



## Gender Differences in the Effects of Vocational Training: Constraints on Women and Drop-Out Behavior

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Abstract	We provide experimental evidence on the effects of vocational and entrepreneurial training for Malawian youth, in an environment where access to schooling and formal sector employment is extremely low. We track a large fraction of program drop-outs – a common phenomenon in the training evaluation literature – and this allows us to examine the determinants and consequences of drop-out and how it mediates the effects of such programs. We find that women make decisions in a more constrained environment, and their participation affected by family obligations. Participation is more expensive for them, resulting in worse training experience. The training results in skills development, continued investment in human capital, and improved well-being, with more positive effects for men, but no improvements in labor market outcomes in the short run.
Gender Connection	Gender Focused Intervention
Gender Outcomes	Gender disaggregated vocational knowledge or skills
IE Design	Pipeline Randomized Control Trial
Intervention	Experienced "Master Craftspeople" were identified to accept apprentices at their businesses. Each craftsperson trained between 1-8 apprentices. The length of training varied but was typically around 3 months.
Intervention Period	August 2010-May 2011
Sample population	1122 "vulnerable" youth between the age of 15-24 were administered the baseline survey. 363 were in the control group while 759 were in the treatment group.
Comparison conditions	Pipeline
Unit of analysis	Individual Level
Evaluation Period	March 2010- August 2011
Results	About 9% of the youth invited to participate in the training chose not to participate and drop out rates were very high. Women are more likely drop out due to adverse shocks and are more likely to participate when alternative opportunities disappear. Men's participation



	<p>is not affected by external shocks. Women, but not men, report external constraints, such as family obligations and marriage, as causes for drop-out. Men are more likely to be compensated during the training, thus lack of income is a cause for female dropout. Distance is a greater constraint for women compared to men. Also, men are more likely to receive a paid position at the end of their training. Both genders report similar increases in self-reported skills as a result of the program. The authors find that the vocational training program led to enhanced (self-reported) skills of the type that the training was intended to impart. Male trainees reacted by continuing to invest in their human capital development during the post-training period, but there were no significant effects on labor market outcomes in the short run</p>
Primary study limitations	Due to significant delays in program implementation, the evaluation could measure in average only 4 months after the completion of the training program
Funding Source	Spanish Impact Evaluation Fund, Youth Employment Network, DFID, the Global Fund
Reference(s)	Cho, Y., Kalomba, D., Mobarak, A., Orozco, V. (2013) Gender Differences in the Effects of Vocational Training: Constraints on Women and Drop-Out Behavior
Link to Studies	<a href="http://anon-ftp.iza.org/dp7408.pdf">http://anon-ftp.iza.org/dp7408.pdf</a>
Microdata	