PH 252D                                                                                Spring 2018

# Entrepreneurship in Uganda

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## 1   Background

Uganda, like most low-income countries, has a large share of youth who are either unemployed or underemployed. In Uganda, as well as other sub-Saharan African countries, this is a serious challenge: in 2013, youth (aged 15 to 24) in sub-Saharan African countries were twice as likely to be unemployed compared to any other age cohort[1]. Living in economies where employment opportunities are scarce and self-employment is often the only option, youth need the right combination of human, financial, and social capital to improve their welfare. Uganda in particular has as of 2017 a severe underemployment problem, where high-skilled persons work in low-paying jobs, or those who seek full-time employment are only capable of finding part-time employment[5]. Younger people are often the largest demographic segment in low-income countries such as Uganda, which means that, compared to other age cohorts, their well-being has especially important ramifications for the overall state of their countries' economies.

Many governments recognize that their economy would benefit from better-trained entrepreneurs. Uganda and 22 other African countries have mainstreamed entrepreneurship training in high school through support from the International Labor Organization (ILO). Other countries are developing short training programs in entrepreneurship, while yet other countries are expanding university level entrepreneurship training. However, the curricula in all of these programs are based primarily on hard skills and ignore the potential contributions of soft skills to improved economic outcomes.

This proposed research seeks to address a gap in development literature by focussing on which specific business training techniques work. There have been a number of experimental business training evaluation studies including Karlan and Valdivia (2011)[6] and Valdivia (2011)[7] in Peru, Drexler et al. (2014)[4] in the Dominican Republic, Berge et al. (2011)[2] in Tanzania. These studies confirm that business training leads to improvements in knowledge of good business practices. However, these studies examine the impact of training on existing entrepreneurs. In Sri Lanka de Mel, McKenzie, and Woodruff (2012)[3] examine the effects of an ILO business training program on business success of both existing female entrepreneurs and the general population of women. The proposed project wishes to expand on this research.

More specifically, we want to investigate if entrepreneurial training affects labor market outcomes by a) inducing individuals to start businesses sooner after graduation of secondary school and b) increasing revenues and profits for those businesses. We measure business creation and financial performance in a sample of 3,893 Ugandans between 22-30 years old who were eligible to receive a three-week, post-secondary intensive training camp on entrepreneurship skills. We will study economic outcomes of individuals under a non-parametric framework to estimate their treatment-specific counterfactual outcomes. We hope to answer the following questions:

- Does entrepreneurial training (of any kind) increase the likelihood of starting a business after graduation from high school?

- Does entrepreneurial training (of any kind) increase business monthly revenue?

- Does entrepreneurial training (of any kind) increase business monthly profit?

All of the economic outcomes listed above are proxies for the success of entrepreneurial training in improving the welfare of young persons who might otherwise be unemployed or underemployed. For the

purposes of this initial analysis, we will pool both treatment arms (hard-skills and soft-skills) into a single group, thereby ignoring any potential differences between the two types of training.

## 2    Experimental Design

We interviewed 4,400 individuals at baseline (original sample), and we reached 3,891 during the follow-up study 4 years after (final sample). Our[1] baseline covariates $W_0$ include basic sociodemographic characteristics such as age, gender, region of residence, and household socio-economic level; several measures of cognitive development, e.g. Raven score; personality constructs (Big 5); and time and risk preferences. Distance from home village to training site was also recorded for all individuals. We observe treatment status $A$ labeled as $A = 0$ for no treatment and $A = 1$ for treatment. At follow-up (final sample), we obtained information about every economic activity undertaken in the period after graduation from high school and time of the follow-up interview (April 2016). Our outcomes[2] $Y$ are (1) a binary indicator for whether the individual started a business, (2) the logarithm of monthly revenue measured in USD, and (3) the logarithm of monthly profit measured in USD. Note that outcomes (2) and (3) only apply to those individuals who actually started a business.

The target population was youth in Uganda who graduated high school and are in the job market. The sample consisted of students enrolled in the last year of high school in 4 regions of Uganda in 2013. Approximately, 40% of the sample attended schools in the West, 20% in Jinja, 20% in Mbale, and 20% in the North. The study was designed to be nationally representative with both students and teachers assigned to one of three groups (hard skills, soft skills, control) randomly. Students were recruited from 200 secondary schools, which represents a third of the total number of full time secondary schools in Uganda. Students interested in the program were asked to fill out an application form and a baseline survey. In total $8,080$ students applied to the program and of those $7,421$ complied with eligibility requirements (completeness of key baseline characteristics and no concurrent entrepreneurship or business training).

Power calculations showed that $1,200$ students per arm were required, but the sample size was increased to account for attrition. We drew a random sample of $4,400$ students out of the eligible pool of $7,421$. Treatment was assigned randomly, i.e. using a random number generator. This was for identifiability of results. More specifically, $1,600$ students were randomly assigned to hard skills training, $1,600$ students were randomly assigned to soft skills, and $1,200$ students were randomly assigned to the control group. At each step of the sampling process we stratified by both school and gender to avoid confounding and to ensure a well-balanced design.

A two-arms intervention was implemented: a 3-week intensive entrepreneurship camp with a strong emphasis on (1) soft skills and (2) hard skills. All students had a basic overview entrepreneurship and worked on a business plan during the 3-week course. The intervention was implemented in May 2013. Students in the hard skills program focused on financial decision making, while the soft skills arm focused on abilities such as negotiation and communication. The curricula for the training was designed by the International Labor Organization and the Haas Business School.

Teachers were recruited, hired and trained by *Educate!*, a non-profit organization. Teachers were randomly assigned to a training site, a school, and a classroom. Each of the 20 host schools was staffed with 3 teachers: 2 instructors who both taught the regular curriculum, and 1 instructor who taught the business plan curriculum exclusively. Assignment was stratified by language and ability. The sample was balanced[3] across all 3 arms of the study (no treatment, soft-skills treatment, and hard skills treatment). 9 of 144 p-values were less than 0.10. Overall about one-third of the study participants are female. On average, those taking part in the study are 20 years old. The characteristics of the teachers were balanced as well.

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[1]The principal investigators of this study are Paul Gertler and Dana Carney at UC Berkeley.
[2]Only observed for the final sample.
[3]See Appendix 2 for a balance table including corresponding p-values.

Our final sample consists of $1,021$ controls, $1,448$ individuals assigned to *hard* skills, and $1,422$ individuals assigned to *soft* skills. These numbers are smaller than the $1,200$, $1,600$, and $1,600$ given above for the original sample, due to attrition manifesting as non-response to the follow-up interview at the end of the recall period. Thankfully, there were no important differences in the observable characteristics of those ($\sim 12\%$) who chose not to respond to the follow-up survey. Women were slightly likely more likely to respond to the follow-up, but not significantly so. Roughly 2/3 of the final sample (both treatment and controls) started a business during the recall period, for which average monthly revenues were 957 USD, and average monthly profits were 501 USD (adjusted for purchasing power parity, PPP).

## 3  Limitations

Even though assignment to treatment was randomized, compliance with treatment was not perfect (i.e. not every individual assigned to treatment attended the training). More specifically, of everyone assigned to treatment (hard- or soft-skills), only 67.4% participated in the training, so that approximately 30% of those assigned to treatment didn't go to the training at all. On the positive side, of those who did attend the training, they were present for 94% of the sessions on average. As a consequence of the above limitation, for this preliminary analysis we are only reporting intent to treat.

Moreover, we were only able to reach approximately 88% of the original sample in the follow-up interview.

Fortunately, we have baseline covariates of those were lost to follow-up for the original $4,400$ individuals, and we also have baseline covariates for everyone assigned to treatment, not just for those who complied. There were no important differences in the observable characteristics of those ( 12%) who chose not to respond to the follow-up survey. Women were slightly likely more likely to respond to the follow-up.

Therefore, estimation of causal effects in this setting entails dealing with at least *two* potential selection problems, because individuals who did not attend the training, or individuals who were lost to follow-up, could differ in observable and unobservable characteristics correlated with the outcomes.

## 4  Causal Analysis

For each of the three outcomes, the target causal parameter is the Average Treatment Effect, which is the difference in the expected counterfactual if all recruited students had taken the entrepreneurial training and the expected counterfactual if none of the students were assigned to the treatment.

$$\Psi^{\mathcal{F}}(\mathbb{P}_{U,X}) = \mathbb{E}_{U,X}(Y_1) - \mathbb{E}_{U,X}(Y_0)$$

Because of the design of the experiment as an RCT (randomized control trial), we can conclude that $A$ is a function of $U_A$ only, so that there must be an exclusion restriction between $W$ and $A$. See p. 24 of [8]. A second consequence of our randomizing the intervention node $A$ is that we may assume that $U_A$ is independent of $U_Y$ and of $U_W$. We can test this assumption for $U_A$ and $U_W$ by using a balance table. There is no way for us to test the independence assumption of $U_A$ and $U_Y$. This corresponds to believing that there are no unmeasured factors that predict both $A$ and the outcome $Y$, which is often called the no unmeasured confounders assumption. This independence assumption also means that there is no backdoor path from $Y$ to $A$. Therefore our causal estimand is identifiable from the statistical estimand. Our structural causal assumes that the observed data were generated by the following actions:

1. Drawing unobservable $U = (U_A, U_Y, U_W)$ from some probability distribution $\mathbb{P}_U$ ensuring that $U_A$ is independent of $U_Y$, given $W$.

2. Generating $W$ as a deterministic function of $U_W$.

3. Generating $A$ as a deterministic function of $W$ and $U_A$.

4. Generating $Y$ as a deterministic function of $W$, $A$, and $U_Y$.

The time ordering of the variables is $W \rightarrow A \rightarrow Y$, while for the causal ordering, both $W$ and $A$ precede $Y$, and neither $W$ nor $A$ precede each other. This model is illustrated in the figure 1. Note that there are no assumptions on functional forms in our model. Nevertheless, because of the randomization of $U_A$ via a random number generator with a specified distribution, our model is technically speaking only semi-parametric, and not completely non-parametric.
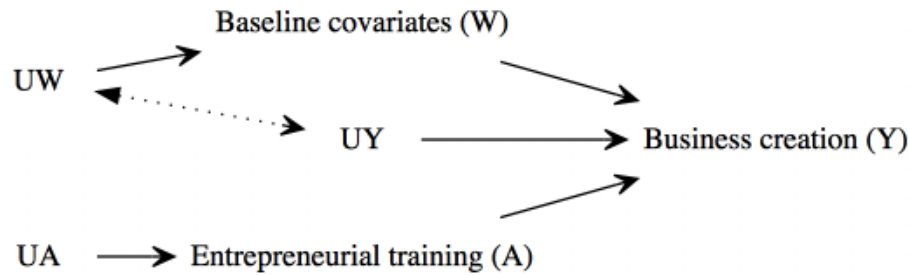


Figure 1: Structural causal model

# 5   Variables of interest

| Variable type | Variable name | Description |
|---|---|---|
| $Y$ | Business creation | =1 if respondent started a business after graduation from high school |
| $Y$ | Log of revenue | Monthly revenue from all self-employment activities |
| $Y$ | Log of profit | Monthly profit from all self-employment activities |
| $A$ | Treatment | =1 if participated in entrepreneurial training |
| $W$ | Sociodemographic characteristics | Gender, age, parent's income source and education level, boarding student, perceived socioeconomic level |
| $W$ | Cognitive skills | Raven score, math score, GPA, O-level score, previous exposure to entrepreneurship |
| $W$ | Risk and time preferences | Present-bias and time-inconsistency scores |
| $W$ | Personality characteristics | Big 5 (extroversion, emotional stability, openness, conscientiousness, agreeableness), leadership, perceived control, anxiety, pro-social behavior, and more. |

# 6   Interpretation

# 7   Future Directions

In future work we would like to investigate the differences in effectiveness, if any, between the hard-skills and soft-skills training. For the purposes of this initial analysis, we pooled both treatment pools into a single group. However, understanding the differences between the two treatment modes would have real policy implications: most existing entrepreneurship training programs only employ hard-skills training. Governments interested in effectively training their entrepreneurs would like to know whether hard-skills training, soft-skills training, or a combination of both, is most likely to improve the economic outcomes of the trainees. This was a question we completely neglected in the present analysis.

Another direction to explore is a more sophisticated analysis of the censoring issues caused by the attrition between the original sample and the final sample. An empirical strategy to deal with this censoring issue is to model assignment to treatment $A$ and attrition $\Delta$ as a single intervention node by estimating its joint distribution $f_{A,\Delta}(A, \Delta)$.

A second censoring issue we had was that not all individuals complied with treatment; that is, of those assigned to one of the training courses, not everyone went. In our preliminary analysis here we ignored this issue by only reporting intent to treat.

Fortunately, we have baseline covariates of those were lost to follow-up for the original $4,400$ individuals, and we also have baseline covariates for everyone assigned to treatment, not just for those who complied. By fully utilizing all the available baseline covariates, our aim for future work is to estimate a double robust locally efficient substitution estimator that will be consistent and asymptotically linear if the selection mechanism is consistently estimated or if we can treat assignment to treatment and attrition as independent events (i.e. no differential attrition between treatment and control).

# Bibliography

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# Appendices

## 1   Code for Analysis

```
In [1]: # Note: for full reproducibility of results, we should have set the random seed earlier.
        set.seed(518)
        # The values generated are similar to those from the slides, but not the same.

        rm(list=ls())
        getwd()
        options(scipen=10)

        suppressMessages(   library(tmle))
        suppressMessages(   library(ggplot2))
                            library(SuperLearner)
        suppressMessages(   library(dplyr))
                            library(magrittr)
                          library(foreign)
                            library(ck37r)
        suppressMessages(   library(sl3))
        suppressMessages(   library(arm))
                            library(lattice)
                            library(caret)
        suppressMessages(   library(data.table))
                            library(screening)
        suppressMessages(   library(xgboost))
                            library(foreach)
        suppressMessages(   library(glmnet))

In [2]: data <- read.dta("Data/SEED_endline_analysis.dta",
                    convert.factors=FALSE, convert.underscore=FALSE)
        data <- data.frame(data)

In [3]: # List to hold the different column names.
        (names=list(
          # Outcomes of interest
          outcome=c("ever_self_employed","log_tot"),

          # Treatment variable
          treatment="treated",

          # Adjustment covariates
          covars=c("treated","gender","age","q06_dayorboarding",
          "q25_family_business","q25a_wk_family_bus","timeprefs_patience",
```

```
            "riskbehavior","mathbusiness","leadership","perceivedcontrol","timeprefs_delta",
            "timeprefs_beta","prosocialbehavior","anxiety","selfconfidence",
            "big5extroversion","big5emostability","big5openness","big5conscientious",
            "big5agreeable","schoolacceptance","currfamwealthstep","tenyrwealthstep","takingriskstep",
            "ravenscore","father_educ2","father_educ3","father_educ4","father_educ5",
            "father_income2","father_income3","mother_income2","mother_income3",
            "type_house","q13_olevelscore2","q13_olevelscore34")
        ))
```

**$outcome**
'ever_self_employed'  'log_tot'

**$treatment**
'treated'

**$covars**
'treated'   'gender'   'age'   'q06_dayorboarding'   'q25_family_business'   'q25a_wk_family_bus'
'timeprefs_patience'       'riskbehavior'       'mathbusiness'       'leadership'       'perceivedcontrol'
'timeprefs_delta'  'timeprefs_beta'  'prosocialbehavior'  'anxiety'  'selfconfidence'  'big5extroversion'
'big5emostability'     'big5openness'     'big5conscientious'     'big5agreeable'     'schoolacceptance'
'currfamwealthstep'  'tenyrwealthstep'  'takingriskstep'  'ravenscore'  'father_educ2'  'father_educ3'
'father_educ4'        'father_educ5'        'father_income2'        'father_income3'        'mother_income2'
'mother_income3'  'type_house'  'q13_olevelscore2'  'q13_olevelscore34'

```
In [4]: # Keep variables of interest

        data <- subset(data, select=c(names$outcome, names$treatment, names$covars))
        # Review missing values in id, outcome, treatment, and censoring variables.
        # Outcome is the only variable that can have missing values.
        colSums(is.na(data[, c(names$outcome, names$censoring, names$treatment)]))
```

**ever_self_employed**   0
              **log_tot**   712
              **treated**   0

```
In [5]: # Dimensions of data set
        dim(data)
```

3891  40

```
In [6]: # Summary statistics of data set
        summary(data)
```

```
 ever_self_employed    log_tot            treated           treated.1
 Min.   :0.0000     Min.   : 1.028    Min.   :0.0000    Min.   :0.0000
 1st Qu.:0.0000     1st Qu.: 6.580    1st Qu.:0.0000    1st Qu.:0.0000
 Median :1.0000     Median : 7.681    Median :1.0000    Median :1.0000
 Mean   :0.5474     Mean   : 7.593    Mean   :0.7376    Mean   :0.7376
 3rd Qu.:1.0000     3rd Qu.: 8.645    3rd Qu.:1.0000    3rd Qu.:1.0000
 Max.   :1.0000     Max.   :11.018    Max.   :1.0000    Max.   :1.0000
                    NA's   :712
     gender            age         q06_dayorboarding q25_family_business
 Min.   :0.0000    Min.   :20.00    Min.   :0.0000    Min.   :0.0000
 1st Qu.:0.0000    1st Qu.:22.00    1st Qu.:0.0000    1st Qu.:0.0000
```

```
Median :0.0000    Median :23.00    Median :1.0000    Median :1.0000
Mean   :0.3482    Mean   :23.51    Mean   :0.7396    Mean   :0.5193
3rd Qu.:1.0000    3rd Qu.:24.00    3rd Qu.:1.0000    3rd Qu.:1.0000
Max.   :1.0000    Max.   :38.00    Max.   :1.0000    Max.   :1.0000
                                   NA's   :147       NA's   :13
q25a_wk_family_bus timeprefs_patience  riskbehavior       mathbusiness
Min.   :0.0000     Min.   :0.0000     Min.   :-2.538293   Min.   :0.0000
1st Qu.:1.0000     1st Qu.:0.0000     1st Qu.:-0.692131   1st Qu.:0.5000
Median :1.0000     Median :0.0000     Median :-0.083936   Median :0.6667
Mean   :0.9276     Mean   :0.2765     Mean   :-0.002497   Mean   :0.5990
3rd Qu.:1.0000     3rd Qu.:0.3333     3rd Qu.: 0.656105   3rd Qu.:0.7500
Max.   :1.0000     Max.   :1.0000     Max.   : 2.965215   Max.   :1.0000
NA's   :1860
  leadership      perceivedcontrol timeprefs_delta    timeprefs_beta
Min.   :1.000    Min.   :1.000    Min.   :-3.299497   Min.   :-3.048114
1st Qu.:3.857    1st Qu.:4.167    1st Qu.:-0.662538   1st Qu.:-0.682101
Median :4.286    Median :4.333    Median : 0.001506   Median :-0.013883
Mean   :4.194    Mean   :4.337    Mean   : 0.001506   Mean   : 0.002516
3rd Qu.:4.571    3rd Qu.:4.667    3rd Qu.: 0.643275   3rd Qu.: 0.637755
Max.   :5.000    Max.   :5.000    Max.   : 3.363326   Max.   : 3.857732
NA's   :23       NA's   :14
prosocialbehavior    anxiety       selfconfidence  big5extroversion
Min.   :1.000     Min.   :1.000    Min.   :1.000    Min.   :1.000
1st Qu.:4.000     1st Qu.:1.889    1st Qu.:4.333    1st Qu.:2.000
Median :4.293     Median :2.333    Median :4.667    Median :3.000
Mean   :4.293     Mean   :2.391    Mean   :4.583    Mean   :2.733
3rd Qu.:4.714     3rd Qu.:2.875    3rd Qu.:5.000    3rd Qu.:3.500
Max.   :5.000     Max.   :5.000    Max.   :5.000    Max.   :5.000
                  NA's   :28       NA's   :37
big5emostability big5openness    big5conscientious big5agreeable
Min.   :1.000    Min.   :1.000    Min.   :1.000    Min.   :1.00
1st Qu.:3.500    1st Qu.:3.500    1st Qu.:3.500    1st Qu.:3.00
Median :4.000    Median :4.151    Median :4.000    Median :3.50
Mean   :3.865    Mean   :4.151    Mean   :3.892    Mean   :3.62
3rd Qu.:4.500    3rd Qu.:5.000    3rd Qu.:4.500    3rd Qu.:4.00
Max.   :5.000    Max.   :5.000    Max.   :5.000    Max.   :5.00


schoolacceptance currfamwealthstep tenyrwealthstep  takingriskstep
Min.   :1.000    Min.   : 1.000    Min.   : 1.000    Min.   : 1.000
1st Qu.:4.000    1st Qu.: 4.000    1st Qu.: 7.000    1st Qu.: 5.000
Median :4.250    Median : 5.000    Median : 8.000    Median : 7.000
Mean   :4.268    Mean   : 4.776    Mean   : 8.015    Mean   : 6.756
3rd Qu.:4.750    3rd Qu.: 6.000    3rd Qu.: 9.000    3rd Qu.: 9.000
Max.   :5.000    Max.   :10.000    Max.   :10.000    Max.   :10.000
NA's   :91       NA's   :83        NA's   :81        NA's   :88
  ravenscore      father_educ2     father_educ3     father_educ4
Min.   : 0.000   Min.   :0.0000    Min.   :0.00     Min.   :0.0000
1st Qu.: 4.000   1st Qu.:0.0000    1st Qu.:0.00     1st Qu.:0.0000
Median : 6.000   Median :0.0000    Median :0.00     Median :0.0000
Mean   : 5.435   Mean   :0.1667    Mean   :0.13     Mean   :0.1838
3rd Qu.: 7.000   3rd Qu.:0.0000    3rd Qu.:0.00     3rd Qu.:0.0000
Max.   :10.000   Max.   :1.0000    Max.   :1.00     Max.   :1.0000
                 NA's   :28        NA's   :28       NA's   :28
  father_educ5    father_income2   father_income3   mother_income2
```

```
Min.   :0.0000    Min.   :0.0000    Min.   :0.0000    Min.   :0.0000
1st Qu.:0.0000    1st Qu.:0.0000    1st Qu.:0.0000    1st Qu.:0.0000
Median :0.0000    Median :0.0000    Median :0.0000    Median :0.0000
Mean   :0.4072    Mean   :0.2924    Mean   :0.0384    Mean   :0.1553
3rd Qu.:1.0000    3rd Qu.:1.0000    3rd Qu.:0.0000    3rd Qu.:0.0000
Max.   :1.0000    Max.   :1.0000    Max.   :1.0000    Max.   :1.0000
NA's   :28        NA's   :37        NA's   :37        NA's   :15
 mother_income3      type_house     q13_olevelscore2 q13_olevelscore34
Min.   :0.00000   Min.   :0.0000    Min.   :0.0000    Min.   :0.0000
1st Qu.:0.00000   1st Qu.:1.0000    1st Qu.:0.0000    1st Qu.:0.0000
Median :0.00000   Median :1.0000    Median :0.0000    Median :0.0000
Mean   :0.03199   Mean   :0.8205    Mean   :0.4014    Mean   :0.4522
3rd Qu.:0.00000   3rd Qu.:1.0000    3rd Qu.:1.0000    3rd Qu.:1.0000
Max.   :1.00000   Max.   :1.0000    Max.   :1.0000    Max.   :1.0000
NA's   :15        NA's   :24        NA's   :72        NA's   :72
```

In [7]: `# Remove observations missing their censoring time.`
```
        skip_vars <- c(names$treatment, names$outcome)
        impute <- ck37r::impute_missing_values(data,
                                       skip_vars=skip_vars)
```

In [8]: `# Review missing data for all covariates.`
`# Only the outcome variable should have missing data at this point.`
```
        data <- impute$data

        colSums(is.na(data))
```

| | |
|---|---|
| **ever_self_employed** | 0 |
| **log_tot** | 712 |
| **treated** | 0 |
| **treated.1** | 0 |
| **gender** | 0 |
| **age** | 0 |
| **q06_dayorboarding** | 0 |
| **q25_family_business** | 0 |
| **q25a_wk_family_bus** | 0 |
| **timeprefs_patience** | 0 |
| **riskbehavior** | 0 |
| **mathbusiness** | 0 |
| **leadership** | 0 |
| **perceivedcontrol** | 0 |
| **timeprefs_delta** | 0 |
| **timeprefs_beta** | 0 |
| **prosocialbehavior** | 0 |
| **anxiety** | 0 |
| **selfconfidence** | 0 |
| **big5extroversion** | 0 |
| **big5emostability** | 0 |
| **big5openness** | 0 |
| **big5conscientious** | 0 |
| **big5agreeable** | 0 |
| **schoolacceptance** | 0 |
| **currfamwealthstep** | 0 |

|                           |   |
|--------------------------:|---|
| **tenyrwealthstep**       | 0 |
| **takingriskstep**        | 0 |
| **ravenscore**            | 0 |
| **father_educ2**          | 0 |
| **father_educ3**          | 0 |
| **father_educ4**          | 0 |
| **father_educ5**          | 0 |
| **father_income2**        | 0 |
| **father_income3**        | 0 |
| **mother_income2**        | 0 |
| **mother_income3**        | 0 |
| **type_house**            | 0 |
| **q13_olevelscore2**      | 0 |
| **q13_olevelscore34**     | 0 |
| **miss_log_tot**          | 0 |
| **miss_q06_dayorboarding**| 0 |
| **miss_q25_family_business**| 0 |
| **miss_q25a_wk_family_bus**| 0 |
| **miss_leadership**       | 0 |
| **miss_perceivedcontrol** | 0 |
| **miss_anxiety**          | 0 |
| **miss_selfconfidence**   | 0 |
| **miss_schoolacceptance** | 0 |
| **miss_currfamwealthstep**| 0 |
| **miss_tenyrwealthstep**  | 0 |
| **miss_takingriskstep**   | 0 |
| **miss_father_educ2**     | 0 |
| **miss_father_income2**   | 0 |
| **miss_mother_income2**   | 0 |
| **miss_type_house**       | 0 |
| **miss_q13_olevelscore2** | 0 |

```
In [9]: ## Estimation of causal efects

        Y1 <- data$ever_self_employed
        Y2 <- data$log_tot[!is.na(data$log_tot)]

        A1 <- data$treated
        A2 <- data$treated[!is.na(data$log_tot)]

        all_covars <- data[, colnames(data) %in% names$covars]

        W <-  all_covars
        W1 <- all_covars
        W2 <- subset(data, !is.na(data$log_tot))
        W2 <- W2[, colnames(data) %in% names$covars]

        screen1 <-  screening(x=W1, y=Y1, method="holp", family="binomial", num.select=15)$screen
        screen2 <-  screening(x=W2, y=Y2, method="holp", family="gaussian", num.select=15)$screen
        screenA <-  screening(x=W,  y=A1, method="holp", family="binomial", num.select=15)$screen
        screenA2 <- screening(x=W2, y=A2, method="holp", family="binomial", num.select=15)$screen

        W1 <- W1[,screen1]
        W2 <- W2[,screen2]
```

```
        # William: moved this line here to make code work
        screenA2 <- screening(x=W2, y=A2, method="holp", family="binomial", num.select=15)$screen
        # screenA2 depends on W2, W2 was changed above, so old screenA2 can't be used to subset new W2

        WA <-  W[ ,screenA]
        WA2 <- W2[,screenA2]
```

In [10]: # Fit glm model (base model, should have the worst performance)

```
        logit2prob <- function(logit){
          odds <- exp(logit)
          prob <- odds / (1 + odds)
          return(prob)
        }

        model1 <- glm(formula=Y1 ~ A1, family="binomial")
        summary(model1)
```

```
Call:
glm(formula = Y1 ~ A1, family = "binomial")

Deviance Residuals:
   Min      1Q  Median      3Q     Max
-1.306  -1.306   1.054   1.054   1.224

Coefficients:
            Estimate Std. Error z value  Pr(>|z|)
(Intercept) -0.10784    0.06268  -1.720    0.0854 .
A1           0.40549    0.07317   5.542 0.00000003 ***
---
Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

(Dispersion parameter for binomial family taken to be 1)

    Null deviance: 5359.0  on 3890  degrees of freedom
Residual deviance: 5328.2  on 3889  degrees of freedom
AIC: 5332.2

Number of Fisher Scoring iterations: 4
```

In [11]: logit_control <- model1$coefficients[1]
         logit_treated <- model1$coefficients[1] + 1*model1$coefficients[2]

         (b1 <- logit2prob(logit_treated) - logit2prob(logit_control))

**(Intercept):** 0.10080197387954

In [12]: model2 <- glm(formula=Y2 ~ A2, family="gaussian")
         summary(model2)

```
Call:
glm(formula = Y2 ~ A2, family = "gaussian")
```

```
Deviance Residuals:
    Min       1Q   Median       3Q      Max
-6.6009  -1.0053   0.0917   1.0569   3.4584

Coefficients:
            Estimate Std. Error t value Pr(>|t|)
(Intercept)  7.49175    0.05073 147.679   <2e-16 ***
A2           0.13687    0.05895   2.322   0.0203 *
---
Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

(Dispersion parameter for gaussian family taken to be 2.123154)

    Null deviance: 6756.7  on 3178  degrees of freedom
Residual deviance: 6745.3  on 3177  degrees of freedom
AIC: 11419

Number of Fisher Scoring iterations: 2
```

```r
In [13]: # Define our Super Learner library

         g_library <- c("SL.mean",
                        "SL.glm",
                        "SL.glm.interaction")

         Q_library <- c("SL.mean",
                        "SL.glm",
                        "SL.glm.interaction",
                        #"SL.glmnet",
                        #"SL.randomForest",
                        #"SL.bartMachine",
                        "SL.xgboost")

In [14]: ##########################################################
         # G-computation formula
         ##########################################################

         np_boot_gcomp <- function(Y, A, W, nrep, family){

           X <- cbind(A,W)
           print(colnames(X))
           # wrapped in suppressWarnings() to prevent excessive verbosity
           suppressWarnings(
             QbarSL <- SuperLearner(Y=as.numeric(Y),
                          X=X,
                          SL.library=Q_library,
                          family=family)
           )

           results <- rep(NA, nrep)
           n       <- NROW(Y)
           #stop("stop")
```

```
        for(i in 1:nrep){

            i_boot  <- sample(1:nrow(W), size=n, replace=TRUE)
            W_boot  <- X[i_boot,]
            W1_boot <- W0_boot <- W_boot

            W1_boot$A <- 1
            W0_boot$A <- 0

            #psi_bootstrap <- G_comp(Y = Y_b, A = A_b, W = W_b, family = family)
            # wrapped in suppressWarnings() to prevent excessive verbosity
            suppressWarnings(
                Qbar1W <- predict(QbarSL, newdata=W1_boot, type="response")$pred
                )

            # wrapped in suppressWarnings() to prevent excessive verbosity
            suppressWarnings(
                Qbar0W <- predict(QbarSL, newdata=W0_boot, type="response")$pred
                )

            psi_bootstrap <- (Qbar1W - Qbar0W)
            # wrapped in suppressWarnings() to prevent excess verbosity in output
            suppressWarnings(
            results[i]    <- psi_bootstrap
                )
        }
      return(results)
    }
```

In [15]: `# For business creation`
```
        g_comp_boot <- np_boot_gcomp(Y=Y1, A=A1, W=W1, nrep=100, family="binomial")
        summary(g_comp_boot)

        (b_iptw  <- mean(g_comp_boot))

        (sd_iptw <- sd(  g_comp_boot))

        t_stat <- b_iptw/sd_iptw
        (p_val <- dt(t_stat, df=n-1, log=FALSE))

        quantile(g_comp_boot, probs=c(0.025,0.975))
```

```
 [1] "A"                "gender"            "age"
 [4] "q06_dayorboarding" "treated"          "type_house"
 [7] "mother_income2"    "father_income3"   "father_income2"
[10] "prosocialbehavior" "big5emostability" "currfamwealthstep"
[13] "ravenscore"        "big5agreeable"    "leadership"
[16] "big5openness"


   Min. 1st Qu.  Median    Mean 3rd Qu.    Max.
0.07751 0.09683 0.10461 0.10326 0.11016 0.11403


0.103255428507584
```

0.00775579552103696

2.07434461855019e-23

| | |
|---|---|
| **2.5%** | 0.0873818847222731 |
| **97.5%** | 0.112134764063077 |

```
In [16]: # For log of total earnings
         tot_g_comp_boot <- np_boot_gcomp(Y=Y2, A=A2, W=W2, nrep=100, family="gaussian")
         summary(tot_g_comp_boot)

         (b_iptw  <- mean(tot_g_comp_boot))

         (sd_iptw <- sd(  tot_g_comp_boot))

         t_stat <- b_iptw/sd_iptw
         (p_val <- dt(t_stat, df=n-1, log=FALSE))

         quantile(tot_g_comp_boot, probs=c(0.025,0.975))
```

```
 [1] "A"                  "gender"             "q13_olevelscore34"
 [4] "big5emostability"   "timeprefs_delta"    "treated"
 [7] "q25_family_business" "q06_dayorboarding"  "q13_olevelscore2"
[10] "age"                "tenyrwealthstep"    "timeprefs_beta"
[13] "leadership"         "father_educ4"       "mother_income3"
[16] "anxiety"
```

```
   Min.  1st Qu.   Median     Mean  3rd Qu.     Max.
-0.01737  0.09807  0.13171  0.13350  0.17054  0.24804
```

0.133499791152873

0.0541475573594245

0.0202236528538269

| | |
|---|---|
| **2.5%** | 0.0276082188190126 |
| **97.5%** | 0.230772835739166 |

```
In [17]: ###########################################################
         # IPTW
         ###########################################################

         iptw <- function(Y, A, X, family){

           n  <- NROW(Y)

           # wrapped in suppressWarnings() to prevent excessive verbosity
           suppressWarnings(
             propensity_score <- SuperLearner(Y=A,
                        X=X,
                        SL.library=g_library,
                        family=family)
```

```r
      )

      # Obtain predicted probability of treatment
      # wrapped in suppressWarnings() to prevent excessive verbosity
      suppressWarnings(
        pred_g1W <- predict(propensity_score, newX=X, type='response')$pred
        )

      # Probability of not being treated
      pred_g0W <- 1 - pred_g1W

      # Create vector gAW
      gAW <- rep(NA, n)
      gAW[A==1] <- pred_g1W[A==1]
      gAW[A==0] <- pred_g0W[A==0]

      # Create vector with inverse of predicted probability
      wt <- 1/gAW

      # Implement stabilized IPTW estimator (a.k.a. the modified Horvitz-Thompson estimator)
      Psi_hat <- mean(as.numeric(A==1)*wt*Y)/mean(as.numeric(A==1)*wt) -
                 mean(as.numeric(A==0)*wt*Y)/mean(as.numeric(A==0)*wt)
      return(Psi_hat)
      }

    np_boot <- function(Y, A, X, family, nrep){

      results <- rep(NA, nrep)
      n       <- NROW(Y)
      df      <- cbind(Y,A,X)

      for(i in 1:nrep){

        i_boot      <- sample(1:nrow(df), size=n, replace=TRUE)
        df_bootstrap <- df[i_boot,]

        Y_b <- df_bootstrap[,1]
        A_b <- df_bootstrap[,2]
        W_b <- subset(df_bootstrap, select=-c(1,2))

        psi_bootstrap <- iptw(Y=Y_b, A=A_b, X=W_b, family=family)
        # added call to suppressWarnings() to avoid excess verbosity
        suppressWarnings(
        results[i]    <- psi_bootstrap
            )

      }
      return(results)
    }

In [18]: # IPTW for business creation
        (ate_iptw <- iptw(Y=Y1, A=A1, X=WA, family="binomial"))

        # added argument 'family = "binomial"'
```

```
# to avoid error 'argument "family" is missing, with no default'
iptw_bootstrap <- np_boot(Y=Y1, A=A1, X=WA, nrep=100, family="binomial")
summary(iptw_bootstrap)

(b_iptw  <- mean(iptw_bootstrap))

(sd_iptw <- sd(  iptw_bootstrap))

t_stat <- b_iptw/sd_iptw
(p_val <- dt(t_stat, df=n-1, log=FALSE))

quantile(iptw_bootstrap, probs=c(0.025,0.975))
```

0.10080197387954


   Min. 1st Qu.  Median    Mean 3rd Qu.    Max.
0.05579 0.09050 0.10286 0.10203 0.11563 0.14312


0.102033773035489

0.018674796478849

0.000000753327084341801

| | |
|---|---|
| **2.5%** | 0.0684991007238237 |
| **97.5%** | 0.136492148157286 |

In [19]: # IPTW log total earnings

```
(total_earn_iptw <- iptw(Y=Y2, A=A2, X=WA2, family="gaussian"))

total_iptw_bootstrap <- np_boot(Y=Y2, A=A2, X=WA2, nrep=100, family="gaussian")
summary(total_iptw_bootstrap)

(b_iptw  <- mean(total_iptw_bootstrap))

(sd_iptw <- sd(  total_iptw_bootstrap))

t_stat <- b_iptw/sd_iptw
(p_val <- dt(t_stat, df=n-1, log=FALSE))

quantile(total_iptw_bootstrap, probs=c(0.025,0.975))
```

0.136872104521482


    Min.  1st Qu.  Median    Mean 3rd Qu.    Max.
-0.02517  0.09730  0.13004 0.12764 0.16301  0.22453


0.127635350433552

0.0523966603030267

0.02166695638499

| | |
|---|---|
| **2.5%** | 0.0269823320969634 |
| **97.5%** | 0.219980771351561 |

```
In [20]:  ###############################################
          # TMLE
          ###############################################

          # Business creation
          (tmle <- tmle(Y=as.numeric(Y1),
                        A=as.numeric(A1),
                        W=W1,
                        gform="A~1",
                        family="binomial",
                        #g.SL.library = g_library,
                        Q.SL.library=Q_library,
                        fluctuation="logistic") #,
                        #V=10)
          )
```

```
 Additive Effect
   Parameter Estimate:  0.10723
   Estimated Variance:  0.00029505
              p-value:  0.00000000043039
    95% Conf Interval: (0.073562, 0.1409)

 Additive Effect among the Treated
   Parameter Estimate:  0.10723
   Estimated Variance:  0.0002948
              p-value:  0.00000000042335
    95% Conf Interval: (0.073576, 0.14088)

 Additive Effect among the Controls
   Parameter Estimate:  0.10754
   Estimated Variance:  0.00029582
              p-value:  0.0000000004043
    95% Conf Interval: (0.073826, 0.14125)

 Relative Risk
   Parameter Estimate:  1.2289
              p-value:  0.0000000040952
    95% Conf Interval: (1.1473, 1.3164)

               log(RR):  0.20615
    variance(log(RR)):  0.0012291

 Odds Ratio
   Parameter Estimate:  1.5394
              p-value:  0.00000000048845
    95% Conf Interval: (1.3438, 1.7635)

               log(OR):  0.43142
    variance(log(OR)):  0.0048065
```

```
In [21]: # Log of total earnings
         (tot_tmle <- tmle(Y=as.numeric(Y2),
                           A=as.numeric(A2),
                           W=W2,
                           gform="A~1",
                           family="gaussian",
                           #g.SL.library = g_library,
                           Q.SL.library=Q_library,
                           fluctuation="logistic") #,
                           #V=10)
         )

 Additive Effect
   Parameter Estimate:  0.14313
   Estimated Variance:  0.0030896
             p-value:  0.010024
    95% Conf Interval: (0.034184, 0.25207)

 Additive Effect among the Treated
   Parameter Estimate:  0.14313
   Estimated Variance:  0.0030835
             p-value:  0.009951
    95% Conf Interval: (0.034291, 0.25197)

 Additive Effect among the Controls
   Parameter Estimate:  0.14313
   Estimated Variance:  0.0031101
             p-value:  0.010273
    95% Conf Interval: (0.033823, 0.25243)
```

## 2   Balance Table

| Covariate | Control: N | Control: Mean | Hard Skills: N | Hard Skills: Mean | Soft Skills: N | Soft Skills: Mean | p-value: Hard vs Control | p-value: Soft vs Control | p-value: Hard vs Soft |
|---|---|---|---|---|---|---|---|---|---|
| Female | 1199 | 0.34 | 1619 | 0.36 | 1596 | 0.36 | 0.211 | 0.222 | 0.978 |
| Boarding student | 1158 | 0.74 | 1562 | 0.73 | 1535 | 0.73 | 0.786 | 0.536 | 0.707 |
| Age (years) | 1195 | 20.04 | 1610 | 20.00 | 1586 | 20.01 | 0.416 | 0.541 | 0.830 |
| Father education: None | 1191 | 0.12 | 1608 | 0.12 | 1585 | 0.11 | 0.626 | 0.454 | 0.181 |
| Father education: Some primary | 1191 | 0.17 | 1608 | 0.15 | 1585 | 0.17 | 0.182 | 0.911 | 0.119 |
| Father education: Completed primary | 1191 | 0.12 | 1608 | 0.13 | 1585 | 0.12 | 0.332 | 0.933 | 0.339 |
| Father education: Some secondary | 1191 | 0.18 | 1608 | 0.18 | 1585 | 0.19 | 0.930 | 0.633 | 0.673 |
| Father education: Secondary and above | 1191 | 0.41 | 1608 | 0.41 | 1585 | 0.41 | 0.969 | 0.979 | 0.989 |
| Father source of income: Manual work | 1185 | 0.65 | 1608 | 0.69 | 1582 | 0.66 | 0.032 | 0.649 | 0.068 |
| Father source of income: Professional work | 1185 | 0.30 | 1608 | 0.27 | 1582 | 0.30 | 0.090 | 0.902 | 0.049 |
| Father source of income: Unemployed | 1185 | 0.05 | 1608 | 0.04 | 1582 | 0.04 | 0.221 | 0.164 | 0.852 |
| Mother source of income: Manual work | 1194 | 0.81 | 1616 | 0.81 | 1587 | 0.81 | 0.909 | 0.976 | 0.876 |
| Mother source of income: Professional work | 1194 | 0.16 | 1616 | 0.16 | 1587 | 0.15 | 0.783 | 0.645 | 0.425 |
| Mother source of income: Unemployed | 1194 | 0.03 | 1616 | 0.03 | 1587 | 0.04 | 0.756 | 0.384 | 0.201 |
| Father is alive | 1196 | 0.76 | 1613 | 0.74 | 1589 | 0.75 | 0.314 | 0.604 | 0.600 |
| Mother is alive | 1190 | 0.89 | 1617 | 0.89 | 1592 | 0.88 | 0.932 | 0.564 | 0.473 |
| Type of house: Informal structure | 1189 | 0.18 | 1610 | 0.18 | 1586 | 0.19 | 0.971 | 0.575 | 0.570 |
| Type of house: Fixed structure | 1189 | 0.82 | 1610 | 0.82 | 1586 | 0.81 | 0.971 | 0.575 | 0.570 |
| Number of rooms at home | 1170 | 4.51 | 1589 | 4.60 | 1560 | 4.61 | 0.248 | 0.195 | 0.873 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Family owns a business | 1196 | 0.53 | 1616 | 0.52 | 1587 | 0.51 | 0.666 | 0.450 | 0.724 |
| Subjective Family Wealth | 1170 | 4.73 | 1581 | 4.77 | 1562 | 4.80 | 0.581 | 0.364 | 0.698 |
| Age of work initiation | 573 | 14.55 | 768 | 14.57 | 757 | 14.55 | 0.902 | 0.979 | 0.917 |
| Months worked in formal employment | 460 | 4.20 | 598 | 4.19 | 595 | 4.12 | 0.985 | 0.648 | 0.639 |
| Exposed to entrepenurial class | 1175 | 0.37 | 1585 | 0.33 | 1563 | 0.33 | 0.022 | 0.050 | 0.728 |
| Currently has a small business or income generating activity (IGA) | 1193 | 0.44 | 1612 | 0.42 | 1589 | 0.44 | 0.370 | 0.798 | 0.213 |
| Digit Span: % digits correct | 1190 | 0.43 | 1601 | 0.41 | 1586 | 0.41 | 0.152 | 0.117 | 0.881 |
| Ugandan Certificate of Education: Division 1 | 1177 | 0.15 | 1589 | 0.14 | 1568 | 0.14 | 0.426 | 0.481 | 0.923 |
| Ugandan Certificate of Education: Division 2 | 1177 | 0.42 | 1589 | 0.39 | 1568 | 0.40 | 0.126 | 0.436 | 0.418 |
| Ugandan Certificate of Education: Division 3 | 1177 | 0.33 | 1589 | 0.35 | 1568 | 0.35 | 0.189 | 0.402 | 0.609 |
| Ugandan Certificate of Education: Division 4 | 1177 | 0.11 | 1589 | 0.12 | 1568 | 0.11 | 0.206 | 0.473 | 0.556 |
| Compiled score on Raven's test | 1173 | 5.40 | 1594 | 5.46 | 1566 | 5.39 | 0.523 | 0.862 | 0.379 |
| Time Preferences: Patience | 1157 | 0.28 | 1567 | 0.27 | 1553 | 0.28 | 0.739 | 0.981 | 0.699 |
| Willingness to Take Risks | 1198 | 0.00 | 1618 | -0.04 | 1596 | 0.04 | 0.329 | 0.214 | 0.016 |
| Math & Business Knowledge | 1199 | 0.60 | 1619 | 0.60 | 1596 | 0.59 | 0.959 | 0.331 | 0.268 |
| Attitudes toward Enterprise: Leadership | 1192 | 4.17 | 1609 | 4.18 | 1585 | 4.20 | 0.438 | 0.083 | 0.299 |
| Attitudes toward Enterprise: Perceived Control | 1196 | 4.30 | 1614 | 4.34 | 1590 | 4.33 | 0.022 | 0.074 | 0.595 |
| Time Preferences: Delta discount rate | 1198 | -0.01 | 1618 | -0.01 | 1596 | 0.02 | 0.869 | 0.489 | 0.353 |
| Time Preferences: Beta time-inconsistency measure | 1198 | -0.02 | 1618 | -0.01 | 1596 | 0.02 | 0.890 | 0.280 | 0.307 |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| N. Ug. Youth Psychosoc. Adj. Scale: Prosocial Behavior | 1194 | 4.26 | 1609 | 4.29 | 1588 | 4.31 | 0.161 | 0.014 | 0.254 |
| N. Ug. Youth Psychosoc. Adj. Scale: Anxiety & Depression | 1192 | 2.35 | 1607 | 2.39 | 1583 | 2.42 | 0.169 | 0.016 | 0.261 |
| N. Ug. Youth Psychosoc. Adj. Scale: Self-confidence | 1194 | 4.61 | 1603 | 4.56 | 1574 | 4.58 | 0.015 | 0.252 | 0.166 |
| Big 5: Extroversion | 1175 | 2.73 | 1588 | 2.74 | 1562 | 2.70 | 0.637 | 0.403 | 0.157 |
| Big 5: Emotional Stability | 1135 | 3.86 | 1531 | 3.88 | 1497 | 3.86 | 0.493 | 0.934 | 0.407 |
| Big 5: Openness to Experience | 1153 | 4.16 | 1549 | 4.14 | 1529 | 4.13 | 0.620 | 0.294 | 0.548 |
| Big 5: Conscientiousness | 1144 | 3.88 | 1539 | 3.90 | 1519 | 3.88 | 0.481 | 0.881 | 0.356 |
| Big 5: Agreeableness | 1150 | 3.63 | 1559 | 3.64 | 1538 | 3.61 | 0.759 | 0.550 | 0.327 |
| Teacher/Peer/ Friend Acceptance | 1174 | 4.24 | 1571 | 4.27 | 1559 | 4.27 | 0.259 | 0.136 | 0.694 |
| Future Subjective Personal Wealth | 1173 | 7.95 | 1580 | 8.02 | 1563 | 7.99 | 0.283 | 0.516 | 0.648 |
| Plans to attend university | 1177 | 0.71 | 1585 | 0.70 | 1571 | 0.71 | 0.447 | 0.851 | 0.537 |
| Distance from school to Hard skills treatment host school | 1199 | 1.49 | 1619 | 1.51 | 1596 | 1.50 | 0.596 | 0.805 | 0.759 |
| Distance from school to Hard skills treatment meeting point | 1199 | 1.31 | 1619 | 1.33 | 1596 | 1.32 | 0.502 | 0.687 | 0.773 |
| Distance from school to Soft skills treatment host school | 1199 | 1.21 | 1619 | 1.24 | 1596 | 1.23 | 0.417 | 0.599 | 0.758 |
| Distance from school to Soft skills treatment meeting point | 1199 | 1.14 | 1619 | 1.17 | 1596 | 1.16 | 0.489 | 0.660 | 0.786 |