PRINCIPAL INVESTIGATOR	INSTITUTIONAL AFFILIATION
Nathan Fiala	University of Connecticut

CO-INVESTIGATOR(S) AND INSTITUTIONAL AFFILIATION(S)	
Margherita Calderone, University of Turin and ODI; Rachel Steinacher, Innovations for Poverty Action; Annekathrin Schoofs, University of Passau and RWI	
By checking this box, all J-PAL affiliates and initiative invited researchers who are co-PIs on this project certify that they will be active, engaged, and responsive PIs on this project dedicated to guaranteeing the quality control on all aspects of this research; and that their participation in this project is not merely to provide access to J-PAL resources and funding to anyone else working on this project who is neither a J-PAL affiliate, nor an initiative invited researcher.	X

TITLE OF PROPOSAL	COUNTRY
Can Soft Skills Training Improve Enterprise and Employment growth in Tanzania? A Randomized Evaluation of the STRYDE 2.0 Program	Tanzania

PARTNER(S)	CONTACT (Name, Email, Phone)
TechnoServe Tanzania	Dace Mahanay, dmahanay@tns.org

CO-FUNDER(S)	FUNDED AWARD (PI, Project Title, Amount)
3IE	Nathan Fiala, Enterprise and Employment: A Randomized Evaluation of the STRYDE 2.0 Program, 480,000

Have you submitted this or a related proposal to **any previous PPE round of funding?**	Have you submitted this or a related proposal to **any other J-PAL research initiative?**
X Yes If yes, when? *The research team received a PPE travel grant to travel to Tanzania in early 2015 which resulted in the development of this project*	☐Yes If yes, which initiative and when? X No

INITIATIVE FUNDING REQUEST	***Check box to right if application is for pilot funding only***	☐

REQUESTED	$ 47,373	TOTAL CO-FUNDED*	$ 486,674
GRANT PERIOD			
START DATE: (yyyy-mm-dd)	2019-01-31	END DATE: (yyyy-mm-dd)	2019-12-30
INSTITUTION TO RECEIVE AWARD**	Innovations for Poverty Action	CONTACT FOR CONTRACTING ISSUES	Duncan Muguku, dmuguku@poverty-action.org

Executive Summary

Youth unemployment is an increasing concern in countries across the developing world, including Tanzania. Many governments and international organizations are encouraging self-employment through micro- and small-enterprise development as a solution. Because many young people do not have the skills or interest to start businesses, high quality skills training programs are needed.

TechnoServe's Strengthening Rural Youth through Enterprise Development (STRYDE 2.0) program uses a unique and intensive soft-skills approach to training. The intervention trains rural youth on basic life and career skills and later links them with employers or supports them in developing microenterprises.

The STRYDE 2.0 evaluation examines the impact of this approach to training youth in Tanzania on several economic and social outcomes using a randomized controlled trial. The program's large scale allows for a robust evaluation sample. We are seeking funding to top-up the endline sample to improve power.

Motivation

Tanzania, like most countries in sub-Saharan Africa, has an extremely high youth unemployment rate. The youth labor force is growing faster than the number of jobs created, leaving millions without work or in insecure and unsafe jobs, and technological change is demanding new skills to succeed. While the expansion of primary education in recent years is preparing youth for the workplace to some extent, limited access to and inadequate quality of post-primary education—including vocational training—are key issues related to youth unemployment.

To reduce unemployment and promote growth, many governments and international organizations are encouraging self-employment through micro- and small-enterprise development. The idea is that these enterprises will be an income source for their owners and generate employment opportunities for others. Because many young people do not have the skills or interest to start businesses, however, skills-training programs are needed. What is less clear is how to improve the quality and relevance of such training programs.

While traditional training programs have largely focused on developing technical competencies, there is a growing consensus that soft-skills are essential. There is very little quality evidence, however, of the effectiveness of soft-skills interventions on employment. More evidence is needed to understand which interventions are most effective for women, marginalized populations, and across socio-economic groups. Additionally, little is known about who becomes self-employed and who is successful as an entrepreneur. The literature leaves open the question of whether business abilities are inherent to an individual's situation or they can be learned.

In January 2015, the research team was funded by a J-PAL PPE travel grant to visit Tanzania to meet with key stakeholders operating in this space and explore the feasibility of conducting an impact evaluation on promising programming. Through continued engagement with TechnoServe after the initial exploratory meetings, the team developed a proposal to conduct an impact evaluation of STRYDE 2.0, which was funded by 3IE.

The STRYDE 2.0 study seeks to answer several questions that are of key interest for both the implementing partner as well as researchers interested in post-primary education and vocational training, soft-skills programming, hands-on training, and youth employment more broadly. It explores the impact of the program on participant's socio-economic status, entrepreneurial knowledge, attitudes, and behaviors, employment, and psycho-social adjustment. We are also interested in the differential impacts of the program considering several potential influences such as gender, the role of the family in the ability of youth to participate in the program and participation in its business plan competition, as well as, from the perspective of STRYDE 2.0 participants, what are the major challenges to and successes of the STRYDE 2.0 program.

This evaluation will add to the existing research on youth unemployment by building evidence on the potential impact of the STRYDE 2.0 soft-skills approach and curriculum on economic

outcomes. Much of the existing research on the effect of training programs has been done with short courses, and these studies have generally not found impacts. STRYDE 2.0 participants, by contrast, spend over six months in the program. We expect that the longer time spent with youth will improve the likelihood of effects from the program. These potential effects will be of value to researchers and policy makers, filling important knowledge gaps.

The Intervention

STRYDE 2.0 is a program implemented by TechnoServe (TNS). It is a holistic program that aims to address the challenges of youth unemployment by training youth through a soft-skills approach, and later linking them with potential employers or supporting them in developing businesses. The STRYDE 2.0 program is targeting 48,000 youth in Kenya, Rwanda, Uganda, and Tanzania between 2015 and 2019.

The program has several unique components that are of value to researchers: in addition to the soft-skills approach, the length of time spent with participants and the program's holistic method, which includes business training, aftercare assistance, and grants are notable. The education component involves a three-month intensive training delivered by a trainer in a classroom setting. It is implemented in two half-day sessions per week over 12 weeks for a total of 96 hours of instruction with approximately 35 students per class. Teaching materials include a trainer booklet and flip-charts for the trainer, and manuals for each participant that concentrate on forming technical, financial, and life skills. Starting with self-awareness exercises focused on boosting self-confidence, continuing with personal effectiveness training - including skills such as decision-making, communication, and time management - and ending with the development of concrete business plans, STRYDE 2.0 helps young people discover their strengths, present themselves professionally, manage their finances, and start their own enterprises. The teaching style relies on participatory approaches, discussions, and group exercises, and favors internalization of concepts by allowing time for feedback and ending each session with the encouragement to develop reflections on the topics explored. The program also includes a Business Plan Competition (BPC), were program participants create and are judged on their own business plans, with the three best plans offered a micro-grant. An additional five applications were selected randomly for funding as part of this study.

The STRYDE 2.0 intervention also has an explicit gender focus. Trainers are about 50% women, providing youth with positive female role models. Women can attend class with babies and children. Further, the first training session is specifically designed to challenge stereotyped perceptions of roles and capacities; it teaches that responsibilities are identified by society, not biology, and hence can evolve, and how to reach one's full potential regardless of gender. While young men frequently found work before graduation and so were more prone to not completing the course, young women found most training components to be very useful. For example, they reported that the time management skills acquired were helpful in organizing the multiple activities they needed to complete in a day. Learning how to be confident and assertive was regarded as particularly important by women, who often believed they would not have had the ability to formulate and implement a business plan (ODI, 2018[1]).

Previous experimental studies on the returns on investment of entrepreneurship training programs provide mixed evidence[2]. Our study will contribute to this literature by testing whether an intensive 96-hour business and soft skills training, combined with the supply of technical assistance and micro-grants, can substantially change the employment dynamics of prospective young

[1] https://www.odi.org/publications/11038-gender-and-youth-livelihoods-programming-africa-building-knowledge-improve-practice

[2] McKenzie and Woodruff (2013) review the literature and conclude that business trainings help aspiring entrepreneurs launch new businesses but have modest effects on the survivorship of existing firms. Recent analyses are focusing on testing specific hypothesis regarding the role of business trainings in the creation and expansion of entrepreneurship, in order to understand what contents might be more effective and which components might magnify the effects of training.

entrepreneurs. Evidence generated from this project could also be applied on a larger scale to research on income growth, job creation, and economic development in other developing-country contexts.

To ensure the broader applicability of this study, we will describe the threats to external validity and minimize them. Qualitative data collection will be conducted to look at the mechanisms behind the impacts found, how these impacts are affected by individual situations and location, and whether the characteristics of the study relate to what people in other parts of Tanzania experience. Quantitative methods will also help us understand the treatment effect channels, such as questions to determine intermediate changes that may account for the impacts observed.

Research Design

This study focuses on the fourth cohort of the STRYDE 2.0 program. In Spring 2017, IPA and TNS conducted a 2-month screening process called the mobilization phase. At village meetings during mobilization, IPA presented itself as an organization with links to anonymous donors interested in sponsoring youth trainings. The team specified there was limited funding and it was not certain whether the village would receive the program. All the details provided were otherwise identical to those provided by TNS during standard recruitment. This was done to identify youth who are interested in the program, thus leading to greater power for the study and more comparable samples in treatment and control areas.

In the last meeting devoted to registration, youth completed a baseline survey on their socio-economic characteristics. The survey also measured how individuals interacted with their families. Discussions with previous graduates suggested that family pressures have a strong influence on participation; understanding these pressures and how they interact with program impacts is thus a key heterogeneity for this evaluation.

Mobilization was conducted in villages grouped in pairs based on location: each pair was close enough to allow trainers to access both, but far enough to minimize spillovers. Mobilization was considered successfully completed if at least 20 participants per village/cluster completed the baseline. Clusters were then randomly assigned to treatment or control. The final sample includes 135 clusters and 4,537 observations divided between 72 treatment and 63 control clusters. The baseline survey was completed in early 2017. Baseline data analysis shows that randomization was successful. Out of 53 variables collected, only 3 were statistically different between the treatment and control groups at the 10% level or lower.

Participants were trained in July-October 2017 and supported during aftercare until Spring 2018. Based on TNS attendance data, out of 2,481 respondents from treatment areas, 1,140 matched to the attendance list - meaning that, among individuals who registered for the program, the take-up rate was 46%. This rate is lower than expected, but in line with take-up rates in similar studies. It does not present a challenge for identifying impacts, as the study will be well powered.

We consider that program effects of 20-25% will be necessary to justify the costs of the program. Given the take-up rate, the adjusted effect size is 11%. For the endline, we plan to follow-up 20 individuals per cluster for a total of 3,200 observations[3] in the training sample. Power calculations, conducted in Optimal Design using baseline data, suggest that such a sample would be well powered (attaining a power level of 80%) to detect effect sizes of 11% in a standardized indicator of monthly income.

In December 2017, graduates were encouraged to participate in the BPC. As per STRYDE tradition, the best three plans per group were offered micro-grants by merit. Among the remaining 80% of top performers per group, five participants were randomly selected to receive "honorable mention" prizes of 65 USD. The sample for the BPC evaluation includes 88 clusters for a total of 1,524 observations, plus 264 standard winners. We plan to include a random sample of 1,100 of these

[3] This is about 80% of the baseline sample. We will draw this group randomly from the full baseline sample, stratified by treatment status.

youth in the endline survey. Performing the power calculations, considering the asymmetric features of the sample, confirms that our sample should be well powered to detect effect sizes of 11% for the BPC alone. Note that some of the people surveyed in the BPC group are part of the training-only baseline sample, while some may not be. Oversampling will ensure power to identify impacts from both groups. Thus, the total sample includes 3,800 people. This design produces high-quality evidence of the impact of combining training with cash as understanding if and how much cash complements training can have implications for existing and future soft-skills trainings.

The evaluation design thus includes a randomly selected pure control group, a treatment group of youth who receive the STRYDE 2.0 training only, and a treatment group that received both the training and funds from the business plan competition. Our goal is to understand the impact of the training, as well as the additional impact of receiving capital to buy the materials and tools to run a small business. Recent research (Blattman, Fiala and Martinez 2014[4]) has found large impacts from productive cash grants, but has been unable to separate the effects of training versus capital.

The endline survey will be 1 hour in duration and will be conducted face-to-face using computer-assisted interviewing. Key outcomes of interest include income, assets, savings, confidence and ability to make decisions, enhanced career and entrepreneurial skills (measured from the content of the training), and increased awareness of jobs and business opportunities. Focus group discussions will be collected before the quantitative survey to help develop the questionnaire and refine our hypotheses and mechanisms tests.

This application is to top-up the endline sample to ensure the study is well powered. Current funds from 3IE only allow for identifying program effects of approximately 35%, which we consider to be possible, but likely too high for a program of this kind. The additional sample will allow us to measure more modest impacts of the program.

Gender Analysis

There is strong evidence that girls and women do not benefit from trainings as much as men, due to vulnerabilities they face and their limited opportunities. Women may face pressure to spend more on household needs compared to men, for example, causing them to invest less in their businesses. They may also face pressure for spending time away from home. Understanding the differential effects of training by gender will thus be of critical value.

To explore these issues further, and building off of the gender focus of the training, we will disaggregate the analysis by gender as about half (48%) of the baseline respondents are women. A heterogeneity analysis will test for any differences in program impact considering the gender of the participants. We will also utilize questions asked during the baseline on family support for attending training and see if this varies by gender and if this has impacts on the main outcomes.

Outputs and Outcomes

There are several outputs of this research. First, the research team will present the results of this work to TNS. We will then present the results to government and other stakeholders in Tanzania and East Africa and in workshops around the world. The rapid growth of youth training programs across the developing world will also provide the opportunity to potentially impact many young men and women. A summary of the outputs is as follows:

- Two policy notes: One geared towards practitioners and implementers and the other towards government officials, policy makers, and national and international organizations
- Two analysis reports: A short baseline summary report and an endline report
- One to three blog posts: The number of posts will be informed by the number of interesting and useful findings that come from implementation and endline results of the study

[4] Blattman, C., Fiala, N., Martinez, S. (2014), Generating Skilled Self-Employment in Developing Countries: Experimental Evidence from Uganda, *Quarterly Journal of Economics*, 129(2), 697-752.

- One working paper/peer-reviewed publication: a working paper will be prepared, which will then be refined through international presentations and submitted for publication in a high-quality, peer reviewed journal

To ensure research transparency, we will register a pre-analysis plan in early 2019. We will also submit the paper to the Journal of Development Economics, which has instituted a novel approach to field studies. Selected studies are accepted for publication before the outcomes are known, ensuring studies that do not find significant effects are not thrown away. Finally, upon publication of the research paper, we will make all anonymized data available online for replication.

We expect the outcome of this work will be to impact several groups. First, we expect it to inform the scaling of the STRYDE 2.0 program and, if necessary, to change the way TechnoServe implements this type of programming. Second, we hope it will have an impact on the discussion around soft-skills training programs among policy makers in the developing world. Finally, we expect to make a substantial contribution to the academic literature with a well-designed study on a topic that has not been substantially explored in previous research.

Risks and Mitigation Strategies

IPA is committed to ensuring a thorough review of any potential ethical issues and developing strategies to mitigate them. No major ethical issues are anticipated in this study. All participants will provide informed consent and the study will receive approval from an ethics review board, as well as the Commission for Science and Technology (COSTECH) prior to beginning any data collection.

IPA has a track record of retaining study participants over long periods and employs several techniques to minimize loss of participants over prolonged studies, which will be incorporated into this study. These include: collecting a wide array of contact information on participants; educating and engaging participants; using a well-designed tracking tool; clearly outlining the next steps for follow-up. In addition, we list some other risks and mitigation strategies here.

1. **Lack of community buy-in:** IPA will employ a Tanzanian Field Manager (FM) who will work closely with STRYDE 2.0 program staff and local leaders to discuss what local permissions from the community are required and/or customary. The FM's feedback and support for the activities will be welcomed.
2. **Insufficient time to conduct high-quality data collection:** A timeline has been prepared, with sufficient time built in for the necessary preparatory work to be completed.
3. **Inaccurate estimate of the speed of data collection:** The estimate used is modest, to protect against this problem. The survey tool will be piloted extensively and amended as appropriate.
4. **Insufficient information exchange between partners / uncommunicated changes to plans:** The research team welcomes frequent, efficient communication with TNS. A communication strategy will ensure all parties' needs are addressed and expectations are set well in advance.
5. **Respondents conflating the evaluation and implementation teams:** During the consent process, a detailed explanation of IPA, the purpose of the evaluation, and the difference between us and the program team will be given. Participants will also be given the opportunity to ask questions for clarification.
6. **Insufficient effort put into 'exiting communities':** An exit strategy will be developed by the research team well in advance of the end of data collection, which will include a plan for how the results of the study will be communicated to the participants and partners.
7. **Results are only presented in an academic paper:** The research team will develop a results dissemination plan, which includes a timeline for creating briefing materials and reports. Additionally, a policy briefing will be produced and disseminated.

TOTAL PROJECT BUDGET

Principal Investigator and affiliation	Nathan Fiala, University of Connecticut
Title of Fund proposal	Can Soft Skills Training Improve Enterprise and Employment growth in Tanzania? A Randomized Evaluation of the STRYDE 2.0 Program
Start Date	2019
End Date	2019

Budget Line Items	Year 1	Year 2	Year 3	J-PAL Funded Costs	NOTES
Personnel at University (PIs, PMs, RAs)			**5,040.00**	**5,040.00**	
Country Director					
Research Manager					
Data / Survey Coordinator (SC)					
Research Associate (RA)			3,600.00		
Field Manager (FM)			1,440.00		
Principal Investigator - University of Connecticut					
Principal Investigator - University of Dar es Salaam					
Fringe Benefits at University (PIs, PMs, RAs)			**1,960.00**	**1,960.00**	
Country Director					
Research Manager					
Data / Survey Coordinator (SC)					
Research Associate (RA)			1,400.00		
Field Manager (FM)			560.00		
Travel (PI, etc)			**5,400.00**	**5,400.00**	
Research Associate General Travel					
RA Travel to and from Duty Station					
Airfare - Round trip for International RC/SRA/RAs					
Visa (RC/SRA/RA)					
Domestic Air Travel for Project Staff					
International RC/SRA/RA 3 weeks settling in (hotel)					
RA Training Travel					
IPA/JPAL Staff Training Airfare					
Visa (RC/SRA/RA)					
Domestic Air Travel for Project Staff					
Principal Investigator Visits					
Airfare			2,400.00		2 trips
Visa -PI			500.00		
PI (Accom, Food)			1,500.00		
Domestic Travel for PI			1,000.00		
Materials and Supplies at University			**0.00**	**0.00**	
Hosting dissemination event					
Field Costs	**0.00**	**0.00**	**28,793.84**	**28,793.84**	
Tracking Survey(s)					
Personnel (salary, benefits, computers)					380 required FO days based on sample size of 3800, 10 surveys per day per FO, survey to be competed in 30 days
Field Officers salary					
Senior Field Officers salary					
Travel					
Field Officers transport allowance					
Senior Field Officers transport allowance					
Monitoring trips (private transportation)					
Monitoring trips (public transportation)					
Flights for monitoring trips					
Survey Costs					
Field Officers out of home accommodation					
Senior Field Officers out of home accommodation					
Field Officers communication					
Senior Field Officers communication					
Translation of the survey					
Materials, hardware and other inputs (cost of develop, print and distribute letters, flipcharts, etc)					
Field Guides					
Consent and Tracking Form Printing					
Other field costs					
Respondents Gifts					
Team building					
T-shirts					
Endline Survey(s)					1067 required FO days, based on sample size 3200, 3 surveys per day per FO, survey to be completed in 40 days
Personnel (salary, benefits, computers)					
Field Officer / Senior Field Officer allowance during field officer training			421.00		
Field Officer salary during piloting			945.41		
Field Officers salary			5,764.00		
Senior Field Officers salary			1,666.90		
Back checker (Auditor) salary			277.82		
Finance manager / officer			2,405.35		
Computer/Network Expenses			1,080.00		
Internet for Staff (Modem)			30.00		
Travel					
Transportation to training for field staff			421.00		
Transportation during piloting			350.78		
Field Officers transport allowance			2,138.81		
Senior Field Officers transport allowance			481.07		
Back checker (Auditor) transport allowance			80.18		
Monitoring trips (private transportation)			193.76		
Monitoring trips (public transportation)			120.27		
Flights for monitoring trips			210.00		
Project Staff Travel			1,440.00		
Survey Costs					
Accommodation for staff - training			701.56		
Field Officer food during training			280.62		
Field Officer food and per diem during training			233.85		
Accommodation - piloting			584.63		
Field Officers DSA			4,040.98		
Senior Field Officers DSA			898.00		
Back checker (Auditor) DSA			149.67		
Communication - piloting			46.77		
Field Officers communication			285.17		
Senior Field Officers communication			64.14		
Back checker (Auditor) communication			10.69		

Survey Software License (Survey CTO)			360.00	
Translation of the survey			334.08	
Materials, hardware and other inputs (cost of develop, print and distribute letters, flipcharts, etc)				
Training supplies			46.77	
Key provisions for Field Officers (backpacks, rain boots, rain coats)			297.00	
Other provisions for Field Officers (notebooks, pens, inkpads, etc.)			148.50	
Office Supplies			40.09	
Other Printing			80.18	
Back-up Harddrive				
USB Keys				
Field Guides			2,164.81	
Other field costs				
Training location				
Postings/newspaper advertisements for recruitment				
Behavioural game				
Field Office Occupancy				
Field Office Supply Expenses				
All staff training				
Insurance				
Anti-Malarial (international staff)				
Vaccination and un-insured preventive care(international staff-RC/RA)				
Work Permit for International Staff				
IPA/JPAL New Staff Training				
In Country Research Permit				
Financial Audit				
Country Office Space				
Phone Charges for Staff				
Total Direct Costs	0	0	41,194	41,194
Indirect Charges:	-	0	6179	6179.08
Total Budget	0	0	47,373	47,373

TOTAL PROJECT BUDGET

Principal Investigator and affiliation	Nathan Fiala, University of Connecticut
Title of Fund proposal	Can Soft Skills Training Improve Enterprise and Employment growth in Tanzania? A Randomized Evaluation of the STRYDE 2.0 Program
Start Date	2015
End Date	2019

Budget Line Items	Year 1	Year 2	Year 3	Year 4	Year 5	Total Cost	NOTES
Personnel at University (PIs, PMs, RAs)	**39,502.22**	**47,002.22**	**43,214.76**	**0.00**	**0.00**	**129,719.20**	
Country Director	8,550.70	8,550.70	7,257.60				24 days total
Research Manager	1,440.00	1,440.00	6,048.00				24 days total
Data / Survey Coordinator (SC)	2,397.60	2,397.60	1,260.00				5 days total
Research Associate (RA)	22,919.33	22,919.33	16,454.34				6 months total
Field Manager (FM)	4,194.59	4,194.59	2,194.82				4 months total
Principal Investigator - University of Connecticut	5,000.00	5,000.00	5,000.00				
Principal Investigator - University of Dar es Salaam	5,000.00	2,500.00	5,000.00				
Fringe Benefits at University (PIs, PMs, RAs)	**14,306.33**	**17,505.79**	**12,916.85**	**0.00**	**0.00**	**44,728.97**	
Country Director	3,325.30	3,325.30	2,822.40				
Research Manager	560.00	560.00	2,352.00				
Data / Survey Coordinator (SC)	547.40	547.40	490.00				
Research Associate (RA)	8,913.05	12,112.50	6,398.91				
Field Manager (FM)	960.59	960.59	853.54				
Travel (PI, etc)	**9,835.00**	**2,350.00**	**9,835.00**	**0.00**	**0.00**	**22,020.00**	
Research Associate General Travel							
RA Travel to and from Duty Station							
Airfare - Round trip for International RC/SRA/RAs	2,000.00	2,000.00	2,000.00				
Visa (RC/SRA/RA)	250.00		250.00				
Domestic Air Travel for Project Staff	350.00	350.00	350.00				1 trip
International RC/SRA/RA 3 weeks settling in (hotel)	735.00		735.00				
RA Training Travel							
IPA/JPAL Staff Training Airfare	500.00		500.00				
Visa (RC/SRA/RA)	250.00		250.00				
Domestic Air Travel for Project Staff	350.00		350.00				
Principal Investigator Visits							
Airfare	2,400.00		2,400.00				1 trip per 2 PIs
Visa -PI	500.00		500.00				1 visa per 2 PIs
PI (Accom, Food)	1,500.00		1,500.00				for 10 days
Domestic Travel for PI	1,000.00		1,000.00				
Materials and Supplies at University	**0.00**	**0.00**	**2,500.00**	**0.00**	**0.00**	**2,500.00**	
Hosting dissemination event			2,500.00				
Field Costs	**114,999.23**	**0.00**	**150,421.46**	**0.00**	**0.00**	**265,420.69**	
Tracking Survey(s)							
Personnel (salary, benefits, computers)							380 required FO days based on sample size of 3800, 10 surveys per day per FO, survey to be competed in 30 days
Field Officers salary			6,842.54				
Senior Field Officers salary			2,083.63				
Travel							
Field Officers transport allowance			2,538.98				
Senior Field Officers transport allowance			601.34				
Monitoring trips (private transportation)			322.94				
Monitoring trips (public transportation)			400.89				
Flights for monitoring trips			700.00				
Survey Costs							
Field Officers out of home accommodation			4,864.14				
Senior Field Officers out of home accommodation			1,122.49				
Field Officers communication			338.53				
Senior Field Officers communication			80.18				
Translation of the survey			1,113.59				
Materials, hardware and other inputs (cost of develop, print and distribute letters, flipcharts, etc)							
Field Guides			1,202.67				
Consent and Tracking Form Printing			2,538.98				
Other field costs							
Respondents Gifts			3,385.30				
Team building			170.00				
T-shirts			170.00				
Baseline and Endline Survey(s)							1067 required FO days, based on sample size 3200, 3 surveys per day per FO, survey to be completed in 40 days
Personnel (salary, benefits, computers)							
Field Officer / Senior Field Officer allowance during field officer training	1,403.12		1,403.12				
Field Officer salary during piloting	3,151.17		3,151.17				
Field Officers salary	19,213.13		19,213.13				
Senior Field Officers salary	5,556.35		5,556.35				
Back checker (Auditor) salary	926.06		926.06				
Finance manager / officer	8,017.82		8,017.82				
Computer/Network Expenses	3,600.00		3,600.00				
Internet for Staff (Modem)	100.00		100.00				
Travel							
Transportation to training for field staff	1,403.12		1,403.12				
Transportation during piloting	1,169.27		1,169.27				
Field Officers transport allowance	7,129.18		7,129.18				
Senior Field Officers transport allowance	1,603.56		1,603.56				
Back checker (Auditor) transport allowance	267.26		267.26				
Monitoring trips (private transportation)	645.88		645.88				
Monitoring trips (public transportation)	400.89		400.89				
Flights for monitoring trips	700.00		700.00				
Project Staff Travel	4,800.00		4,800.00				
Survey Costs							
Accommodation for staff - training	2,338.53		2,338.53				
Field Officer food during training	935.41		935.41				
Field Officer food and per diem during training	779.51		779.51				
Accommodation - piloting	1,948.78		1,948.78				
Field Officers DSA	13,469.93		13,469.93				
Senior Field Officers DSA	2,993.32		2,993.32				
Back checker (Auditor) DSA	498.89		498.89				
Communication - piloting	155.90		155.90				
Field Officers communication	950.56		950.56				
Senior Field Officers communication	213.81		213.81				
Back checker (Auditor) communication	35.63		35.63				
Survey Software License (Survey CTO)	1,200.00		1,200.00				
Translation of the survey	1,113.59		1,113.59				
Materials, hardware and other inputs (cost of develop, print and distribute letters, flipcharts, etc)							
Training supplies	155.90		155.90				
Key provisions for Field Officers (backpacks, rain boots, rain coats)	990.00		990.00				
Other provisions for Field Officers (notebooks, pens, inkpads, etc.)	495.00		495.00				
Office Supplies	133.63		133.63				
Other Printing	267.26		267.26				
Back-up Harddrive	200.00						
USB Keys	70.00						
Field Guides	2,000.00		7,216.04				
Other field costs							
Training location	556.79		556.79				
Postings/newspaper advertisements for recruitment	20.00		20.00				

Behavioural game			2,000.00			
Field Office Occupancy	4,800.00		4,800.00			
Field Office Supply Expenses	3,000.00		3,000.00			
All staff training	3,000.00		3,000.00			
Insurance	600.00		600.00			
Anti-Malarial (international staff)	540.00		540.00			
Vaccination and un-insured preventive care(international staff-RC/RA)	1,000.00		1,000.00			
Work Permit for International Staff	1,500.00		1,500.00			
IPA/JPAL New Staff Training	2,000.00		2,000.00			
In Country Research Permit	1,500.00		1,500.00			
Financial Audit	1,750.00		1,750.00			
Country Office Space	3,600.00		3,600.00			
Phone Charges for Staff	100.00		100.00			
Total Direct Costs	178,643	66,858	218,888	0	0	464,389
Indirect Charges:	26,796	10029	32833	0	0	69658.33
Total Budget	205,439	76,887	251,721	0	0	534,047