

Skills, Practices, and Aspirations of Small-scale Entrepreneurs in Low-income Settings

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Lecture Overview

1 PART I: Lecture

Business Practices and Training

- Business Practices Around the World
- Classical MSME Training
- Extensions of the Classical Approach
- Measurement of Firm Performance
- Mechanisms
- Alternative Approaches

2 PART II: Paper

Curating Local Knowledge

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References

- Bloom and van Reenen (2010, 2019): Business practices, motivation (Bloom, Mahajan, McKenzie, and Roberts, 2010; ?)

Heterogeneity in Business Practices

- Bloom and van Reenen (2010): Heterogeneity (Bloom, Mahajan, McKenzie, and Roberts, 2010)

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- Bloom and van Reenen (2019): Correlation with productivity (?)

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Business Practices in Small Firms

Vast heterogeneity in business practices **also among small firms** (?McKenzie and Woodruff, 2017)..

- .. between countries
- .. between industries
- .. between firms

In cross-section, business practices **associated with higher sales and profits** (McKenzie and Woodruff, 2017)

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Business Practices of Small Firms

McKenzie and Woodruff (2017) identify **set of XX best practices** most closely associated with business performance

- 5 major domains of practices

- 1 Book-keeping
- 2 ?
- 3 ?
- 4 Inventory management and stock control
- 5 Marketing

→ Association with performance robust across industries and countries

→

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Business Practices of Small Firms

McKenzie and Woodruff (2017) identify set of XX practices most closely associated with business performance

- Example practices:



- Does adoption of “best practices” *cause* increase in performance?
- How can practice adoption best be facilitated?

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History and Prevalence

- At least **USD 1 billion per year** (to 4-5 million beneficiary entrepreneurs; ?)
- Classical training programs *precede* evidence that business practices vary and are predictive for productivity
- Examples:
 - Start and Improve Your Business (ILO)
 - Business Edge (IFC)
 - EMPRETEC Entrepreneurship Training Workshop (UNCTAD)

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Typical Training Program

Content

- Training is delivered by 600 local certified trainers and by a pool of approximately 60 international master trainers. All trainers are also entrepreneurs.
- Empretec Training Workshops offer different levels of instruction that include:
- 6-day courses (48 hours); 32-hour (usually spread over 4 days) for micro-entrepreneurs with low levels of literacy; Interactive coaching based on real business challenges of participants.

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Typical Training Program

Delivery



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Evidence on Impact

- First wave (Karlan and Valdivia, 2011, Field, et al., 2010; Bruhn & Zia, 2013; Bulte et al., 2017; Anderson, Chandy, and Zia, 2018) (?) (?) (Bruhn and Zia, 2013) (?) (Anderson, Chandy, and Zia, 2018)

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Evidence on Impact

- Econometric and implementation issues (McKenzie and Woodruff, 2014)

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Evidence on Impact

- Recent evaluations (McKenzie, 2020) (?)

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Targeting Training

Female entrepreneurs

- Most common type of targeted training (potentially complementary to classical microfinance model)
- Example: Gender and Enterprise Together (GET Ahead, ILO; ??)
- ?

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Targeting Training

Young entrepreneurs

- Typically embedded as entrepreneurship programs in school and university
- Example: University final year course in Tunisia (?)
 -
 -

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Targeting Training

High-growth businesses ("gazelles")



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Training Specific Domains

Anderson, Chandy, and Zia (2018) assign 852 South African businesses to two distinct trainings:

- 1 Finance/accounting skills
- 2 Marketing/sales skills

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Training Specific Domains

Anderson, Chandy, and Zia (2018) assign 852 South African businesses to two distinct trainings:

- 1 Finance/accounting skills
 - Increased profits
 - "Efficiency focus" on lower costs
 - Benefits established businesses (less market exposure)
- 2 Marketing/sales skills
 - Increased profits
 - "Growth focus" on higher sales, stock investments, and hiring
 - Benefits new businesses (less market exposure)

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Training Specific Domain

- (Anderson, Chandy, and Zia, 2018)

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On-site Consulting

- Bloom, et al. (2013); Karlan et al. (2015); Bruhn, Karlan, and Schoar (2019)
- Large firms: (Bloom, Eifert, Aprajit, McKenzie, and Roberts, 2013); SMEs: (Bruhn, Karlan, and Schoar, 2018)
- (?) (?)

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Multimedia delivery

TV shows

- Examples: Ruka Juu in Tanzania (?) and El Mashroua in Egypt (?)
- ?

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- Examples: Ruka Juu in Tanzania (?) and El Mashroua in Egypt (?)
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Multimedia delivery

Text messages

- (?) (?)

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Complementary Constraints

- McKenzie cash JDE paper

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- McKenzie cash JDE paper

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Imprecision of Outcome Measures

■ Confidence Intervals, pic?

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Reliability of Self-reports

- Self-reports of aggregate (?)

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Reliability of Self-reports

- Disaggregating quantities in self-reports (?)

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Reliability of Self-report

- Direct measures (?)

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Sales vs. Profits

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Heterogeneity of Impact

- Heterogeneity of treatment effects poorly understood across different approaches
- Potential constraints are manifold, and likely context-dependent
- Some already mentioned in passing:
 - Credit constraints (see, e.g.,) McKenzie cash paper
 - Gender norms and constraints
 - Age-related network and knowledge/skill constraints

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Education and literacy

- Drexler, Fischer & Schoar (2014) (Drexler, Fischer, and Schoar, 2014)

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Family Commitments



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Identity Concerns



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Aspirations



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Local Relevance of Best Practices



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Rules of Thumb

- Drexler, Fischer & Schoar (2014) (Drexler, Fischer, and Schoar, 2014)

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Entrepreneurial mindset

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Local Knowledge

- Cai and Szeidl (2019), Brooks et al. (2018), Lafortune et al. (2020), Seither (2020), Abebe et al. (2020)?

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- Cai and Szeidl (2019), Brooks et al. (2018), Lafortune et al. (2020), Seither (2020), Abebe et al. (2020)?

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- Cai and Szeidl (2019), Brooks et al. (2018), Lafortune et al. (2020), Seither (2020), Abebe et al. (2020)?

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Role Models

- La Ferrara et al. (2012); Chong and La Ferrara (2009); Berg and Zia (2013); Riley (2018)

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- La Ferrara et al. (2012); Chong and La Ferrara (2009); Berg and Zia (2013); Riley (2018)

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Questions

Any questions?

.. before we move on to our paper?

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Curating Local Knowledge

Experimental Evidence from Small Retailers in
Indonesia

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¹Tilburg University

²UC Berkeley, CEGA

³The World Bank

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Curating Local Knowledge

- Motivation
- Our Approach
- Data and Design
- Results
- Discussion
- Conclusion

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Background

- Micro and small firms (MSEs) are typically the main **source of employment** in the developing world
- In **Indonesia**, MSEs represent ..
 - .. 99% of all firms
 - .. 94.5% of employment
- Understanding the factors fostering efficiency and growth of MSEs is an important research and policy goal

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A Growing Focus on Management

- **Classroom Training:** Field, et al. (2010); Karlan & Valdivia (2011); Bruhn & Zia (2013); McKenzie & Woodruff (2014, 2017); Bulte et al. (2017); Anderson, Chandy & Zia (2018); Lafortune et al. (2018)
- **Consulting:** Bloom, et al. (2013); Karlan et al (2015); Bruhn, Karlan & Schoar (2019)
- **Mobilizing Peer Knowledge:**
 - Brooks et al. (2018) → Local mentors (market information)
 - Cai & Szeidl (2018) → Business meetings
 - Abebe et al. (2019) → Management experience matching

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Harnessing Cross-Firm Heterogeneity

Some stylized facts about business practices in small firms

- Vast heterogeneity in business practices and performance across similar businesses (?)
- Variation in practices accounts for more than 20% of variation in productivity within the same firm in the US (?)
 - Research has largely overlooked this heterogeneity in program design and implementation

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Harnessing Cross-Firm Heterogeneity

Some stylized facts about business practices in small firms

- Vast heterogeneity in business practices and performance across similar businesses (?)
- Variation in practices accounts for more than 20% of variation in productivity within the same firm in the US (?)
 - Research has largely overlooked this heterogeneity in program design and implementation

We **make productive use of this heterogeneity** in our research design:

- Use cross-firm variation to identify **practices associated with business performance**
- **Curation** of local best practices
- Test different **modes of delivery**, and their cost-effectiveness

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Selecting Local Best Practices

- Detailed **qualitative interviews** with local business peers:
 - Understand and codify their practices (record-keeping, financial planning, stocking-up, marketing, and joint decision-making)
 - Identify implementation norms and beliefs regarding each practice (e.g. whether they are complicated, necessary, etc.)
 - Document locally relevant tips and rule of thumbs
- Baseline **quantitative survey**
 - Measure practices and outcomes
 - Quantitative association of business practices with profits and sales

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Disseminating Knowledge

■ Handbook

- **Pure information:** Which practices, how to adopt, and why?

Supplemented with two types of experiential learning:

■ Movie

- **Psychological and emotional involvement** → social learning is possible through **observing the successful experience of similar others**.
- Bernard, et al. (2014); La Ferrara et al. (2012); Chong and La Ferrara (2009); Berg and Zia (2013).

■ On-site Assistance

- **Hands-on involvement** → social learning is possible through own **experience, with a small nudge** (Kolb, 1984).
- Facilitated by local lay person

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Research Questions

■ Adoption

- Do retailers adopt these practices once peer best practices are aggregated and made common knowledge?
- If so, ...
 - Does the type of experiential involvement matter?

■ Impact

- Does firm profitability increase?
- If so, what are the channels?

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Sample

- Listing of 2042 small retail businesses from 29 administrative communities (Kelurahan) in urban Jakarta
- Selection criteria for firm listing:
 - At least $4m^2$ in size
 - At least two different product categories on offer
 - At least 30 meters distance to next business in sample → to minimize spillovers
- Random sample of 1301 from the list
- Randomization to treatment arms stratified by
 - Gender
 - Firm space ($4-6m^2$, $6-10m^2$, 10 and above m^2)
 - Composite score of business practices above or below median
 - Kelurahan

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Experimental Design

- Three types of information provision:
 - Handbook with best practices and tips
 - Movie with successful peers
 - Best-practice on-site implementation assistance
- Five experimental groups
 - 1 Handbook only (N=260)
 - 2 Handbook and invitation to movie screening (N=260)
 - 3 Handbook and offer of two assistance visits (N=260)
 - 4 Handbook and both movie and assistance (N=260)
 - 5 Control (N=261)

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Timeline

- 1 September 2015: **Qualitative** Interviews
- 2 January 2016: **Firm listing** (→ survey instrument)
- 3 Feb-Apr 2016: **Baseline** survey
- 4 Oct-Nov 2016: **Interventions**
- 5 Apr-May 2017: **Midline** survey
- 6 Apr-May 2018: **Endline** survey

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Best-practices Handbook



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Why you should try these best practices in your shop

*Evidence from a large-scale study
on Jakarta-based retailers*



RECORD-KEEPING

Shop owners who keep business records report 28% higher monthly sales and 26% higher monthly profits than those who do not keep business records.

Shop owners who track their customers' debts report 40% higher monthly sales and 36% higher monthly profits than those who do not track their customers' debts.



STOCK-UP SCHEDULING

Shops that maintain stock-up schedules earn 26% more in monthly sales and 25% more in profits than those that do not maintain stock-up schedules of their primary products.

Shops that stock up daily rather than weekly earn 48% more in monthly sales and 37% more in monthly profits.

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Handbook Content



A step-by-step guide to record-keeping

Step 1: Separating household and business finances

The best way to start keeping records is by establishing a clear separation between your personal and business finances. We do not mean this in the strictest sense of keeping your business cash away from your personal life completely, rather we advise you to not lose sight of your cash flow.

The most convenient and effective way to separate your personal and business finances is by **physically separating the funds into two different cash boxes, purses, or drawers. Label them clearly**; use one compartment for business purposes and another for personal.

Use only your business compartment to follow this handbook from this point forward. Make sure that money in your business compartment is used only for business purposes. Be meticulous about it - this is the first step to get your finances organized!

There is an activity at the end of this section that requires an additional compartment. If you have one more cash box, purse, or drawer available, please reserve it for this activity (**record-keeping, extra step**).

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Movie with Successful Peers



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Implementation Assistance for Business Practices



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Summary Statistics

	Control	HB only	HB & MOV	HB & HELP	F
	N = 261	N = 260	N = 260	N = 260	
Firm Owner Characteristics					
Gender (Male=1)	0.28	0.3	0.29	0.3	
Age	45.22	45.27	45.28	45.16	
Education (Years)	9.1	9.52	9.36	9.42	
Risk Preference (0 - 10 "Perfectly Risk-Seeking")	3.74	3.76	3.88	3.6	
Time Preference (0 - 10 "Perfect Patience")	5.19	5.07	5.21	5.25	
Firm Characteristics					
Firm Age (Years)	12.76	13.77	14.03	13.98	
Family Member Is Business Partner	0.56	0.6	0.63	0.59	
Total Number of Workers	2.03	2.05	1.9	1.99	
Business Has Tax ID	0.2	0.21	0.2	0.15	
Total Sales Last Month (USD PPP)	4454.37	4730.64	4840.55	4761.4	
Total Profits Last Month (USD PPP)	889.58	961.1	926.78	825.25	
Applied for Bus Loan in Last 12 Months	0.2	0.17	0.15	0.22	
Obtained Bus Loan in Last 12 Months	0.18	0.15	0.14	0.18	

Movie: Take Up and Assessment

	(1)	(2)
	HB & MOV	HB & MOV & HELP
	(A)	(B)
	N=260	N=260
Attendance		
Business Owner or Partner Attended Film Screening	0.52	0.49
Evaluation (1-4 Scale):		
Has Learned Something New	3.34	3.21
Feels Inspired	3.31	3.30
Feels Hopeful	3.60	3.42
Feels Bored	0.83	0.97

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Assistance: Take Up and Assessment

	(1)	(2)
	HB & HELP	HB & MOV, & HELP
	(A)	(B)
	N=260	N=260

Attendance

Business Owner or Partner Attended 1st Session	0.77	0.78
Business Owner or Partner Attended 2nd Session	0.68	0.68

Evaluation (1-4 Scale)

Has Learned Something New	2.88	2.89
Feels Inspired	2.76	2.83
Feels Hopeful	2.88	2.97
Feels Bored	0.59	0.43

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Impact on Business Practices

Aggregate Scores

	Record Keeping (1)	Planning (2)	Stocking-up (3)	Marketing (4)
Assigned Handbook	0.025 (0.209)	0.027 (0.273)	-0.007 (0.694)	-0.011 (0.694)
Assigned Handbook & Movie	0.057*** (0.009)	0.043 (0.107)	0.038 (0.117)	0.040 (0.166)
Assigned Handbook & Assistance	0.065*** (0.004)	0.034 (0.166)	0.011 (0.664)	0.039 (0.166)
Assigned All Three	0.054*** (0.009)	0.068*** (0.009)	0.053** (0.020)	0.061** (0.032)
R-squared	0.204	0.192	0.187	0.150
Sample Size	2205	2204	2205	2205
Dependent Variable Mean of Control	0.196	0.402	0.471	0.250
Dependent Variable SD of Control	0.252	0.310	0.270	0.320
F-tests (p-value):				
Book = Book & Mov	0.069	0.487	0.014	0.028
Book = Book & Assistance	0.025	0.754	0.304	0.030
Book = All Three	0.096	0.073	0.001	0.002

Business Profits

	Profits last month (win 5%) (1)	Profits last month (IHS) (2)
Assigned Handbook	-91.307 (78.400)	-0.067 (0.088)
Assigned Handbook & Movie	110.378 (86.841)	0.055 (0.092)
Assigned Handbook & Assistance	310.455*** (89.488)	0.261*** (0.096)
Assigned All Three	191.088** (84.662)	0.199** (0.094)
R-squared	0.179	0.211

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Business Sales

	ITT Sales last month (win 5%) (1)	TOT Sales last month (win 5%) (2)
Assigned Handbook	-396.976 (314.252)	-417.198 -417.198
Assigned Handbook & Movie	335.489 (337.881)	601.221 (606.634)
Assigned Handbook & Assistance	836.755** (372.924)	1031.692** (457.015)
Assigned All Three	807.462** (358.384)	1558.326** (696.317)

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Other Outcomes

- No significant impacts on:
 - Business expenses
 - Size of the shop
 - Number of employees
 - Number of customers
 - Business credit

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Efficiency Gains?

Impact on business practices → **efficiency practices:**

- Adjust stocks based on product profitability
- Negotiate lower prices with suppliers
- Consult with former customers
- Offer discounts
- Make joint decisions
- Review performance to identify ways to improve
- Make anticipated budget for upcoming costs

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Efficiency Gains?

Impact on business practices → **efficiency practices**:

- Adjust stocks based on product profitability
- Negotiate lower prices with suppliers
- Consult with former customers
- Offer discounts
- Make joint decisions
- Review performance to identify ways to improve
- Make anticipated budget for upcoming costs
 - **Non-record-keeping practices**
 - Causal-mediation analysis: **Stocking up and marketing practices** drive performance effects
 - Variance in profits among treated firms does not converge
 - **Efficiency gains**

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Business Knowledge or Aspirations?

Impact on practice adoption and business performance may work through ..

- .. acquisition of **business knowledge** and/or
- .. strengthening of **business aspirations**

We directly measure business aspirations ..

- .. at baseline, midline, and endline
- .. for short (one year) and long ("ideal business") time horizons
- .. for various dimensions of potential business expansion
 - Sales on a normal day
 - Physical size
 - Customers on a normal day
 - Employees

→ **No impact on aspirations**

→ Performance likely driven by increase in **business knowledge**

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Business Stealing?

Do treated businesses improve performance at the expense of the control?

- Sales and profits of **control businesses do not decrease** from baseline to endline (roughly equal)
- Sales and profits of control businesses **closer to treated shops do not decrease by more** than those further away
 - **No evidence for business stealing**

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Cost-Effectiveness

Small costs (per firm):

- Cost Handbook alone: USD 100
- Cost Handbook & Movie: USD 125
- Cost Handbook & Assistance: USD 125
- Cost Handbook & Movie & Assistance: USD 150

Substantial Benefits

- Up to USD 330 per month in profits
- Adoption of top practices by retailers

Research design likely **scalable and portable**

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Takeaways

- Curating local knowledge has value for business growth
- Information alone does not have impact, only combined with behavioral interventions
- Mechanism likely knowledge-based, not aspirations-based
- Behavioral interventions are inexpensive and scalable
 - Attractive for policy

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