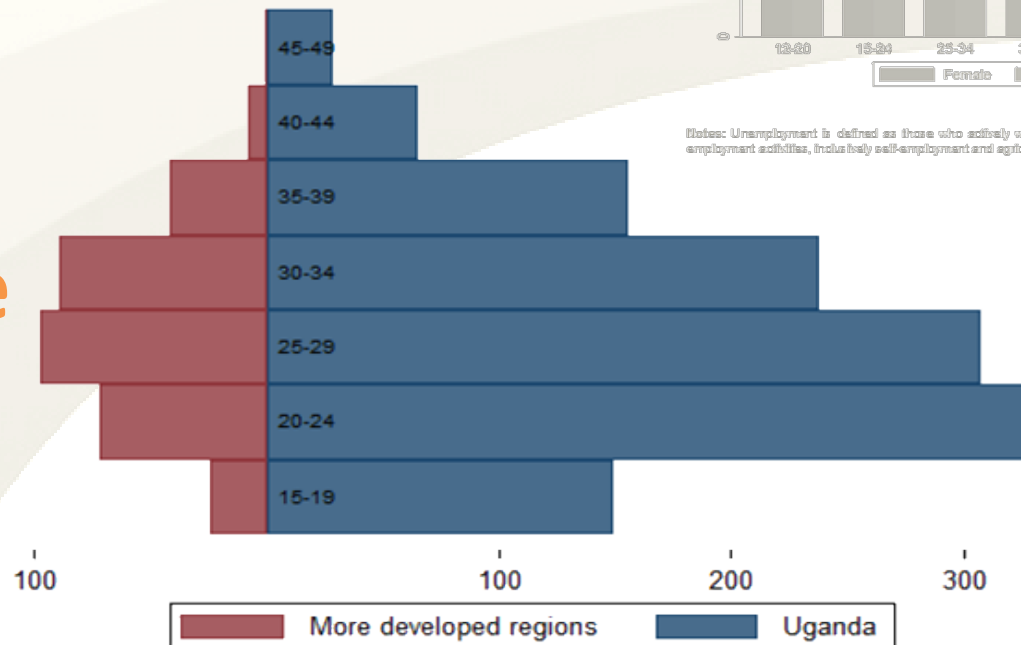
Fact 1: Lots of youth



Fact 2: Girls are less likely to be working



Fact 3: they are having more children, at a younger age



Notes: Unemployment is defined as those who actively wanted a job but did not participate in any employment activities, including self-employment and agricultural work.

Notes: The data stems from the 2010 UN World Population Prospects data base. The fertility rate is measured by the number of births per 1,000 women. More developed regions comprise Europe, Northern America, Australia/New Zealand and Japan.

For girls, youth is the critical time to intervene

- Risk of HIV/STI, unintended pregnancy
- Early motherhood can limit future earnings (path dependence)
- Barriers to labor market entry
 - smaller networks/access to information
 - domestic work burden
 - concurrent labor market/fertility decisions.



So how about a program that targets young women?

- Africa Gender Lab has 5 skills training projects for young women in Africa
 - Taking into account constraints unique to girls across many dimensions
 - Varying emphasis on vocational training and empowerment/life skills
- Results are in for 2 of the 5 projects: Liberia and Uganda



1. EPAG - Liberia

- \$4m donor-funded project
- Target girls age 16-27 with:
 1. Job or Business Skills training(6 months)
 2. Placement/start-up support (6 months)
 3. Life skills, e.g., communication, leadership, GBV.
- Led by Government, implemented by NGOs with performance-based contracts
- Stipends based on attendance



2. ELA - Uganda



- Run by BRAC, funded by Mastercard & Nike
- Target girls 14-20 with:
 1. Safe social space
 2. Life skills training (focus on reproductive health)
 3. Short livelihood training based on local market
 4. In future: microfinance

How will we know if it works?

- Why evaluate?
 - Rigorous evidence on skills training programs in Africa is sorely lacking
- Our approach: Randomized control trials (RCTs)
 - **Liberia:** Individual-level random assignment into 2 rounds
 - Panel data on 1600 girls, 2 interviews, 1 year apart
 - **Uganda:** Village-level random assignment
 - Panel data on 4800 girls, 2 interviews, 2 years apart
- Limitations:
 - In Uganda: average impacts for all girls in the village
 - In Liberia: only short-term (6-month) outcomes
 - For both: no comparison of life skills versus technical skills

Did it work? Liberia

In terms of employment and earnings after 1 year:



Engagement in IGAs increased by 47%



Earnings 32 USD per month (80%)

- Stronger effects for Business Skills trainees than for Job Skills trainees



Savings by 36 USD

Did it work? Uganda

Employment and earnings outcomes after 2 years:



Engagement in IGAs by 32%

- Mostly driven by self-employment activities



Earnings 3 USD per month (15%), conditional on self-employment



No adverse effects on schooling outcomes, e.g. enrollment or time spent on studying

Impacts beyond economics in Uganda



Fertility: reported motherhood decreases by 26%



Proportion of those always using a condom increases by 27%



No effect on use of other contraceptives or reported STDs



Incidence of sex against their will drops by 76%

Impacts beyond economics in Liberia



No impact on fertility – actual or desired



No impacts on contraception, # of boyfriends, incidence of GBV



Positive impacts on self confidence, satisfaction with job outcomes

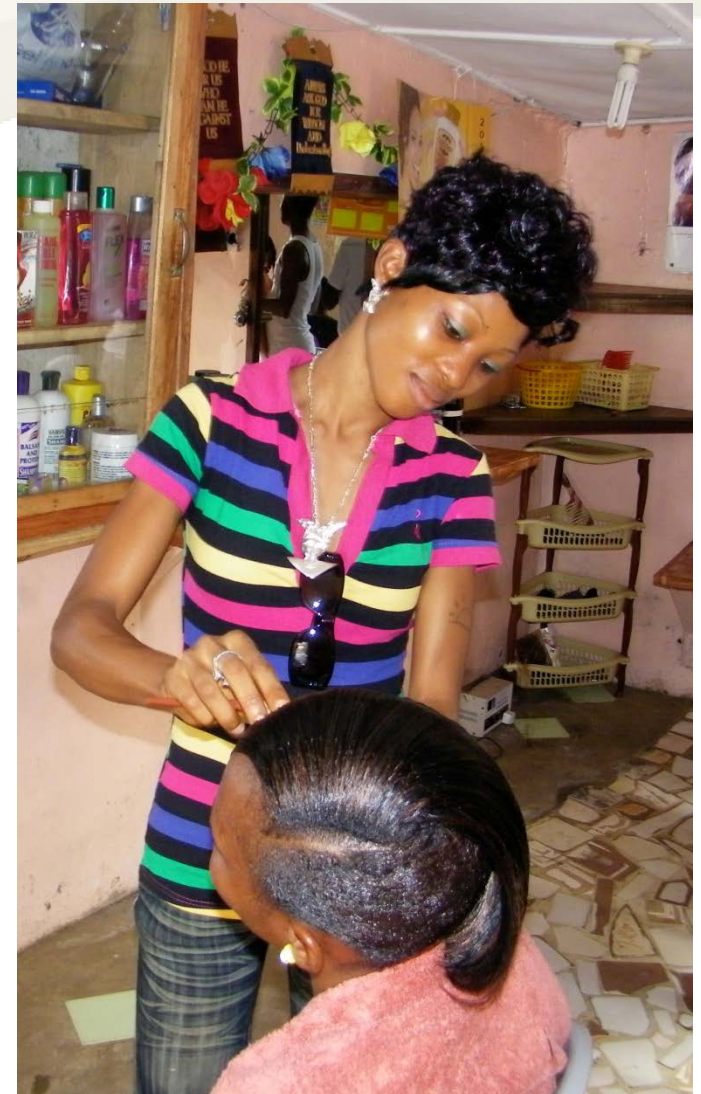
Is it worth it? Liberia

- Cost per beneficiary:
 - 1650 USD for Job Skills track
 - 1200 USD for Business Skills track
- Compare to 700-2000 USD for Jovenes programs in Latin America
- Set this against average monthly increase in earnings:
 - 2 years to recoup investment (Business Skills)
 - 8 years to recoup investment (Job Skills)



Is it worth it? Uganda

- Cost per potential beneficiary is \$17.9 in year 2
- Corresponds to
 - .54% of hh income at baseline
 - 21% of a girl's self-reported annual expenditures
- Set this against:
 - 32% increase in employment
 - 26% lower fertility
 - 76% drop in sex against her will



Key Messages

- Skills training programs can work (at least for girls)!
- Young women may require specialized interventions or targeted outreach
- Combination of life and vocational skills is what works— getting the right mix depends on context
- To maximize cost-effectiveness, experiment with the duration of classroom training

In closing:
two very different models of
empowering young women – with fairly
large impacts – not only in the economic realm, but also
in health and agency. **A good investment.**

Special thanks to all of our collaborators:

Liberia: Franck Adoho, Mattias Lundberg, Dala T. Korkoyah Jr., Afia Tasneem, Peter Darvas, Sarah Haddock, and the Ministry of Gender and Development in Liberia

Uganda: Oriana Bandiera, Niklas Buehren, Robin Burgess, Selim Gelusci, Markus Goldstein, Imran Rasul, Munshi Sulaiman, and BRAC Uganda