

ILO and INSEAD Evidence Symposium

Promoting Entrepreneurship for Inclusive Growth and Decent Jobs

INSEAD Middle East Campus, Abu Dhabi, UAE
14-15 November 2016

Event Report

About the organizers

ILO Taaqem Initiative: What Works in Youth Employment is implemented in partnership with IFAD in the framework of an IFAD-financed project, titled “Strengthening gender monitoring and evaluation in rural employment in the Near East and North Africa.” Through rigorous impact research, this capacity development and learning grant project aims to understand “what works” in the promotion of gender mainstreaming, with the ultimate goal of reaching gender equality in rural employment outcomes across the region.

INSEAD is one of the world's leading and largest graduate business schools, INSEAD offers participants a truly global educational experience. With campuses in Europe (France), Asia (Singapore) and Middle East (Abu Dhabi), and alliances with top institutions, INSEAD's business education and research spans around the globe. Our 148 renowned faculty members from 40 countries inspire more than 1,300 students in our degree and PhD programmes. In addition, more than 9,500 executives participate in INSEAD's executive education programmes each year.

EVIDENCE SYMPOSIUM:

Promoting Entrepreneurship for Inclusive Growth and Decent Jobs

HOSTED BY:

INSEAD Middle East Campus

PARTNERS:

International Labour Organization

OBJECTIVES:

TO PROMOTE academic research about entrepreneurship for inclusive growth and decent jobs;

TO CONTRIBUTE to the development of researchers in the MENA region;

TO SUPPORT senior policymakers and business leaders to design and implement effective policies and interventions grounded in evidence towards the promotion of entrepreneurship.

Underemployment, rural employment and women's empowerment are serious policy issues in labour markets around the globe. For youth, it is a particular burden: youth are almost three times as likely to be unemployed as the general adult population.¹ In the Middle East and North Africa (MENA), the youth unemployment rate surpassed 30 per cent in 2014.² The gender gap, a global measure of gender based disparities, is the highest in the world.³ Women are on average 2.4 times more likely to be unemployed than their male counterparts.⁴ For young women, this figure translates into an unemployment rate of 21.7 and 21.2 percentage points in North Africa and the Middle East, respectively.⁵

Many countries in the region are also characterised by low levels of enterprise creation, cumbersome business environments, large informal sectors, market dominance by a small group of well-connected and favoured firms, and a relatively generalised preference for employment in the public sector to the detriment of private enterprise. This has resulted in an under-performing private sector, to the disadvantage particularly of young women and rural populations.

To address this challenge, governments, business leaders, investors and people themselves need evidence on “what works” to create effective policies and programmes on entrepreneurship. Impact

¹ International Labour Organization (ILO). 2015. Global Employment Trends for Youth 2015: Scaling up investments in decent jobs for youth, Geneva, Switzerland.

² Ibid.

³ Hausmann, Ricardo et al. 2012. "The Global Gender Gap Report 2013". World Economic Forum, Geneva, Switzerland. Retrieved 2013-10-26.

⁴ ILO 2014. Global Employment Trends 2014. International Labour Organization. Geneva, Switzerland.

⁵ Ibid.

evaluations are an important tool to contribute to this evidence base by providing concrete findings and recommendations based on rigorous methods. In the MENA region, the evidence base on employment has rapidly increased over the past years, with a number of innovative studies being released.

The [Taqeem Initiative](#), part of the [Youth Employment Programme](#) under the Employment and Labour Market Policies Branch of the ILO, and [INSEAD](#), with its [Randomized Controlled Trials Lab](#) and [Center for Economic Growth](#), have come together to provide a platform for world class scholars, policy makers and business leaders to share and discuss the latest emerging and cutting edge findings from impact evaluations on entrepreneurship for inclusive growth and decent jobs in MENA.

The “Evidence Symposium: Promoting Entrepreneurship for Inclusive Growth and Decent Jobs” was held at the INSEAD Middle East Campus in Abu Dhabi, on 13-14 November 2016. The Symposium brought together 33 scholars, experts and stakeholders to discuss the most urgent aspects on the topic. (Annex 2)



ACADEMIC RESEARCH WORKSHOP

The goal of the academic research workshop was to promote top-tier academic research about entrepreneurship development using Randomized Control Trials (RCTs) in field settings. Six senior scholars, from different institutions and countries, presented results of their field experiments to an audience of 30 scholars researching entrepreneurship promotion.

The workshop also aimed to contribute to the development of young researchers in the MENA region through a call for posters for young scholars developing or working on projects about youth entrepreneurship development. Six of the selected junior researchers presented their works in a poster session. To motivate researchers working on the abovementioned fields, a judge's panel was devised and the winning poster presenter received an award.

Summary of research presentations

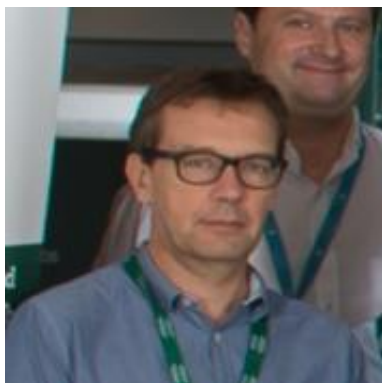
Title: “Do interventions targeted at micro-entrepreneurs and small and medium-sized firms create jobs? A systematic review of the evidence and alternative evaluation designs”, Michael Grimm



Michael Grimm
University of Passau, Erasmus
University Rotterdam, IZA, RWI
and DIW

Governments, non-governmental organizations and donors spend on targeted programmes and broader policies to enhance employment creation and the creation of new firms. Because most employment in low and middle-income countries is in micro, small and medium-sized enterprises, these firms are especially targeted by such interventions. Despite these efforts, not much is known about which of these interventions are effective and under which conditions. The systematic review synthesizes the existing evidence on the impact of these programmes. It shows that many conditions have to be met before interventions in favour of individual enterprises lead to improved business practices and performance as well as additional jobs. A striking finding is that the study design matters for the impacts found; randomized controlled trials find systematically smaller effects than quasi-experimental studies. A significant shortcoming of the literature is that almost nothing is known about long-term effects and cost effectiveness.



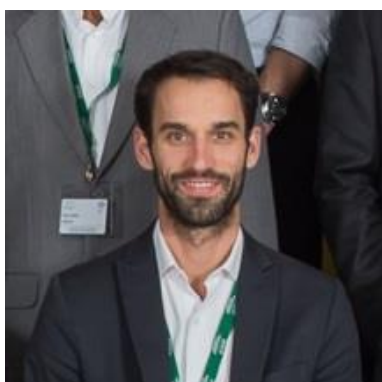


Bruno Crepon
ENSAE, École Polytechnique, J-
PAL, CREST

Title: “Evaluating the Effects of Entrepreneurship Edutainment in Egypt”, Bruno Crepon

In this study, the researchers evaluate the impact of an intervention designed to promote entrepreneurship of young adults by changing their perception of it, as well as introducing them to local partners delivering more advanced entrepreneurship training, mentorship, financial and technology services. The main component of the intervention was a mainstream television programme broadcast on a major Egyptian channel, featuring 14 young contestants competing in a series of both entertaining and educating competitions to become “Egypt’s most promising entrepreneur.” In parallel to the show, networking events were held and a website was launched.

In order to evaluate the impact of the programme, the researchers carried out a randomized controlled trial using an encouragement design. They found that the impact of the intervention was limited on self-employment outcomes but was important on respondent’s opinions in relation to self-employment, in particular gender-related ones.



Drew Gardiner
Chief Technical Advisor,
Taqeem Initiative, ILO

Title: “Impacts of skills training on financial behaviour, employability, and educational choice of rural youth: Findings from a Randomized Controlled Trial in Morocco”, Drew Gardiner

The study evaluates a skills training intervention, called 100 Hours to Success, which targeted rural youth between the ages of 15 and 25 living in Morocco. Its curriculum consisted of three main modules, financial inclusion, life skills and entrepreneurship. This study seeks to assess the impact of the intervention on a range of outcomes related to financial inclusion, employability and human capital acquisition. To rigorously assess the impact of 100 Hours to Success, the study was designed as randomized controlled trial (RCT) for a sample of 1,815 young people.

This evaluation suggests that 100 Hours to Success affected participants along several dimensions: a strong positive and highly significant impact of 27% on participants’ likelihood to maintain a savings account; no impact on actual savings; no evidence of long-term effects on self-efficacy and self-reported capacities of participants; and mixed effects on labour market participation and educational choice. Male participants, older participants and participants from more affluent households are significantly more inclined to stay in education while at the same time remain outside of the labour force.

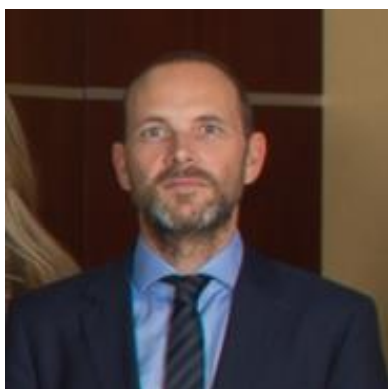


Lucia Del Carpio
Assistant Professor of
Economics, INSEAD

Title: “Technology and leadership training for women in Peru”, Lucia Del Carpio

Social identity considerations and norms may affect behaviour and preferences of disadvantaged groups, perpetuating gaps in economic outcomes. The research explored pre-existing biases or missing information that preclude women from attempting to apply for training and a career in the high growth technology sector in Peru. These could come from misperceptions on women’s abilities to pursue a career in the tech sector, or from lack of role models or appropriate networks.

In order to understand the barriers to pursuing a career in the tech sector, a recruitment message was randomly distributed to potential interested applicants to a 5-month “coding” boot camp and leadership-training programme, offered only to women. In addition to a control group message with generic information, a treatment message was sent to correct misperceptions about women’s abilities to pursue a career in technology and telling that programme is offered solely to women. The aim is to measure any differences in application rates between the two groups of applicants. It was also attempted to identify differences in the characteristics of applicants, to shed light on how the barriers operate for different individuals.



Jochen Kluve
Humboldt-Universität zu Berlin,
RWI

Title: “Long-term Study of a skills training programme in the Dominican Republic”, Jochen Kluve

This paper presents the results of a randomized experiment on the long-term impacts of a youth training programme. The paper analyses labour impacts six years after the training, including labour market histories of young people, and is the first rigorous long-term evaluation of a training programme in developing countries. On a group of youngsters that were around 22 years old at the time of training and 28 years old in the follow-up, we document significant impacts on the quality of employment, particularly for men, and impacts for both men and women in the largest city (Santo Domingo, the capital of the Dominican Republic). There are no impacts on average employment, which is consistent with the low unemployment in countries with high informality and no unemployment insurance. However, we document large impacts on the percentage of participants that receive health insurance through their employer, a good proxy of formality in the Dominican Republic. The results of this paper are consistent with the short-term findings, and shows that for the youngsters that benefit from these programmes in the short run, the impacts are long lasting.



Markus Goldstein
World Bank

“Using Personal Initiative: Early evidence from business training in Togo”, Markus Goldstein

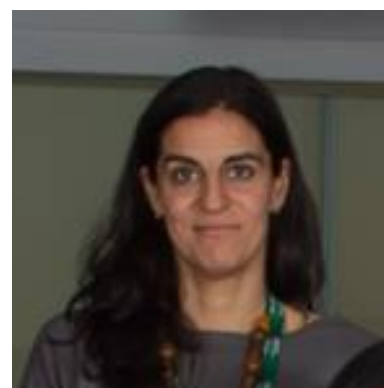
While there is an established link between both managerial and entrepreneurial skills and productivity, there is little rigorous evidence that either access to finance alone, particularly in small amounts, or business training alone leads to sustained business growth among women’s enterprises. More knowledge about whether alternatives to business training, or whether combining improved access to finance with training, can effectively support male and female entrepreneurs will help policymakers design more effective interventions. The Women's Leadership in Small and Medium Enterprises supported evaluations of Togo, Nigeria and Sierra Leone to provide insights about these questions.

The Togo evaluation found that the personal initiative training works better for female entrepreneurs than managerial training, as it is linked to greater investments in their businesses and increased use of labour inputs, better business survival and process innovation. In contrast, there is no significant difference between the impacts of the two types of training for male entrepreneurs. These results support similar findings in Sierra Leone that show young women who attended on the job and skills training derived higher, more stable incomes with the results being less marked for young men.

Interactive Session on Effective Evaluation Designs

The final session of the academic research workshop was an interactive discussion on effective evaluation designs, based on insights from meta-analysis and systematic reviews of active labour market policies. The analysis was presented by Jochen Kluge and the discussion was moderated by Maria Guadalupe. In the presentation, Kluge explores the two ways to generate knowledge: single programme evaluations, and systematic reviews (narrative, quantitative, and meta-analysis), and presents the latest publications on all methods. A couple of categorizations of ALMPs are also discussed. Sampling and findings from the systematic review co-authored by Kluge are then highlighted and discussed.

The session concluded with some important remarks on design issues. In regards to methodological matters, an adaption to context in RCTs vs. non/quasi experimental methods is very important. Also, careful consideration of power calculations in ex ante statistical methods is crucial. As for the outcomes, broad sets of outcomes can be considered as long as relevant, and measurement better be at different points in time, using pilot and administrative data, and both on the short and long terms. More generally, variations of programmes should be tested and cost benefit analyses planned. On the other hand, when reporting results, it is important to present standardized information on programme, method, and results;



Maria Guadalupe
Academic Director, INSEAD RCT
Lab

explicitly explain causal mechanism; state the time and resources invested; and address selection and identify assumptions and preferred estimate.

POSTER SESSION

A selection of young scholars were invited to present their ongoing research project in posters that summarise the research design, first to receive feedback from senior scholars and stakeholders at the symposium, and second to compete for a reward. A panel from the participants then selected Arzi Adbi as the winner for the reward. The presenters and presentation titles are as follows:

- *Gabriel Jacob*, National University of Singapore: Taking Step to Entrepreneurship: Randomized Evaluation of an Action-Based Entrepreneurship Training in the Philippines
- *Arzi Adbi*, INSEAD: Investor Behaviour in “Impact Investing”: How Much Do Social and Financial Outcomes Really Matter?
- *Kathrin Wolf*, Leuphana University of Lüneburg: Personal Initiative Training for Women
- Entrepreneurs in Ethiopia – A Way to Success?
- *Michael Grimm*, University of Passau, Erasmus University Rotterdam, IZA, RWI and DIW: Improving Employability through Job Counselling and Job Placement in Tunisia: A Randomized Experiment
- *Chiara Spina*, Bocconi University: Planning for Ambitious Entrepreneurial Ideas: Evidence from a Start-Up Weekend Experiment
- *Jawaher Al Sudairy*, Harvard Kennedy School, Evidence for Policy Design: Expanding Female Access to Employment through Affordable Commute



STAKEHOLDER SYMPOSIUM



Timothy Van Zandt
Dean of Faculty and Research,
INSEAD

The second day of the evidence symposium brought together world-class scholars, senior policy makers and business leaders to share and discuss the latest cutting edge evidence on entrepreneurship policies and interventions to promote inclusive growth and the creation of decent jobs, in a stakeholder workshop. The objective of the day was to support senior decision makers from public and private sector organizations in the MENA region to design effective policies and interventions grounded in evidence and to collectively define a research agenda about entrepreneurship for inclusive growth and decent jobs.

The stakeholder symposium was also envisioned as a continuation of the discussion with key stakeholders at the recent Taqueem Policy Lab focusing on youth employment programming and policy making in Egypt and further engage key decision makers from other countries like Jordan and Morocco and the GCC.

The day started with a keynote speech by Timothy Van Zandt on the value of RCTs for investment decision on youth entrepreneurship promotion, followed by brief case presentations of senior RCT scholars about their research findings about effective youth entrepreneurship development that were discussed in the academic research workshop, and an interactive round-table discussion, moderated by Maria Guadalupe. This was then followed by two more panel sessions.

The mission of the INSEAD RCT Lab is to facilitate academic research on the drivers of firm productivity, competitiveness and growth at INSEAD using randomized field experiments that will form the basis of evidence-based management and policy recommendations. It provides a channel through which the school can contribute to economic development and prosperity. Funded by the Abu Dhabi Education Council, its geographic focus is primarily on the Middle East and Africa.



LESSONS LEARNED FROM PROMOTING ENTREPRENEURSHIP FOR INCLUSIVE GROWTH AND DECENT JOBS

Panellists:

- *Abla Abdel Latif*, Executive Director and Director of Research, The Egyptian Center for Economic Studies
- *Marwa Moaz*, Chief Operating Officer, Bamyan Media
- *Nader Kabbani*, Director of Policy and Research, Silatech
- *Niklaus Eggenberger*, Regional Advisor for Development Cooperation, Swiss Agency for Development and Cooperation

Moderator: Drew Gardiner, Taqueem Initiative, ILO

The start of the discussion revolved around the diversity among new enterprises, whether operating in traditional or innovative activities, its implications on policy makers and risks wasting efforts on firms that are neither innovative nor productive. Dr. Abla Latif presented the “Your Job Next to Your Home” model implemented in Egypt to support rural women in creating textile workshops supplying bigger export firms with quality readymade garments, under suitable conditions.

It was agreed among the panellists and discussants that the need to do research that effectively responds to policy demands has never been more urgent. While stakeholders believe more should be done, scholars assert that they have indeed come a long way in engaging with policy makers and responding to their research questions. Dr. Kabbani concluded with a positive note highlighting that when Taqueem started years ago, there was barely any evidence in the region, which is why the initiative was needed.

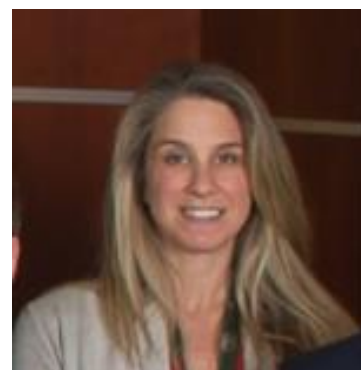


CURRENT CHALLENGES FACING THE ENTREPRENEURSHIP ECOSYSTEM IN THE REGION AND THE POTENTIAL ROLE OF EVIDENCE-BASED POLICIES

Panellists:

- *Lama Al Sulaiman*, Vice Chair and Board Member of the Jeddah Chamber of Commerce
- *Ovais Naqvi*, Managing Director, The Abraaj Group
- *Sulaf Al-Zubi*, CEO, Injaz UAE
- *Ambareen Musa*, Founder and CEO of Souqalmal.com
- *Marwan Mohammed Al-Suwaidi*, Director of Finance, Khalifa Fund for Enterprise Development

Moderator: Patricia McCall, Centre for Economic Growth, INSEAD



Patricia McCall,
Executive Director, Centre for
Economic Growth

Each of the panellists presented their own experience in either running, training, or financing new enterprises. There is consensus that in the Arab World, government regulation is by far the biggest hurdle to creating new business. In the UAE, only 30% of businesses are classified as SMEs, the rest are either governmental or semi-governmental businesses. Government is conscious of how dangerous this can be, since it the SME sector that saved American and European economies from collapse in 2009.

Another point to consider was the diversity within MENA countries. While the main challenge in North African countries is funding, it is rather ideation and lifestyle that stand against entrepreneurial activity in GCC countries.



The Centre for Economic Growth (CEG) is the first of its kind in the region – a collaboration between the region's private sector and a leading global business school to provide original research and projects on the key economic topics impacting the region.

ROUNDTABLE DISCUSSION ON THE REGIONAL RESEARCH AGENDA

The closed round table session “Active Labour Market Programmes for Youth: Regional Impact Research Agenda” presented the draft findings from a proposed research agenda on ALMPs and consulted partners on their contributions to the agenda. Invited participants include labour market academics, research, policy-makers and implementers. The ILO facilitated the interactive session.

The objective of the Regional Impact Research Agenda is to enhance stakeholders’ understanding of the key knowledge gaps related to the design and implementation of Active Labour Market Programmes in the MENA region. Specifically, the research agenda seeks to identify intervention-related knowledge gaps that can be addressed through programme evaluations, rather than identifying knowledge gaps related to diagnostic information (e.g. related to labour market constraints, growth-sectors, skills gaps, etc.). In doing so, the interest is untangling how programmes work, that is, specific design features and implementation arrangements.

By making programmatic knowledge gaps more transparent and easily accessible, it is expected that a regional agenda for intervention research could encourage relevant stakeholders to answer priority research questions which in turn would contribute to growing the body of knowledge available as a foundation for evidence-based policymaking and programming in the region.

A working group of the ILO Taqueem Initiative is thus leading a consultative process to identify programmatic knowledge gaps that can be addressed through future evaluations. The resulting Regional Impact Research Agenda proposes a regional approach integrating bottom-up priority-setting with available knowledge from the global evidence base and research agenda.

Annex 1: Agenda

Monday, 14 November 2016

Academic Research Workshop

Goal: To promote academic research about entrepreneurship for inclusive growth and decent jobs and provide participants the opportunity to learn from selected impact research projects of senior scholars.

Facilitator: Florian Schloderer (INSEAD)

8:30 – 9:00 **Registration and networking**

9:00 – 9:30 **Welcome**

Maria Guadalupe Academic Director, INSEAD Randomized Controlled Trials Lab, Associate Professor of Economics and Political Science, INSEAD

Drew Gardiner Chief Technical Advisor, Taqeen Initiative, ILO

Opening remarks

Timothy Van Zandt Dean of Faculty and Research, Professor of Economics, Schroders
Chaired Professor of European Competitiveness and Reform, INSEAD

9:30 – 10:15 **Presentation:** *Michael Grimm*, University of Passau, Erasmus University Rotterdam, IZA, RWI and DIW

Do interventions targeted at micro-entrepreneurs and small and medium-sized firms create jobs? A systematic review of the evidence and alternative evaluation designs

10:15 – 11:00 **Presentation:** *Bruno Crépon*, ENSAE, École Polytechnique, J-PAL, CREST

Evaluating the effects of entrepreneurship edutainment in Egypt

11:00 – 11:30 **Coffee break**

11:30 – 12:15 **Presentation:** *Drew Gardiner*, ILO

Impacts of skills training on financial behaviour, employability, and educational choice of youth: Findings from a randomized controlled trial in Morocco

12:15 – 13:00 **Presentation:** *Lucia Del Carpio*, INSEAD

Technology and leadership training for women in Peru

13:00 – 14:00 **Lunch**

14:00 – 14:45 **Poster session:** Interactive presentations of ongoing and upcoming impact research projects on the promotion of entrepreneurship and youth employment

- *Gabriel Jacob*, National University of Singapore: Taking step to entrepreneurship: Randomized evaluation of an action-based entrepreneurship training in the Philippines
- *Arzi Adbi*, INSEAD: Investor behaviour in “impact investing”: How much do social and financial outcomes really matter?

- *Kathrin Wolf*, Leuphana University of Lüneburg: Personal initiative training for women entrepreneurs in Ethiopia – a way to success?
- *Michael Grimm*, University of Passau, Erasmus University Rotterdam, IZA, RWI and DIW: Improving employability through job counselling and job placement in Tunisia: An impact evaluation
- *Chiara Spina*, Bocconi University: Planning for ambitious entrepreneurial ideas: Evidence from a start-up weekend experiment
- *Jawaher Al Sudairy*, Harvard Kennedy School, Evidence for Policy Design: Expanding female access to employment through affordable commute

14:45 – 15:30 **Presentation:** *Jochen Kluge*, Humboldt-Universität zu Berlin, RWI

Long-term study of a skills training programme in the Dominican Republic

15:30 – 16:00 **Coffee break and group photo**

16:00 – 16:45 **Presentation:** *Markus Goldstein*, World Bank

Using personal initiative: Early evidence from business training in Togo

16:45 – 17:15 **Interactive session on effective evaluation designs**

Introductory remarks: *Jochen Kluge*, Humboldt-Universität zu Berlin, RWI

Insights from meta-analysis and systematic review of active labour market policies

Moderator: *Maria Guadalupe*, INSEAD

17:15 – 17:30 **Discussion and closing remarks**

19:00 – 22:00 **Dinner (for speakers only)**

Tuesday, 15 November 2016

Stakeholder Symposium

Goal: To support senior policy makers and business leaders to design and implement effective policies and interventions grounded in evidence towards the promotion of entrepreneurship for inclusive growth and decent jobs.

Facilitators: Drew Gardiner (ILO) and Florian Schloderer (INSEAD)

8:30 – 9:00 **Registration and networking**

9:00 – 9:30 **Conference opening and introduction to evidence-based policies**

Timothy Van Zandt, Dean of Faculty and Research, Professor of Economics, Schroders
Chaired Professor of European Competitiveness and Reform, INSEAD

Welcome remarks

Drew Gardiner, Chief Technical Advisor, Taqueem Initiative, ILO

9:30 – 10:30	<p>Latest findings from research on entrepreneurship promotion</p> <p>Presenters:</p> <ul style="list-style-type: none"> • <i>Michael Grimm</i>, University of Passau, Erasmus University Rotterdam, IZA, RWI and DIW • <i>Jochen Kluge</i>, Humboldt-Universität zu Berlin, RWI • <i>Markus Goldstein</i>, World Bank • <i>Bruno Crépon</i>, ENSAE, École Polytechnique, J-PAL, CREST <p>Moderator: <i>Maria Guadalupe</i>, Academic Director of the INSEAD Randomized Controlled Trials Lab, Associate Professor of Economics and Political Science, INSEAD</p>
10:30 – 11:00	Coffee break and poster exhibition
11:00 – 12:00	<p>Lessons learned from promoting entrepreneurship for inclusive growth and decent jobs</p> <p>Panellists:</p> <ul style="list-style-type: none"> • <i>Abla Abdel Latif</i>, Executive Director and Director of Research, The Egyptian Center for Economic Studies • <i>Marwa Moaz</i>, Chief Operating Officer, Bamyam Media • <i>Nader Kabbani</i>, Director of Policy and Research, Silatech • <i>Niklaus Eggenberger</i>, Regional Advisor for Development Cooperation, Swiss Agency for Development and Cooperation <p>Moderator: <i>Drew Gardiner</i>, Chief Technical Advisor, Taaqem Initiative, ILO</p>
12:00 – 13:00	<p>Current challenges facing the entrepreneurship ecosystem in the region and the potential role of evidence-based policies</p> <p>Panellists:</p> <ul style="list-style-type: none"> • <i>Lama Al Sulaiman</i>, Vice Chair and Board Member of the Jeddah Chamber of Commerce • <i>Ovais Naqvi</i>, Managing Director, The Abraaj Group • <i>Sulaf Al-Zubi</i>, CEO, Injaz UAE • <i>Ambareen Musa</i>, Founder and CEO of Souqalmal.com • <i>Marwan Mohammed Al-Suwaidi</i>, Director of Finance, Khalifa Fund for Enterprise Development <p>Moderator: <i>Patricia McCall</i>, Executive Director, Centre for Economic Growth, INSEAD</p>
13:00 – 13:15	<p>Conference closing</p> <p><i>Timothy Van Zandt</i>, Dean of Faculty and Research, Professor of Economics, Schrodgers Chaired Professor of European Competitiveness and Reform, INSEAD</p>
13:15 – 14:15	Lunch
14:15 – 15:45	<p>Active labour market programmes for youth: Regional impact research agenda</p> <p>Participants: <u>By invitation only</u></p>

Facilitator: *Drew Gardiner*, ILO

Annex 2: List of Participants

Name	Title	Organization
Younas, Javed	Associate professor of economics	American university of Sharjah
Hardy, Morgan	Assistant Professor of Economics	New York University - Abu Dhabi
Batsaikhan, Mongoljin	Assistant Professor	Georgetown University
Kherfi, Samer	Associate Prof., Economics	American University of Sharjah
Al Sudairy, Jawaher	Senior Fellow	Harvard Kennedy School
Gaibullov, Khusrav	Associate Professor	American University of Sharjah
Moaz, Marwa	COO	Bamyan Media
Michel, Bastien	PhD Fellow	Aarhus University
Ghanem, Amina	Executive Director	Egyptian National Competitiveness Council
Natour, Ola	Cisco Technical Assistance Center Director	Estarta
Wolf, Kathrin	PhD Candidate	Leuphana University of Lueneburg
Del Carpio, Lucia	Assistant Professor of Economics	INSEAD
Guadalupe, Maria	Academic Director, INSEAD Randomized Controlled Trials Lab, Associate Professor of Economics and Political Science, INSEAD	INSEAD
Gardiner, Drew	Chief Technical Advisor, Taqueem Initiative	ILO
Van Zandt, Timothy	Dean of Faculty and Research, Professor of Economics, Schrodgers Chaired Professor of European Competitiveness and Reform, INSEAD	INSEAD
Grimm, Michael	Professor of Economics, University of Passau, Erasmus University Rotterdam; Research fellow, IZA and RWI; Research Professor, DIW	University of Passau, Erasmus University Rotterdam, IZA, RWI and DIW
Goldstein, Markus	Lead Economist	World Bank
Kluge, Jochen	Professor of Empirical Labor Economics, Humboldt-Universität zu Berlin; Head of the Berlin Office, RWI	Humboldt-Universität zu Berlin, RWI
Crépon, Bruno	Professor of Economics, ENSAE; Researcher, CREST; Board Member, Abdul Latif Jameel Poverty Action Lab (J-PAL)	ENSAE, CREST, J-PAL
Schloderer, Florian	Lecturer	INSEAD
Eggenberge, Niklaus	Swiss Development Cooperation's (SDC) Regional Advisor for Development Cooperation and Humanitarian Aid at the Swiss Embassy, ILO-Taqueem Advisory Council Regional Advisor for Development Cooperation	Swiss Agency for Development and Cooperation
McCall, Patricia	Executive Director, Centre for Economic Growth	INSEAD
Kassim, Lobna	Impact Research Officer	ILO

Elliot, Anna	Executive Producer	El Mashroua
Spina, Chiara	PhD Student	Bocconi University
Jacob, Gabriel	PhD Candidate	National University of Singapore
Adbi, Arzi	PhD Student	INSEAD
Bertani, Nicolo	PhD Student	INSEAD
Sumkin, Dmitry	PhD Student	INSEAD
Shirzoi, Wallied	Field Research Manager	Harvard Kennedy School
Mahroum, Sami	Director of the INSEAD Innovation & Policy Initiative (IIPi)	INSEAD
Adnan, Wifag	Assistant Professor, College of Business	Zayed University
Hietala, Pekka	Professor of Finance	INSEAD