MIDLINE REPORT INDONESIA

First insights in the impact on the socio-economic situation of youth participating in the Empowerment Youth for Work program

EMPOWER YOUTH FOR WORK

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OXFAM

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SUMMARY

Empower Youth for Work (EYW) is a five-year program, funded by the IKEA Foundation. The program focuses on enabling young people (especially young women) in rural climate-affected areas of Pakistan, Bangladesh, Indonesia and Ethiopia to seek and obtain economic independence. To realize these goals, the program applies a holistic approach to effectively drive young people's economic and overall empowerment through 1) working on agency, capacity & skills, 2) linking young people to existing and new economic opportunities including access to finance and 3) the creation of an enabling environment by influencing social norms and policies that facilitate young men and women's economic and overall empowerment.

This report consists of findings from a telephone survey of young people who participate in the EYW program in Indonesia. These findings provide a snapshot of how this group is faring at the mid-point of program implementation, and presents analysis of trends since the baseline to highlight program contributions towards achieving main outcome areas of EYW in Indonesia. Overall, this study reveals a number of positive trends in the target group of young men and women participating in the EYW Indonesia program since the baseline that project activities may have contributed to. Average social and economic empowerment has increased for young men and young women and the percentage of young people owning a business jumped from almost nothing to 9% of young men and 4% of young women at the midline. Young women perceive somewhat fewer social restrictions on their participation in the workforce than they did at the baseline. Young women and men who are self-employed are equally satisfied with the income they derive as young women and men employed by others. Soft skills have also improved, especially for young women, and respondents feel more knowledgeable about family planning than they did at the baseline. However, there has been no significant change in the employment rate within the target group of EYW participants since the baseline. About one-fifth of respondents who were unemployed at the baseline have since transitioned to employment or self-employment. However, 66% of young men and 73% of young women in the target group remain unemployed (though more than 40% of them are students).

During the fourth year of program implementation, EYW in Indonesia had to navigate challenges regarding its Memorandum of Understanding (MoU) with the Government of Indonesia which delayed activities in the target areas for approximately 9 months.. EYW Indonesia made a strategy plan involving local governments in activities and developed a work plan incorporating requests from government. In March 2020, the covid-19 pandemic significantly impacted the new implementation plan. The team changed the implementation approach by shifting to the use of online tools to the greatest extent possible. Most activities have changed from offline to online methods, especially trainings, mentoring, influencing and campaigning as well as research activities. The pandemic also impacted national and local economies across Indonesia, presenting new challenges for employment and economic development on top of those already present.

Data for this study were collected through a telephone survey of young female and male participants in the EYW program in Indonesia. Responses from this survey are analyzed along with those from the target group in the baseline study conducted in 2017 to present changes in key indicators for the target group over time. This approach is subject to some limitations. As we have only collected data from program participants themselves, our analysis can only show trends between the baseline and midline for this group, not impacts of the program itself. This provides evidence of changes that program activities may have *contributed* to but does not provide enough basis for claims about what changes can actually be *attributed* to the program. Also, the final sample was smaller than expected, due to the difficulty of reaching participants by phone, and somewhat under-sampled participants who engaged in technical skills and soft skills training while over-sampling those who received entrepreneurship trainings. Weights have been applied in the statistical analysis to compensate for these differences between the beneficiary population and the sample.

In the final year of program implementation, EYW in Indonesia can maximize its impact by acting on the following recommendations:

- Expand technical trainings: although only 16% of EYW participants in Indonesia have done a technical training so far, the data suggest that technical skills may have a positive relationship with employment than what we can see in the data for soft skills or entrepreneurial skills. Focus on technical skills that are demanded by local job markets, and interesting to young people themselves, for example culinary skills (mentioned by reflection session participants).
- There has been a small but significant gain in entrepreneurship, especially among young men – consolidate these gains and encourage further expansion of youth business creation through wider rollout of entrepreneurship skills programming and mentoring services for youth entrepreneurs, especially young women.
- In support of entrepreneurship – and especially in the context of the ongoing coronavirus pandemic – support youth to refine digital and online skills that they can apply to pursuing economic activities online, for example through trainings specifically on topics like online marketing and sales. Redouble efforts to support youth to access finance for small businesses, and provide assistance navigating the process of obtaining licensing for business operations.
- Improve the relationship between skills-based trainings and employment by adapting skills trainings more to those skills that are in-demand in the communities where the program is active, and that match the interests and aspirations of young women and men themselves.
- The program should do more to stimulate youth employment by lobbying employers to hire young women and men based on their skills and qualifications, and by connecting willing young workers to information about job opportunities that match their interests and training.

1. INTRODUCTION

Empower Youth for Work (EYW) is a five-year program (2016-2021), funded by the IKEA Foundation. The program focuses on enabling young people (especially young women, 15-29 years old) in rural climate-affected areas of Pakistan, Bangladesh, Indonesia and Ethiopia to seek and obtain economic independence. To realize these goals, the program applies a holistic approach to effectively drive young people's economic and overall empowerment through 1) working on agency, capacity & skills, 2) linking young people to existing and new economic opportunities including access to finance and 3) the creation of an enabling environment by influencing social norms and policies that facilitate young men and women's economic and overall empowerment.

To keep track of the progress to realize the goals of EYW, an impact evaluation strategy was set up comprising a survey with target- and comparison group at baseline (2017), midline (2020) and endline (2021). The impact evaluation is part of the greater Monitoring Evaluation Accountability and Learning framework of the EYW program. The purpose of the impact evaluation is to understand the pathways of change for young women and men from rural areas in obtaining skills, finding decent employment and overall economic and social empowerment. Herein, we also focus on the enabling role the environment can have, in particular for young women.

This impact measurement trajectory focuses on how program activities affect young women and men and their lives. It does not focus directly on other EYW program activities which include, among others, supporting small businesses, engaging communities and influencing government and private sector actors.

The impact measurement evaluation aims to:

1. Measure the Key Performance Indicators (KPIs) and selected concepts of importance among youth and community members, including analysis of *trends* over time in the target group that the EYW program may have contributed to.
2. Determine the relationship between program participation and increased technical, soft, and entrepreneurial skills, as well as any association between skill acquisition and gaining decent jobs and/or sustainable (self-) employment.
3. Explore any changes to internal and external factors (social norms, level of gender-based violence (GBV), sexual and reproductive health barriers, etc.) and assess any associations with agency or socio-economic empowerment, and the likelihood of youth obtaining decent jobs and/or sustainable (self-) employment.

2. PROJECT OVERVIEW EYW IN INDONESIA

In Indonesia, the EYW project is implemented by different partner organizations in Southeast Sulawesi, South Sulawesi and West Java. The following partners are involved in the implementation: Indonesia Business Links (IBL), Aliansi untuk Desa Sejahtera (ADS), Asosiasi Pendamping Perempuan Usaha Kecil (ASPPUK), Yayasan Ekowisata Indonesia (Indecon), and ICT Watch Indonesia. EYW partners have delivered services to 6.755 young women and men: 79% of these have been enrolled in a soft skills training in all three provinces, 16% in technical skills training (mainly in South Sulawesi and West Java), and 5% in an entrepreneurship training (mainly in South and Southeast Sulawesi).

In response to the covid-19 pandemic, partners shifted face-to-face activities to online platforms. While permitting activities to continue, this shift has meant that activities can take longer to roll out and puts young people with no or limited access to the internet at risk of missing out. The covid-19 pandemic is having a severe negative impact on the labor market especially for young people. From a low of 15,4% in 2017, youth unemployment rose more than two percentage points to 17.6% in 2020 (World Bank, 2021)[1]. Access for SMEs and youth entrepreneurs to financing from financial institutions and other private sector actors has also become even more restricted and challenging in the current economic climate.

[1] World Bank, DataBank. (2021). “Unemployment, youth total (% of total labor force ages 15-24). Accessed via: https://data.worldbank.org/indicator/SL.UEM.1524.ZS?locations=ID

3. METHODOLOGY

Data for this study was collected through phone-interviews conducted with young women and men who are participants in EYW program activities in Indonesia. The sample for this midline study was designed to be representative of the EYW youth beneficiary group by type of activity (training) engaged in, as well as to reflect the existing ratios of women to men participating in EYW. Respondents were randomly selected from records of program participants maintained by EYW program staff, with quotas for these characteristics. The analysis focuses on what's changed for program participants from the baseline study conducted in 2017 to the midline in 2020, and whether these trends hold for both young women and for young men in the program.

The covid-19 pandemic forced some changes to the initial methodology for this study. The impact assessment of the EYW in Indonesia was designed to be quasi-experimental, meaning that it would benefit from data collected from a target group of participants as well as a comparison group of respondents with a similar demographic profile as the target group who are living in communities that are not targeted by EYW activities. Regulations put in place by the Government of Indonesia to control the spread of the pandemic effectively prohibited conducting face-to-face survey interviews with respondents. Data were collected through phone interviews instead, as a practical alternative that posed limited health and safety concerns for respondents and enumerators. It was possible to contact a representative sample of EYW youth participants by phone as beneficiary records included a phone number for a majority of them. No such records existed for the comparison group that participated in the baseline survey however, and reaching an appropriate comparison group of young people by phone using random-digit dialling or other means was not feasible within the midline budget and timeline. As a result, this midline study focused only on collecting data from a representative sample of EYW youth beneficiaries, and not a comparison group. This study only presents trends for the beneficiary group over time. These trends, when positive, may be evidence of changes the EYW has *contributed* to. But without the benefit of being able to compare these trends to the counterfactual provided by the comparison group, we cannot conclude whether any of these changes may be *attributable* to the activities of the EYW .

Other EYW baseline and midline surveys also included a dedicated survey of community members (parents or caregivers of youth beneficiaries, community leaders, other adult community members, etc.). As there was no record of community members that included phone numbers to draw on to select participants for the community survey, our approach was to ask a subset of respondents to the youth survey to ask an adult member of their household if they would also participate in the community survey. This however resulted in a very small number of complete community survey interviews, insufficient for analysis. To help capture the information the community survey was meant to provide, our virtual reflection session held in December 2020 to validate and contextualize the results included a panel of adult community members. This panel provided qualitative feedback on a number of the concepts the community survey was designed to capture. Input from this community panel is identified as such when featured in the text of this report.

To see the full text of the survey questionnaires for youth please check the link. As the data for the midline study is collected by phone, the survey questionnaire is considerably shortened compared to the baseline study. Some KPIs were dropped at midline and hence these will not be reported upon in this midline report. For more information about the measurement of KPIs, please check this document.

3.1 THE SAMPLE

The EYW midline study for Indonesia comprised only the beneficiary group in the "youth survey", targeting young people who have participated in EYW program activities who are within the age range for program participation (15 to 29 years of age).

3.1.1 INVOLVEMENT IN THE EYW PROGRAM

EYW primarily targets young women and men, although some project activities also target members of communities' young people live in who may be older adults. Youth may participate by following trainings on soft, technical or entrepreneurial skills, by participating in an internship or apprenticeship (or on-the-job learning) or by joining a youth business group. The monitoring database on all participants (N= 6.755) indicates that 79% of participants have been enrolled in a soft skills training, 16% in technical skills training, and 5% in an entrepreneurship training. Most participants have done only one kind of training. Fewer than 6% of all participants have completed two or more trainings.

3.1.2 SAMPLING APPROACH

The sampling approach for the youth midline study was designed to be representative of the population of youth participating in EYW. The sample is stratified by type of training (i.e. soft skills training, technical training, entrepreneurship training) and gender, as well as by province and district. Target group respondents were randomly selected from records of program participants maintained by EYW program staff, with quotas for these characteristics. The list of program participants to randomly select from was restricted to only those participants for which we had contact details including a telephone number (N= 2.898).

We initially aimed to oversample youth who had participated in a technical skills training or an entrepreneurship training, to be able to present stable statistical estimates about the characteristics of these groups of respondents separately despite the relatively small numbers of young women and men who engaged in them. Given the challenges in data collection, the final sample was still quite skewed: respondents who had participated in technical skills training were somewhat underrepresented (10% of the final sample), those receiving entrepreneurship training somewhat *over*-represented (29% of the final sample) and nearly two-thirds of the sample had done a soft skills training (63%)[2]. Interestingly, another 5% of respondents did not mention participation in any of the EYW trainings when surveyed. Explanations for this could be that respondents may have forgotten their participation in an EYW

[2] Some respondents have done multiple trainings (N= 27). Therefore percentages exceed 100%. In the sampling table we have 'forced' respondents into the training that was most common in their district in order to prevent double counting.

training, mistakenly attributed it to another organization or were not actually EYW participants at all (record-keeping errors). Regardless of the cause, this group of respondents (N= 23) was excluded from the analysis because they could not provide insights on most of the KPIs if they had not (or could not recall) participating in EYW activities. In summary, the final sample oversampled the group who pursued entrepreneurship training, and under-sampled the group who engaged in technical or soft skills training. To control for this selection bias we have included sampling weights[3]. The gender distribution in the sample is however very close to the gender composition of the overall population of EYW participants in Indonesia.

The following table describe the gender and geographical (by district) composition of the sample.

Table 1: Youth survey sample; by district, training type and gender

Province	District	Training	Total	Men	Women
South Sulawesi	Barru	Soft skills	3	1	2
		Entrepreneur	11	2	9
		Technical	16	9	7
	Marros	Soft skills	3	1	2
		Entrepreneur	10	2	8
		Technical	2	0	2
	Pangkep	Soft skills	4	2	2
		Entrepreneur	26	11	15
		Technical	15	5	10
Southeast Sulawesi	Bau Bau	Soft skills	2	0	2
		Entrepreneur	11	4	7
		Technical	0	0	0
	Kendari	Soft skills	9	6	3
		Entrepreneur	32	10	22
		Technical	1	1	0
	Wakatobi	Soft skills	9	2	7
		Entrepreneur	29	13	16
		Technical	3	2	1
West Java	Indramayu	Soft skills	242	125	117
		Entrepreneur	8	3	5
		Technical	9	5	4
Total			**447**	**204**	**243**
Percentage of total			**100%**	**46%**	**54%**

Although province and district were used as strata in the sampling, our focus was on capturing an adequate sample from participants who engaged in the three main types of trainings, with appropriate

[3] Sampling weights are the inverse probability of being sampled. For each type of training we calculated the probability of being sampled, determined as the number of respondents from this type of training in the sample divided by the number of beneficiaries from this type of training in the population. The inverse of this probability is the sampling weight. In this study it means that respondents from a technical training receive highest weight (23.35), followed by soft skills (19.61), and entrepreneurship skills (2.72). Multiplying the number of respondents for each type of training with its weight adds up to 6.755 - the total number of beneficiaries in the population.

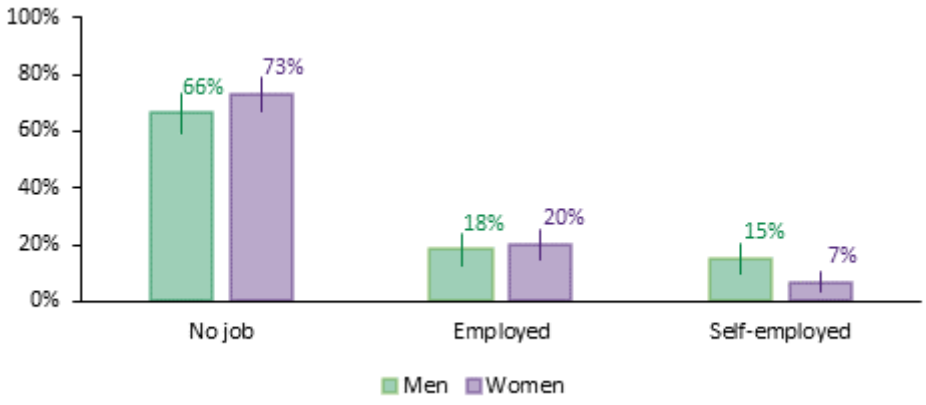
numbers of responses from young women and young men. Not all trainings were rolled out by all partners in all provinces, so there is a strong overlap between geography and training type, complicating any analysis of outcomes by geography. As a result, the final sample is not representative by province or district, and we do not present any analysis by province or district in this report.

3.1.3 OCCUPATIONAL STATUS AND TRANSITIONS

Although we do see some improvement in the employment situation of young women and men since the baseline (see Results sections below), a majority of young people in the EYW target group remain disconnected from the labour force. Among young men in the sample, 66% were unemployed, for young women it was 73%. It is important to note that among these unemployed respondents 41% were students.

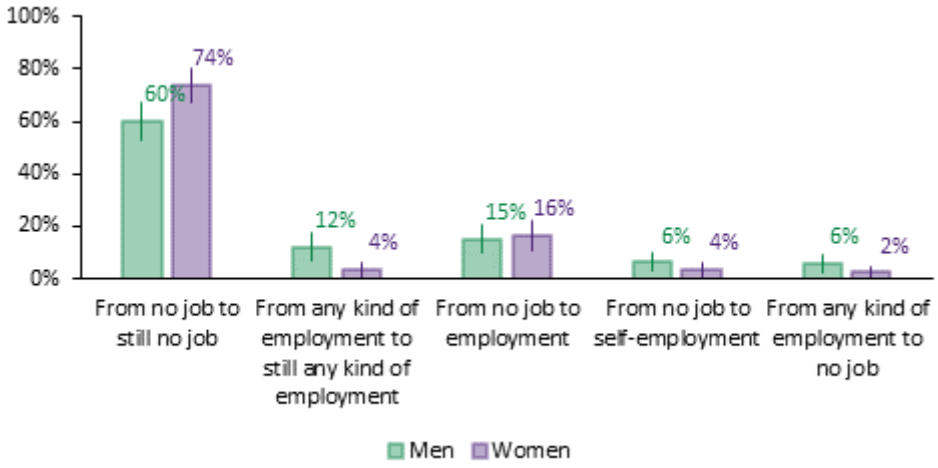
As seen in Figure 1 below, a similar share of male and female respondents were employed (18% and 20%, respectively), meaning doing paid work for someone else. Young men were more often self-employed than young women, meaning either working for themselves or running a small business: 15% vs 7%. Figure 1 shows primary occupation only, in some cases youth respondents reported a secondary occupation as well. For example, about 40% of respondents with no job gave “student” as their secondary occupation.

Figure 1: Midline occupational status, by gender



As the midline survey asked about occupational status in both 2017 (baseline year of EYW) and 2020 (year of EYW midline survey in Indonesia), we can look at occupational transitions for young women and men in the beneficiary group. One positive shift is that 15% of men and 16% women who were unemployed in 2017 moved to employment by 2020 (either paid work for someone else or self-employment). 12% of young men in the sample, and 4% of young women, were employed in both 2017 and 2020. However, large numbers of young men and young women who were unemployed in 2017 were still unemployed in 2020 (60% and 74% respectively). Furthermore, 6% of young men and 2% of young women transitioned from some form of employment to unemployment.

Figure 2: Employment transitions between baseline and midline, by gender



The percentage of youth beneficiaries unemployed, both currently and since 2017, is high. However, these numbers must be taken in context. First, part of the EYW age-group are still school-aged. Among those not in work at the midline, 41% are students. In addition, some students also work on the side: 17% of respondents students (main occupation) had a secondary occupation of either employment, self-employment or having an own-business. Second, EYW is active in mainly coastal rural areas of Indonesia impacted by climate change, where local economies have long struggled to support decent employment opportunities, especially for young people. This economic situation has only become more challenging in 2020 due to the coronavirus pandemic, which has forced the closure of workplaces where young people gain a toe-hold in the workforce, such as stores, restaurants and hotels.

3.2 ANALYSIS

3.2.1 HYPOTHESIS GROUPS

The analysis of this midline focuses on finding a contribution of the EYW program to significant improvements in KPIs[4]. As gender is at the heart of our work, we present findings separately for women and men when there is a significant difference by gender. The following hypotheses are analysed as follows:

Hypothesis Group A: KPI trends We hypothesize that young people participating in EYW activities should be better off at the midline than they were at the baseline, as measured by project KPIs. To test these hypotheses we have calculated the KPIs at midline, and compared them with baseline scores to determine the trend over time. With statistical controls for other factors that may influence the trend, for

[4] We use the word “significant” in the statistical sense: only changes in KPIs which are statistically significant at a commonly-accepted threshold ($p < ,05$) are considered significant for the purposes of this study. Statistical significance is indicated in the KPI tables below.

example the educational attainment, marital status and age of respondents, this analysis highlights positive trends in the data which EYW program activities may have *contributed* to.

Hypothesis Group B: from training to skills, and from skills to employment

We hypothesize that EYW program participants will have gained and expanded their soft, technical and entrepreneurial skills through trainings and other EYW activities and that youth with more and higher levels of skills should be more likely to be employed. Using an analytical approach similar to Hypothesis A, our analysis looks for trends in skill levels among program beneficiaries and examines how skills levels vary among young people who are employed (or transitioning to employment) and those who are not employed.

Hypothesis Group C: the contribution of an enabling environment

We hypothesize that an enabling environment conducive to youth empowerment and economic participation (for example, evolving social norms and reductions in GBV and sexual and reproductive health barriers, etc.) should be associated with both greater agency and socio-economic empowerment among youth people and a greater likelihood of being employed. However, since the link of the enabling environment (mostly measured at the community-level) to socio-economic empowerment (entirely measured at the individual level among youth themselves) is difficult to establish at midline, we explore this hypothesis primarily by digging deeper into aspects of the enabling environment that are key to EYW program implementation.

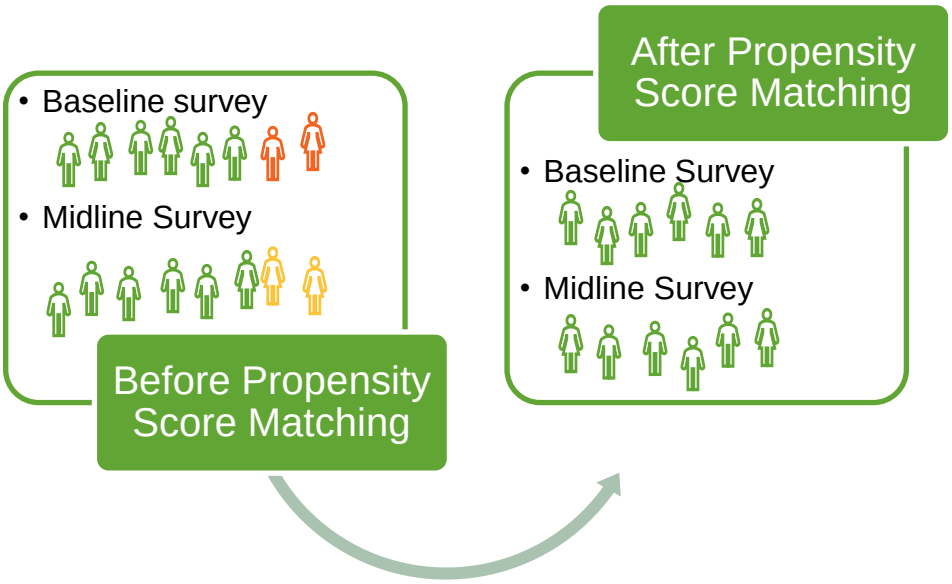
3.2.2 ANALYSIS TECHNIQUES

To assess changes over time in the KPIs, we surveyed a sample that represents mirror image of the project's participants at both baseline and midline by randomly selecting respondents. Although we take care to ensure that the sample is representative of the total beneficiary group in terms of gender, types of training received, and other key criteria, the baseline and midline samples still differ in some ways, for example in the educational profile of the average respondent. To ensure that these small differences do not influence our conclusions, we employ a statistical method know as Propensity Score Matching (PSM). PSM helps smooth out differences in the socio-economic and demographic characteristics of respondents between the baseline and midline samples to enable a more valid comparison over time[5].

In econometric terms, the probability of a respondent from the baseline being similar to a respondent from the midline is called the propensity score. PSM allows us to "match" respondents who are most similar to each other between the baseline and midline samples, creating a so-called 'pseudo-panel' upon which we can calculate the difference in KPIs over time, and hence, assess the contribution of the project to a given KPI. Figure 3 shows the matching process. Before PSM some respondents are statistically different in the baseline and midline surveys (orange and yellow figures). After the propensity score matching, only statistically similar respondents are included in the analysis.

[5] Covariates included in the PSM matching include gender, age, education, marital status and district.

Figure 3: Matching process of baseline and midline respondents



Each person in the baseline survey receives a weighting, based on their propensity score[6]. This weighting can be interpreted colloquially as a measure of similarity between that particular person in the baseline and their match in the midline. We also calculate the values of the relevant outcome indicator for the baseline respondents using a weighting for each observation in the baseline survey. By doing so, bad matches, or in other words, people in the baseline survey that were not very comparable to those in the midline survey, receive a lower weighting in the calculation of the KPI for the baseline survey. Better matches, or people in the baseline survey that are more comparable to the people in the midline survey, receive a higher weighting. In this way, we ensure that the respondents are comparable and balanced while still employing a large proportion of the collected sample.

3.2.3 MIDLINE REFLECTION WORKSHOP

A virtual reflection session to validate preliminary results of this study was held on December 10th and 11th, 2020. A total of 32 participants joined one or both days of the workshop, including representatives of all partner organizations, youth program participants, members of communities where the project is being implemented and Oxfam staff from Indonesia and The Netherlands. With the help of simultaneous translation between English and Bahasa Indonesia and online collaboration tools, participants worked together to validate the preliminary results of the study, pose questions about the analysis and offer explanations for preliminary results. Participants helped formulate key conclusions and recommendations for the final year of program implementation. Views expressed by reflection workshop participants are cited throughout this midline report.

[6] We have implemented propensity score matching using a radius caliper estimator, where each person in the baseline group is given a weight. This weighting is a radius-weighted average, where the weighting is expressed as the pro-portion of closeness between the subject in the baseline survey and the midline survey. More details can be read in Annex 1.

4. MIDLINE RESULTS

This chapter presents the findings of the research, in accordance to the three hypothesis groups mentioned above.

4.1 RESULTS ON THE KEY PERFORMANCE INDICATORS

Key performance indicators (KPIs) are at the heart of the EYW monitoring and evaluation approach. The impact measurement evaluation includes KPIs that relate to outcomes of youth. In the annex you can find the full KPI table with all values, which is used as an input in the annual report. Below, we present a shorter version of the KPI trends presented and described as prioritized in the midline reflection workshop by the Indonesia EYW team.

Box 1: Reading the KPI tables

In the trend columns, presented separately for young men and women in the target group, we show if there is a significant difference between the baseline and midline value for that KPI. The green, upward-pointing arrows (↑) indicate statistically significant positive trends while red, trend; downward-pointing arrows (↓) indicate statistically significant negative trends. An equal sign (=) indicates no significant trend and NA means a comparison between baseline and midline was not possible.

4.1.1 KPI RESULTS AT THE IMPACT LEVEL

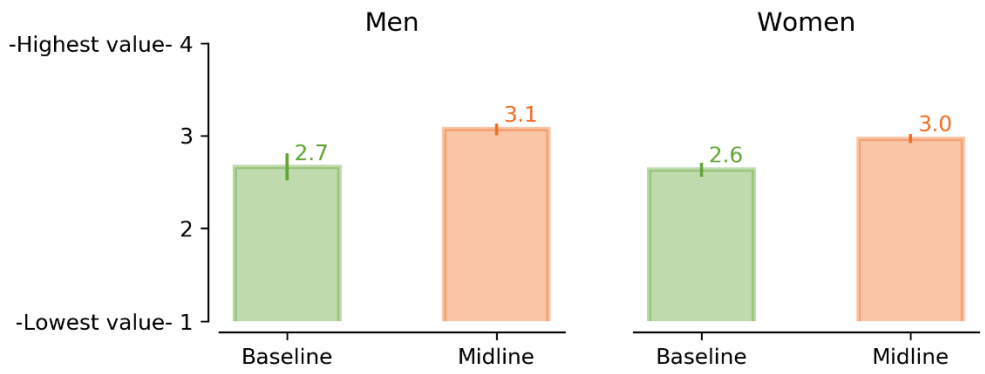
KPI # Economic and Social Empowerment			Trend Male	Trend Female	Trend Overall
Im-pact	0	Average level of **economic and social empowerment** reported by young women and men in targeted areas	↑***	↑***	↑***
		Average level of **economic empowerment** reported by young women and men in targeted areas	=	↑*	=
		Average level of **social empowerment** reported by young women and men in targeted areas	↑***	↑***	↑***

One encouraging trend revealed by this study is a significant increase in average economic and social empowerment among both young men and young women since the baseline. This is driven mainly by strong gains in social empowerment across the board. It is possible that soft skills trainings, completed by a majority of EYW participants in Indonesia, have contributed to this increase, limitations of this study prevent us from attributing this positive change to these trainings. Social empowerment is measured by taken the average of the subconstruct 'empowerment' and the subconstruct 'voice'[7]. Figure 4 below

[7] 'Empowerment' is measured by three statements: 1) adults in my town or city listen to what I have to say; 2) adults in my town or city don't care about young people of my age; 3) In my town or city I feel like I matter to people. 'Voice' is measured by whether respondents feel comfortable doing four type of activities: 1) Suggesting activities to duty bearers or power holders; 2) Sharing your ideas about rules or policies with duty bearers or power holders;

shows that young men and young women have taken a comparable step forward in terms of social empowerment between the baseline and the midline. Economic empowerment has also increased significantly among young women, though not among young men.

Figure 4: Average social empowerment by gender



Source: EYW IND surveys, N men=336, N women=520

4.1.2 KPI RESULTS ON AGENCY AND SKILLS REPORTED BY YOUTH

KPI # Use of agency and soft skills			Trend Male	Trend Female	Trend Overall
LT OM	1	Do you feel that people like yourself can generally change things in your youth group if they want to? [1-5]	=	=	=
		Average of soft skills scale based on 5 subscales (see 5 next rows)	=	↑*	↑**
		Average of problem solving skills subscale value	=	=	↑*
		Average of personal control subscale value	=	=	=
		Average of leadership subscale value	=	=	↑*
		Average of functional autonomy subscale value	↑***	↑***	↑***
		Average of attitudinal autonomy subscale value	=	=	=

Young people surveyed in Indonesia by and large have agency, meaning that they hold on to the belief that they can make a positive change in their lives and communities, even if their answer to the question "do you feel that people like yourself can generally change things in your youth group if they want to?" has not changed since the baseline (on a 1-5 scale the average value was 2.9 at baseline and 3.0 at midline). Responses to a similar question about being able to make a change in one's community yielded very similar answers (3.0 on a 1-5 scale). This question was not included at the baseline hence we could not measure a trend over time. At midline a retrospective question was added where most respondents said they had helped make a change for themselves and their families in the previous year (4.1 on a 1-5 scale).

Average soft skills, a composite measure of self-reported problem-solving, personal control, leadership, and autonomy, increased overall between baseline and midline, driven by a significant increase among

3) Taking a lead role in organizing a program or activity in my community; 4) Expressing my views, needs and aspirations among peers.

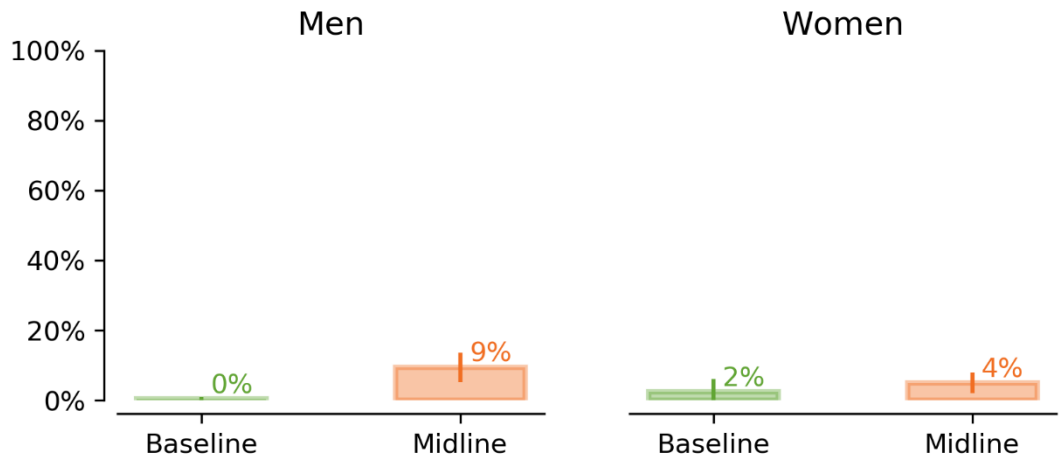
young women. Among the components of soft skills, the most striking change was in functional autonomy, where young men and young women increased their scores significantly. Functional autonomy was measured by two statements: 1) Feeling at ease in new situations; 2) Easily stepping up to something new.

4.1.3 KPI RESULTS ON YOUNG MEN AND WOMEN BENEFITTING FROM EMPLOYMENT OR ENTREPRENEURSHIP OPPORTUNITIES

KPI # Young women and men benefit from new or improved employment or entrepreneurship opportunities			Trend Male	Trend Female	Trend Overall
LT OM	2	Young women and men benefit from new or improved employment or entrepreneurship opportunities	=	=	=
ST OM	2,2	% of young people owning a business	↑***	=	↑***

Youth entrepreneurship has become more common among the target group since the baseline. This is driven mainly by considerable gains in the percentage of young men owning a business. As seen in Figure 5 below, the share of young men in the target group owning a business jumped from effectively none at the baseline to 9% at the midline, and for young women from 2% to 4%, although this change was not statistically significant. Figure 5 shows the percentage of respondents who gave their primary or secondary occupation as 'Entrepreneur/Own business'. The category "self-employed" is not included here to match data from the baseline in which the category "self-employed" was not used. This accounts for the difference with the percentage considered self-employed in Figure 1. The satisfaction of young entrepreneurs with their incomes – measured as the extent to which they feel their income covers the needs of themselves and their households – was effectively the same as the satisfaction of employed young women and men with their incomes. Neither group was overwhelmingly satisfied with their incomes, but both employment and self-employment produced similar income outcomes, according to youth respondents.

Figure 5: Percentage of young people owning a business, by gender



Source: EYW IND surveys, N men=336, N women=520

Another parallel trend is that being an entrepreneur has shot past being employed as the 'dream job' reported by both young men and young women between the baseline and midline. Some 61% of

young men (Figure 6 below), and 65% of young women (Figure 7), see having their own business as their dream job. This represents roughly a doubling of the percentage saying this from the baseline to the midline.

Figure 6: Dream job, at baseline and midline, young men only

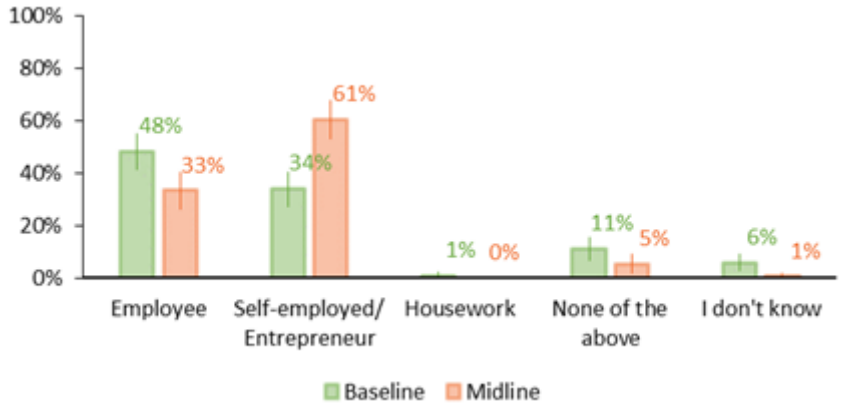
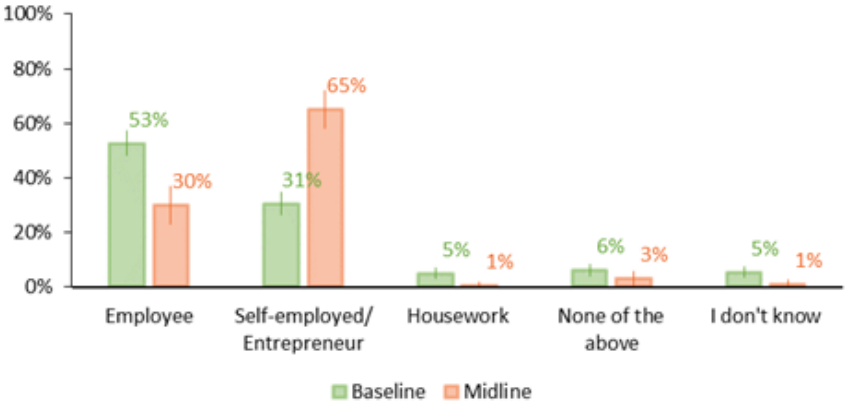


Figure 7: Dream job, at baseline and midline, young women only



Participants in the reflection session found this a very notable finding, which for some was evidence that entrepreneurship can take took and even thrive in rural communities in Indonesia. Some participants noted that some youth may have been inspired by young entrepreneurs elsewhere in Indonesia who enjoy a high profile on social media to start their own businesses. Participants suggested that the scarcity of formal jobs and difficult conditions in wage work, and the benefits of comfort and convenience working for ones-self may also lead young people to start their own businesses. Social restrictions on economic activity facing young women remain more pronounced than those facing young men, which may be one reason that entrepreneurship has not jumped as much among young women. Participants recommended that the program stimulate youth entrepreneurship further through more entrepreneurial skills trainings and mentorships, support for access to credit and help with licensing new businesses, and trainings on online marketing and sales skills.

4.1.4 KPI results on an enabling environment for youth socio-economic empowerment

KPI # Enabling environment for youth socio-economic empowerment			Trend Male	Trend Female	Trend Overall
LT OM	3	Average level of social restrictions to employment or entrepreneurship, as perceived by young women and men (here a reduction is positive in that it means fewer social restrictions)	na	↓**	na
			=	na	na
ST OM	3,3	# of young women and men with improved knowledge about SRH	↑*	↑***	↑***

As EYW acknowledges that the social/cultural environment has a major impact on the opportunities for especially young women to socially and economically develop, the project finds the enabling environment a crucial element. This is why we deepen our understanding of social restriction and social norms that may constrain youth socio-economic empowerment, as well as access to and knowledge about sexual reproductive health and rights (SRHR).

Topline findings on aspects of an enabling environment include that young women perceive a slight fall in restrictions in their participation in the labour market since the baseline, and that young men and young women feel they have more knowledge about sexual rights and health than at the baseline These results are explored in more detail in section **4.3.1** below. In the baseline study, a survey of adult community members also provided evidence on aspects of the enabling environment. Due to the shift to a telephone-based survey in the midline, it was not possible to repeat the community survey in the midline. As a result, there are fewer findings to report on elements of the enabling environment in communities where the EYW program is active.

4.2 LINK BETWEEN SKILLS AND EMPLOYMENT

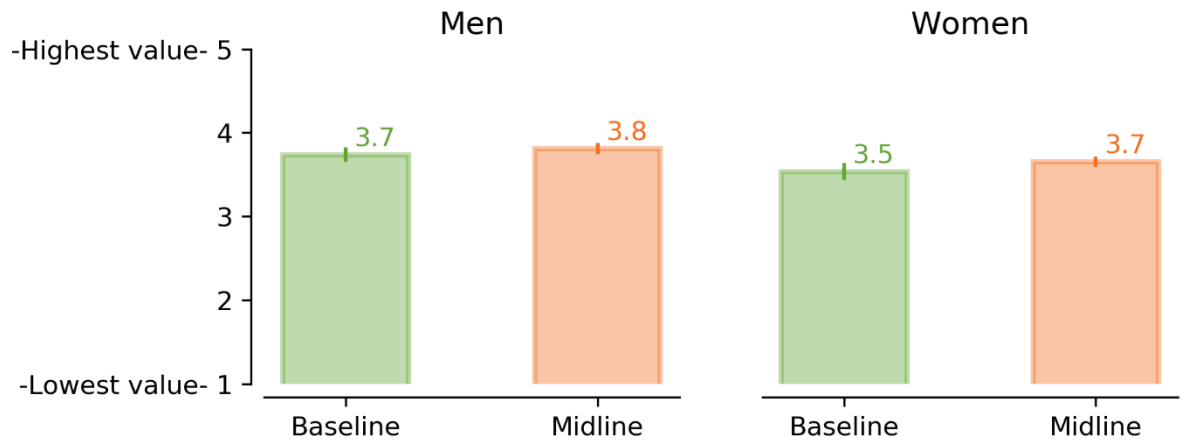
We hypothesize that 1.) program participants will have increased agency, technical, soft, and entrepreneurial skills (through youth attending training from the EYW project) and 2.) will then be more likely to gain decent jobs and/or sustainable (self-) employment.

Recall that among all EYW participants in Indonesia, 79% of participants have been enrolled in a soft skills training, 16% in technical skills training, and only 5% in an entrepreneurship training. Very few have completed two or more types of training. We deliberately oversampled participants in technical and entrepreneurship trainings to achieve a sample that would permit some analysis of these groups, although the sample sizes remain quite small which limits the analysis we can perform somewhat. The relatively small percentages of respondents who are employed at midline, and who transitioned to employment between baseline and midline, also put some limits on this analysis. Because these groups are relatively small, estimated average skill levels for these groups will be subject to more sampling error, making it more difficult to show significant statistical contrasts between the skill levels of employed and unemployed young people.

4.2.1 SOFT SKILLS

Participants who completed soft skills trainings are enthusiastic about the usefulness of these skills: the average rating of the training on a five-point scale of usefulness is 4.5. In the figure below we explore the change in soft skills between baseline and midline, by gender. Overall, the average level of soft skills has increased slightly but significantly among program participants, driven by a significant increase among young women. Please note that in the midline we only asked questions about soft skills to those who had participated in soft skills trainings.

Figure 8: Change in soft skills, by gender



Source: EYW IND surveys, N men=318, N women=566

Are higher levels of soft-skills associated with better employment prospects? Reflection session participants were enthusiastic that youth with greater soft skills should be able to explore and access a broader set of job opportunities, and that soft-skills trainings would help give them the motivation and self-confidence to take advantage of them. To test this, we consider the average soft skills of young people with and without jobs, and also among those who successfully transitioned to employment between the baseline and midline, compared to those who remained unemployed or moved away from employment[8]. Figure 9 below shows that the level of self-reported soft skills is slightly higher among young people who are employed compared to those who do are not, but this difference is not significant. Similarly, soft skill levels do not differ between young people who transitioned to employment since the baseline, compared to those who made no transition or transitioned away from employment (Figure 10).

[8] Here we use a regression model to look for significant association between skill levels and employment status and employment transitions, that controls for the age, gender, educational attainment, marital status, and district of residence of respondents.

Figure 9: Value of soft skills, by employment status ("job" includes self-employed)

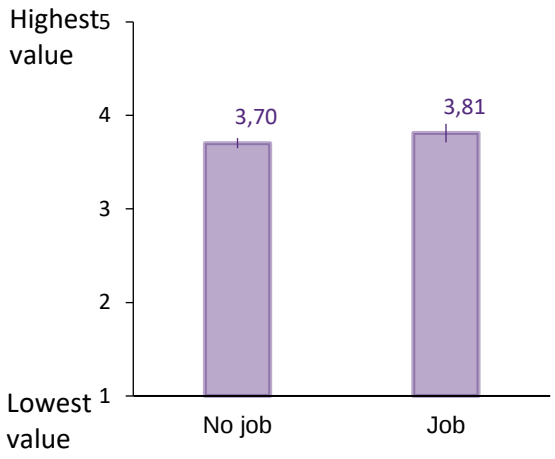
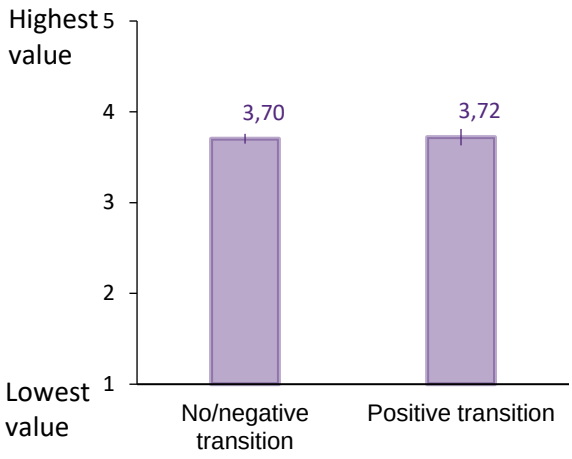


Figure 10: Value of soft skills, by employment transition status



4.2.2 TECHNICAL SKILLS

About 16% EYW program participants completed a technical skills training. Participants are overall enthusiastic about these trainings, though slightly less than they are about soft skills trainings. The average rating on a 5-point scale of usefulness is 3.9 (and somewhat higher for young men than for young women). At the midline, about 19% of respondents said they had one technical skill, and 42% said they had more than one. Not all of these were acquired in technical skills trainings sponsored by the program. When comparing technical skills with employment outcomes, we see that the employment rate was somewhat higher for this group with one or more technical skills than for those with no skills. Also the likelihood of having made a positive employment transition is somewhat higher for the group with one or more technical skills compared to those with no skills. However this relationship is not statistically significant. We see a similar trend among respondents with just one technical skill, compared to those with no technical skills, being more likely to be employed and more likely to have made a positive transition to employment since the baseline. However these differences are also not statistically significant meaning that we cannot say with confidence that there is any statistical association between skill levels and employment status (Figures 11 and 12 below). It should be noted that the sample size for those respondents with technical skills is very small (N= 35 for the figure on employment status, and N= 24 for the figure on employment transition), limiting the ability to make statements about statistical significance of these differences.

Figure 11: % of respondents with technical skills, by employment status ("job" includes self-employed)

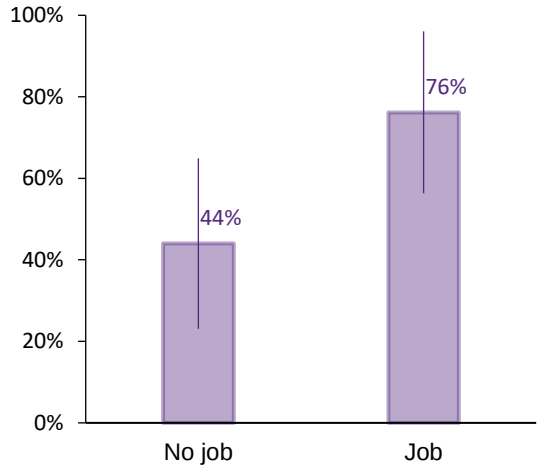
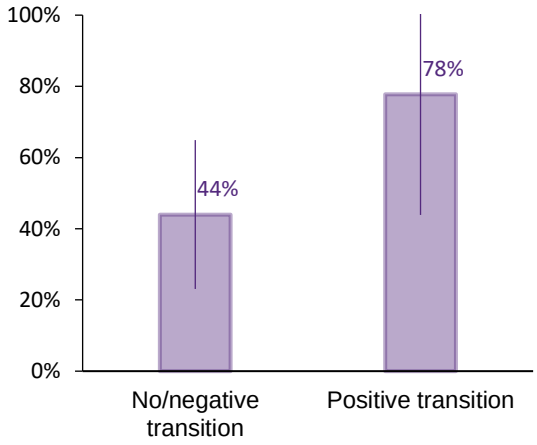


Figure 12: % of respondents with technical skills, by employment transition status



It also matters what technical skills young people are acquiring. Results above suggest that in general, having technical skills is beneficial, but some technical skills are more in demand than others. Even skills that may be employable in one context may not be in demand in another. One participant in the reflection session for example related the story of a young man with advanced computer skills who was unable to find work in this field and ended up employed in a laundry. Technical skills trainings offered by the program should be responsive to the demands of the local economies in communities where the program is active, and offer skills trainings that are of interest to young people themselves. Reflection session participants mentioned culinary skills as one promising area for skills-training and employment.

4.2.3 ENTREPRENEURIAL SKILLS

Only 5% of program participants pursued entrepreneurial skills training. Participants, both young women and young men, rate these trainings as being highly useful to them (4.5 on a 5-point scale).. Figures 13 and 14 below show that the level of entrepreneurial skills do not differ significantly between those with and without a job, nor between those who transitioned to employment since the baseline and those who did not. The sample of respondents who have started their own business is too small to provide reliable estimates of the average level of entrepreneurial skills for this group.

Figure 13: Value of entrepreneurial skills, by employment status ("job" includes self-employed)

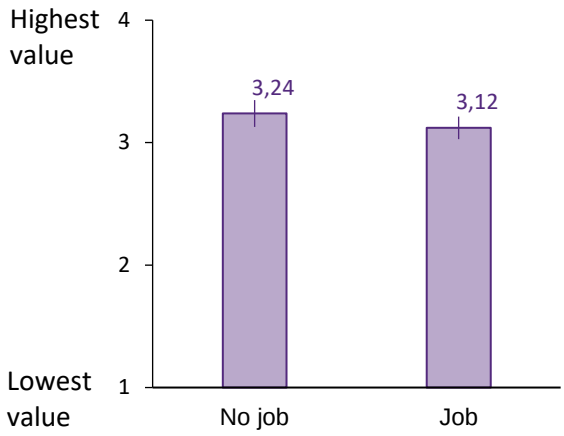
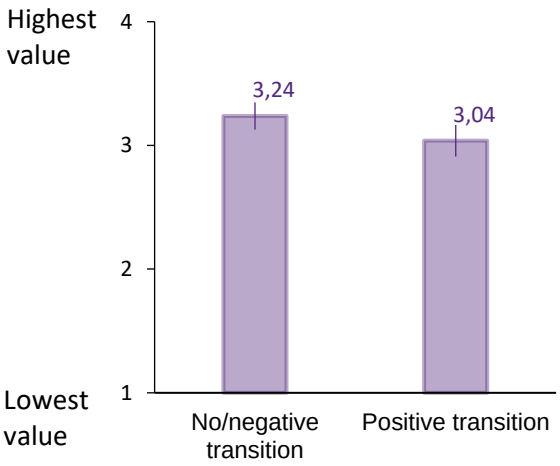


Figure 14: Value of entrepreneurial skills, by employment transition status



4.2.4 RELATIONSHIP BETWEEN SKILLS AND EMPLOYMENT

One assumption of the EYW program Theory of Change (ToC) is that greater skills should lead to more young women and young men becoming employed. EYW works in other areas as well to change the enabling environment, support small business creation, and influence employers and government to support youth employment, among other priorities. However, in the EYW program in Indonesia, the data points in this section do not suggest that these efforts are not leading to greater employment – at least not yet. In general, skills levels are statistically the same for young people who are employed and those who are not. One important aspect of this analysis to underline is that the number of young people currently in employment is quite small. This means that the ability of statistical tests to pick out subtle differences between young people in and out of work is strained. This analysis may be better suited for the endline, when more data should be available.

Furthermore, as described above and as many reflection session participants voiced as well, job opportunities have historically been limited in rural coastal climate-change affected areas where the program operates and this has only become more challenging in 2020 due to the coronavirus pandemic and its economic impacts. In those jobs that do exist, working conditions can be difficult and wages low, making some jobs that may be available unattractive to young people who may prefer to hold out for a better opportunity later. Also, in some cases young people may be as likely to get a job based on family or other connections with employers as they are due to qualifications and skills. For this reason, the program should also focus on lobbying employers to hire young people based on their qualifications, while also helping young people access timely information about job opportunities that may fit their skills and interests. Ongoing efforts to influence the enabling environment may not show much obvious connection to employment creation or entrepreneurialism so far, but the available evidence is still limited and now also impacted by the coronavirus pandemic. Social change and economic development are long-term endeavors, and some positive changes may simply take longer to become noticeable and measurable.

4.3 THE INFLUENCE OF AN ENABLING ENVIRONMENT ON EMPLOYMENT

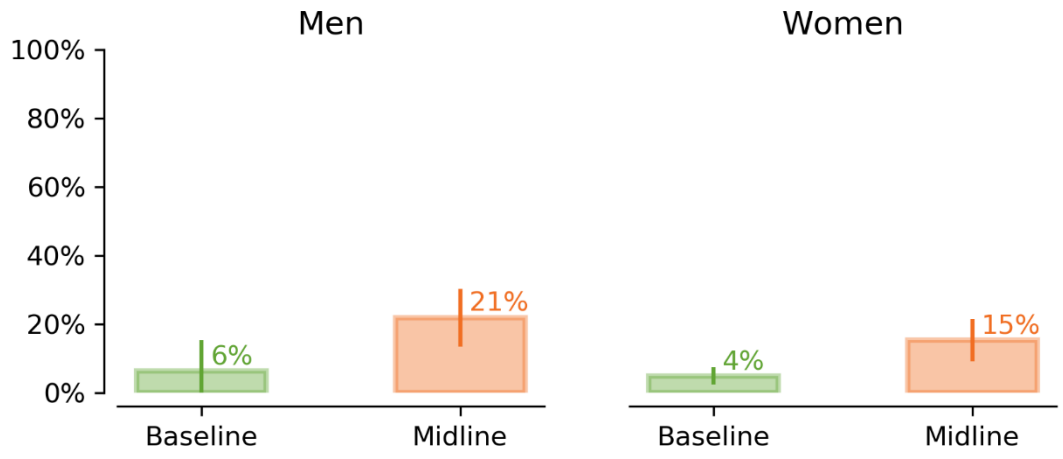
We hypothesize that 1.) program participants will have reduced external barriers (social norms, level of GBV, sexual and reproductive health barriers) to youth economic participation and 2.) will then be more likely to gain decent jobs and/or sustainable (self-) employment.

To test hypotheses in this group we analysed data from the youth survey, where many questions about barriers to youth economic participation were included, from the baseline and midline.

4.3.1 YOUNG WOMEN AND MEN WITH SUFFICIENT KNOWLEDGE AND ACCESS TO SRHR SERVICES

In the KPI section, we note a positive trend in results for the target group from baseline to midline regarding knowledge of family planning methods. As shown in Figure 15 below, the percentage of young men and young women who felt they had “a lot” of knowledge about family planning methods increased significantly from the baseline to the midline, although these numbers remain relatively low. Young men were actually more likely than young women to know whom they could speak to if they face reproductive health problems (69% of young men did, compared to 46% of young women). Knowledge of sexually-transmitted diseases was quite high among all respondents (93% were aware). Knowledge of family planning and SRHR services are critical for the inclusion of young people, and especially young women, in the labor market. Such knowledge and services give young people and their families the opportunity to make decisions about whether and when to have children so they can better balance family, careers, education and other needs. Although the relation of SRHR factors to employment opportunities remains difficult to discern in the available data, the topic is still an important aspect for the EYW project to work on by mobilizing youth to advocate for their rights in this area.

Figure 15: Percentage of male and female respondents with knowledge about family planning methods (% indicating they have “a lot” of knowledge of family planning methods)



Source: EYW IND surveys, N men=242, N women=430

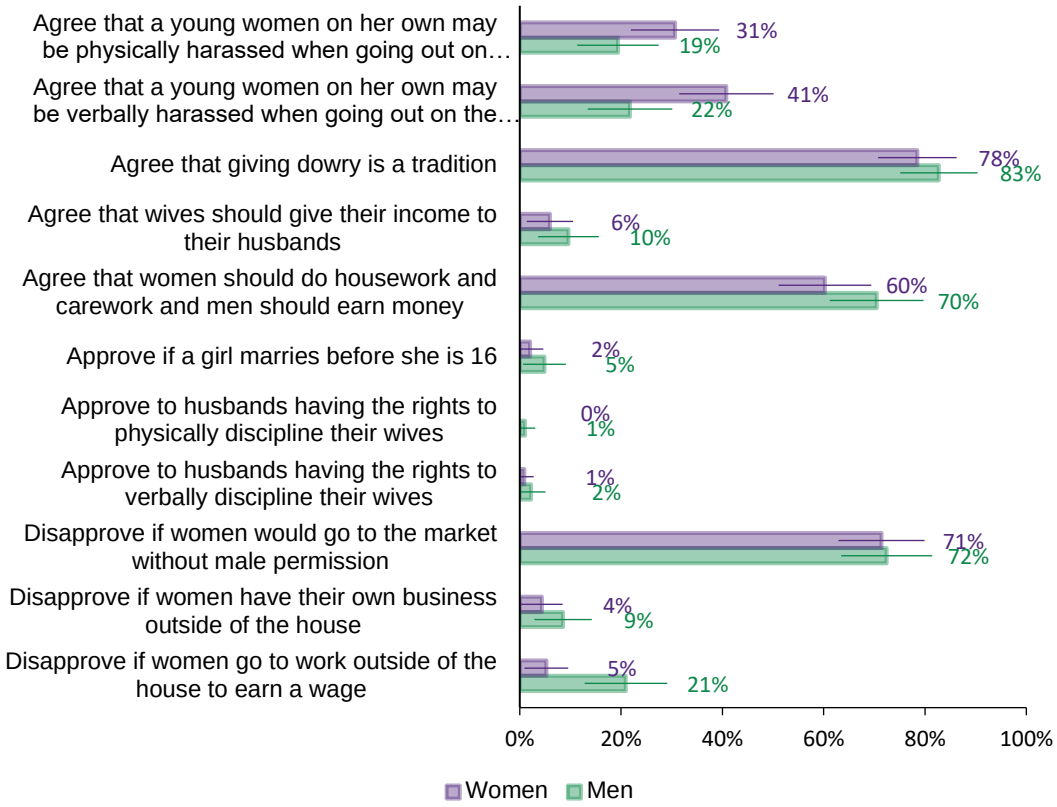
In line with EYW’s specific focus on young women, who experience greater vulnerability than their male counterparts, the results on SRHR and the threat of GBV for young women are very important. We included a series of questions on aspects of GBV encountered in daily life, asking respondents the

extent to which they agree or disagree with a number of statements about gender norms and the threat of GBV. Figure 16 below shows the percentage of young women and men that agreed to each statement. The strong agreement among young men as well as young women with statements about giving dowry being a tradition, that women should not go to the market without permission from a man and that women should do housework whereas men should earn money are striking. Also, responses clearly highlight the risks to young women of physical and verbal harassment when they are out in public, which are perceived to be higher by young women than by young men These are among the social restrictions that young women face in these communities and that negatively affect their opportunities to participate in the labor force.

Reflection session participants, particularly adult community members, felt that these results reflected reality in their communities. Some mentioned that going out alone had become more dangerous as economic pressures triggered by the coronavirus pandemic had led to an increase in crime. However, staying home due to pandemic-related restrictions, sometimes with abusive partners or family members, appears to be driving a rise in domestic violence in Indonesia. Before the pandemic, an estimated 1 in every 3 women in Indonesia had experienced physical or sexual violence, and the incidence of gender-based violence increased 12% during the first months of the pandemic in 2020[9]. Participants also reflected on the challenges for parents of feeling comfortable with children working jobs that required them travelling to and from work either very early in the morning or very late at night. They were more comfortable with their young-adult children working jobs with regular, daytime hours, but far less-so with jobs that involved early mornings or late nights.

[9] OCHA Reliefweb. (2020). Accessed via: https://reliefweb.int/report/indonesia/reaching-domestic-violence-survivors-amid-pandemic

Figure 16: Percentage of male and female respondents agreeing with the following statements about gender norms and GBV (% who "agree" or "strongly agree")



4.3.2 SOCIAL NORMS ABOUT YOUNG WOMEN AND MEN

EYW acknowledges social norms in the community as a possible enabling factor for youth employment. A social norm is a shared expectation or informal rule to which individuals prefer to conform if they believe two things: (1) that most people in their reference group conform to it (empirical expectation) and (2) that most people in their reference group approve of conforming to it (normative expectation)[10]. Social norms are kept in place by sanctions – counterfactual actions that follow confirmation or breaking a social norm. Social norms interact with personal attitudes to influence personal behaviour.

The EYW program focuses on the measurement of two social norms; one around youth economic empowerment and one around division of paid and unpaid work in couples. In both norms, we measure the personal attitudes and the two aspects of social norms: whether people in a group approve of the norm (normative expectation) and whether people in the group see it as typical behaviour in their community (empirical expectation). Furthermore, we explore the sanctions that community members experience when breaking a social norm. In other EYW reports, this analysis has been informed by

[10] Researchers use the term 'reference group' or 'reference persons' to refer to the people whose opinions matter (Alexander-Scott, Bell and Holden 2016: 8). A person's reference group can consist of individuals in their own lives and public figures.

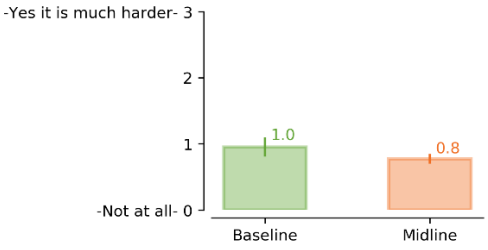
data from the community survey. However, in this study we focus only on the lived experience of social norms from the perspective of young people in our sample.

Social norms around youth employment

The EYW program aims to empower youth to become involved in economic activities. But for this to be successful it is essential that society accepts youth employment as something beneficial to the personal development and of value in their community. Therefore, we ask about social norms around youth employment for young men and women.

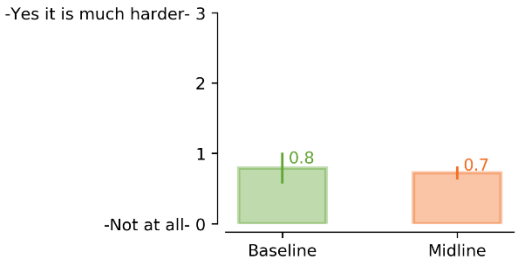
At first we asked the respondents if they think it's harder to find a paid job or to start up a business due to their gender and age. While responses from young men barely changed from baseline to midline, it is encouraging to see a small but significant decline in scores reported by women (Figure 17 below). This means that young women respondents in the midline felt they faced somewhat fewer barriers to labour market participation due to their age and gender than young women respondents in the baseline.

Figure 17: Average level of perceived restrictions to labor market access, young women



Source: EYW IND surveys, N baseline=278, N midline=220

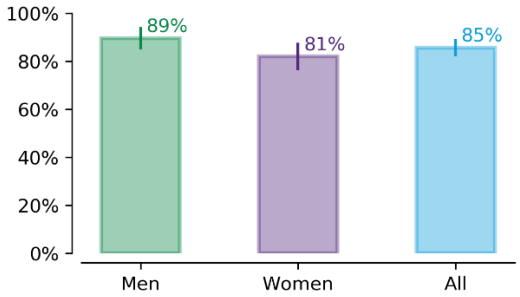
Figure 18: Average level of perceived restrictions to labor market access, young men



Source: EYW IND surveys, N baseline=114, N midline=178

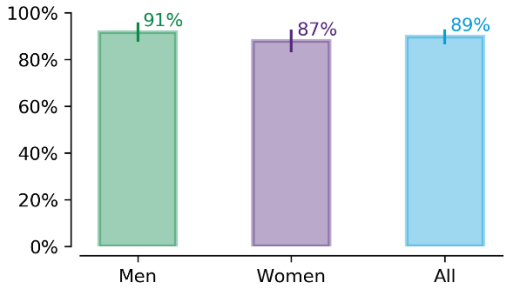
As shown in Figures 19 and 20 below, economic participation of young men and young women can carry real risks. Fully 85% of all youth respondents indicated that at least one negative consequence could come from young men starting a business or working for a wage outside of the home; 89% of respondents said the same of young women working in this way. Negative consequences indicated by respondents included harassment, negative impacts on marital prospects and gossip about the young person and their family.

Figure 19: Negative consequence if young man would work outside the home (% indicating one or more negative consequence)



Source: EYW IND surveys, N men=198, N women=233, N all=431

Figure 20: Negative consequence if young women would work outside the home (% indicating one or more negative consequence)



Source: EYW IND surveys, N men=198, N women=233, N all=431

5. CONCLUSION AND PROGRAM RESPONSE

With this research, we aim to understand the initial impact of the EYW program in Indonesia from the start of implementation to the midpoint of the program. The clearest results are the rise in self-reported economic and social empowerment, the growth in youth entrepreneurship, and the small drop in social restrictions felt by young women in their pursuit of employment opportunities. SRHR knowledge had also increased since the baseline. However, the situation of youth employment has not changed much among program participants since the baseline, and little evidence so far suggests a relationship between increased skills and improved employment opportunities among participants. We note though that the trainings offered by the EYW program focus mainly on developing the skills of young women and men to participate in the labor market. Bolstering the "supply" of young people with skills is expected to help them secure jobs. The data show that this is not happening on a large scale among program participants in Indonesia, at least not yet. We note though that "demand" for these skills, in the form of jobs available to young people, has long been limited in communities where the program is active. Local economies are weak, and have been weakened further by the economic downturn brought about by the pandemic since early 2020. Skills trainings are important, and appreciated by participants, but more efforts are needed in the final year of the program to strengthen the "demand side" of youth employment, specifically engaging the private sector and government in creating more jobs and ensuring that young people have a fair chance to access them.

Youth do indicate though that all skills trainings offered by the program are useful in their daily lives and for exploring job opportunities. This strengthens the Indonesia EYW team in their approach to training of youth. Furthermore, the findings urge the team to deepen their engagement and collaboration with government, private sector, and community leaders to encourage shared ownership of EYW goals and support for program activities. This collaboration may support the EYW program in Indonesia to scale up their work to realize attributable change at impact level.

In the final year of program implementation, EYW in Indonesia can maximize its impact by acting on the following recommendations:

- Expand technical trainings: although only 16% of EYW participants in Indonesia have done a technical training so far, the data suggest that technical skills may have a positive relationship with employment than what we can see in the data for soft skills or entrepreneurial skills. Focus on technical skills that are demanded by local job markets, and interesting to young people themselves, for example culinary skills (mentioned by reflection session participants).
- There has been a small but significant gain in entrepreneurship, especially among young men – consolidate these gains and encourage further expansion of youth business creation through

wider rollout of entrepreneurship skills programming and mentoring services for youth entrepreneurs, especially young women.

- In support of entrepreneurship – and especially in the context of the ongoing coronavirus pandemic – support youth to refine digital and online skills that they can apply to pursuing economic activities online, for example through trainings specifically on topics like online marketing and sales. Redouble efforts to support youth to access finance for small businesses, and provide assistance navigating the process of obtaining licensing for business operations.
- Improve the relationship between skills-based trainings and employment by adapting skills trainings more to those skills that are in-demand in the communities where the program is active, and that match the interests and aspirations of young women and men themselves.
- The program should do more to stimulate youth employment by lobbying employers to hire young women and men based on their skills and qualifications, and by connecting willing young workers to information about job opportunities that match their interests and training. Influencing government actors to

In response to these findings and recommendations, the EYW Indonesia program management commits itself to:

- Following up the recommendations made, especially related to job creation and income generation, in line with adjusted planning focusing on Building Block 2.
- Pursue influencing and collaboration with the private sector, both in creating jobs and access to financing for youth entrepreneurs.
- The lessons learned and best practice already documented will be used for replication both in the final year of the program, as well as in any potential next stages.

6. ACKNOWLEDGEMENTS

We would like to thank the youth and community members from South-East Sulawesi, South-West Sulawesi and West Java who were willing to share their thoughts about their socio-economic empowerment, skills and enabling environment. We are grateful to the enumerators whose sensitivity and thorough interviewing skills contributed greatly to the success of this research. We would like to thank the partner organizations Indonesia Business Link, Aliansi untuk Desa Sejahtera, Asosiasi Pendamping Perempuan Usaha Kecil, Yayasan Ekowisata Indonesia, and ICT Watch for their support to the youth enumerators and for their participation in various workshops to make this research a success and ensure the utilization of lessons learned. And last but certainly not least, thanks are due to all participants in the reflection workshop and the reviewers of this report.

7. KPI ANNEX

Note: Indicators not featured in the midline survey have been removed from this Annex table.

Level	Nr	Global indicator	Instructions to calculate indicator - Value to be measured disaggregated by gender		Indonesia baseline			Indonesia midline			Trend			If no trend, who [men/women] has best out-comes?
KPI #			Baseline measurement	Midline measurement (only if different from baseline)	Male	Fe-male	Over-all	Male	Fe-male	Over-all	Trend Male	Trend Fe-male	Trend Overall	
Impact	0	Average level of economic and social empowerment reported by young women and men in targeted areas	Average economic and social empowerment, calculated as average of values calculated in rows below (A+B)/2 [1-4]		2,12	2,05	2,14	2,45	2,34	2,39	↑***	↑***	↑***	na

		Average level of economic empowerment reported by young women and men in targeted areas	A: Average value of likert scale on question: to what extent does your current income cover all your household needs? [1-4]	Small textual change in the wording, no influence on results: To what extent does your current income cover the needs of yourself and your household? [1-4]	1,58	1,45	1,58	1,82	1,68	1,75	=	↑*	=	na
		Average level of social empowerment reported by young women and men in targeted areas	B: Social empowerment: average of 2 DAP scales. The two DAP (Development Assets Profile) subscales: 1. DAP scale empowerment, 2. DAP scale comfort expressing voice . [1-4]		2,66	2,63	2,69	3,07	2,97	3,01	↑***	↑***	↑***	na
			1. DAP scale empowerment [1-4]		2,77	2,63	2,71	2,88	2,84	2,86	↑**	↑***	↑***	na

			2. DAP scale comfort expressing voice [1-4]		2,56	2,64	2,67	3,27	3,10	3,18	↑***	↑***	↑***	na
LT OM	1	Use of agency and soft skills reported by participants	Average value of Likert scale on question: Do you feel that people like yourself can generally change things in your youth group if they want to? [1-5]	Small textual change in the wording, no influence on results: Do you feel that people like yourself can generally change things in your youth group / among peers if they want to? [1-5]	2,91	2,85	2,92	3,14	3,00	3,03	=	=	=	na
			Not included at baseline	Average value of Likert scale on question: Do you feel that people like yourself can generally change things in yourcommunity if you want to? [1-5]	na	na	na	3,01	3,06	3,04	na	na	na	=

			Not included at baseline	Average value of Likert scale on question: I have just asked you about changing things in your youth group and community. In the past year, do you agree that you have made changes for yourself and your family? [1-5]	na	na	na	4,13	4,00	4,06	na	na	na	=
			Average of soft skills scale based on 5 subscales (see 5 next rows)		3,74	3,53	3,64	3,81	3,65	3,73	=	↑*	↑**	na
			Average of problem solving skills subscale value		3,91	3,79	3,85	4,05	3,91	3,98	=	=	↑*	na
			Average of personal control subscale value		4,24	4,07	4,15	4,17	4,13	4,15	=	=	=	na

			Average of leadership subscale value		3,77	3,70	3,75	3,94	3,79	3,87	=	=	↑*	na
			Average of functional autonomy subscale value		3,51	3,40	3,45	3,80	3,61	3,70	↑***	↑***	↑***	na
			Average of attitudinal autonomy subscale value		3,25	2,72	2,99	3,09	2,81	2,96	=	=	=	na
			Not included at baseline	Average value of Likert scale on question: To what extent do you agree that these skills are useful for you to find a job or start a business? [1-5]	na	na	na	4,54	4,38	4,46	na	na	na	men**
			Not included at baseline	Average value of Likert scale on question: I have just asked you about skills you have related to	na	na	na	4,31	4,07	4,20	na	na	na	men**

				problem solving, personal control, leadership, functional autonomy, attitudinal autonomy. In the past year, to what extent do you agree that have you made use of these skills in your daily life? [1-5]										
		Use of market-led technical skills gained reported by participants	% of respondents who reported to have no technical skills	*Too few respondents at midline with technical skills to do meaningful trend analysis; decided to present descriptives at midline only (because this uses the max possible nr of respondents). Interpret with caution.	na	na	na	0,30	0,48	0,40	na	na	na	=

			% of respondents who reported to have one technical skill	*Too few respondents at midline with technical skills to do meaningful trend analysis; decided to present descriptives at midline only (because this uses the max possible nr of respondents). Interpret with caution.	na	na	na	0,10	0,26	0,19	na	na	na	women*
			% of respondents who reported to have more than one technical skills	*Too few respondents at midline with technical skills to do meaningful trend analysis; decided to present descriptives at midline only (because this uses the max possible nr of respondents). Interpret with caution.	na	na	na	0,60	0,26	0,42	na	na	na	men*

			Not included at baseline	Average value of Likert scale on question: To what extent do you agree that these skills are useful for you to find a job or start a business? [1-5]	na	na	na	4,87	4,13	4,68	na	na	na	=
			Not included at baseline	Average value of Likert scale on question: I have just asked you about skills you have related to technical skills. In the past year, to what extent do you agree that you have made use of these skills in your daily life? [1-5]	na	na	na	4,46	3,62	3,89	na	na	na	=
		Use of entepreneurial skills gained reported by participants	Not included at baseline	Average value of the items in the following question: In your view, how well are you able to perform the	na	na	na	3,16	3,09	3,11	na	na	na	=

				following activities? [1-4]										
			Not included at baseline	In relation to the skills that I have just asked. To what extent do you agree that these skills are useful for you to find a job or start a business? [1-5]	na	na	na	4,48	4,58	4,54	na	na	na	=
			Not included at baseline	Average value of Likert scale on question: In the past year, to what extent do you agree that have you made use of these skills in your daily work life? (List of skills mentioned above) [1-5]	na	na	na	4,13	4,01	4,06	na	na	na	=
LT OM	2	Young women and men benefit from new or improved employment or	Not included at baseline	For only those who are unemployed in 2017: move to employed in 2020 (employment =	na	na	na	0,27	0,21	0,23	na	na	na	=

		entrepreneurship opportunities		farming/fishiner, agrcultural daily, daily wage labor, entrepreneur/own business, employed by someone, self-employed, teacher/education)?											
			Employment rate: employment = farming/fishiner, agrcultural daily, daily wage labor, entrepreneur/own business, employed by someone, self-employed, teacher/education		0,21	0,22	0,24	0,34	0,27	0,30	=	=	=	na
		# of female an male business owners attracting investments after business development support	% of young people owning a business. To be calculated from two questions: 1. What is your main occupation (choose the most		0,00	0,02	0,01	0,09	0,05	0,07	↑***	=	↑***	na

			important one)? Answer: Entrepreneur/Own business (SME) + 2. Do you have a second activity for income generation? Answer: Entrepreneur/Own business (SME)											
ST OM	2,4	% of young women and men accessing information on job opportunities	% of young people that already have had access to information on job opportunities. Calculated by using the following question: Have you ever been to the following events? Respondent counted as 1 in case 1,2,3 or 4 answer categories (job fair, online forum on	Small textual change in the wording, no influence on results. Have you ever accessed job information from the following sources? Respondent counted as 1 in case of answer categories job fair, online forum on vacancies, youth hub, social media target information, whatsapp targeted	na	na	na	0,95	0,89	0,92	na	na	na	=

			vacancies, technical training institute, mobile training center) are mentioned (other excluded)	information are mentioned, other excluded											
LT OM	3	Average level of social restrictions to employment or entrepreneurship, as perceived by young women and men	Average level of perceived restrictions to labour market access; value of new scale to be calculated based on 6 questions on restrictions to labour market access due to gender and age. (for data analysis we have 6 questions but survey respondents only get 4 out of them (men only get question about men, women only about women). [0	Female only	na	0,95	na	na	0,77	na	na	↓**	na	na
				Male only	0,79	na	na	0,72	na	na	=	na	na	na

		(not at all)-3 (yes much harder)] Do you think it's harder for [young people/young women/young men] to find a paid job because [of their age/they are female/they are male]? Do you think it's harder for [young people/young women/young men] to start up a business because [of their age/they are female/they are male]?											
		Not included at baseline for youth survey	For youth: Normative expectations of female youth employment - subscale	na	na	na	3,63	3,82	3,73	na	na	na	women***

		Not included at baseline for youth survey	For youth: Empirical expectations of female youth employment - subscale	na	na	na	3,01	3,37	3,19	na	na	na	women***
		Not included at baseline for youth survey	For youth: Normative expectations of male youth employment - subscale	na	na	na	3,89	3,83	3,86	na	na	na	=
		Not included at baseline for youth survey	For youth: Empirical expectations of male youth employment - subscale	na	na	na	3,66	3,48	3,57	na	na	na	=
		Not included at baseline for youth survey	If young women would open up their own business outside of the house, what would be the consequence? If young women would earn a wage working for	na	na	na	0,92	0,88	0,90	na	na	na	=

				someone else, what would be the consequence? % mentioned 1 or more negative consequences										
			Not included at baseline for youth survey	If young men would open up their own business outside of the house, what would be the consequence? If young men would earn a wage working for someone else, what would be the consequence? % mentioned 1 or more negative consequences	na	na	na	0,89	0,82	0,86	na	na	na	men*
ST OM	3,1	% of young women in the programme who feel their daily lives are limited by the threat of	% of people that responded affirmative on 5 out of the following 8 questions 1 If women to go	This is not comparable, in baseline we asked "What would *other people in your community* think of	na	na	na	0,02	0,02	0,02	na	na	na	=

		gender-based violence	work outside of the house to earn a wage?: affirmative = disapprove or strongly disapprove 2 If women have their own business outside of the house?: affirmative = disapprove or strongly disapprove 3 If women would go to the market without male permission?: affirmative = disapprove or strongly disapprove 4 Husbands have the rights to verbally or physically discipline their wives: affirmative	the following statements?". Now, we asked "What would *you* think of the following statements?". Also, we included question about *consent*. We made a few changes; We split question 4 into 4a and 4b: 4a: Husbands have the rights to verbally discipline their wives: affirmative = approve or strongly approve 4b: Husbands have the rights to physically discipline their wives: affirmative = approve or strongly approve Question 8 was changed into an individual attitude question: It is ok if a										

			= approve or strongly approve 5 Women should do housework and carework and men should earn money: affirmative = approve or strongly approve 6 Wives should give their income to their husbands: affirmative = approve or strongly approve 7 Giving dowry is a tradition: affirmative = approve or strongly approve 8 In the community, people think it is ok if a girl marries before she is 16: affirmative = approve or strongly approve	girl marries before she is 16: affirmative = approve or strongly approve There is a 9th and 10th question added on harassment in the public sphere: 9: A young women on her own can be called names when going out on the streets: affirmative = approve or strongly approve 10: A young women on her own can be harassed when going out on the streets: affirmative = approve or strongly approve % responded affirmative on 7 out of 11 questions										

STOM	3,3	# of young women and men with improved knowledge about SRH	% of respondents with knowledge about family planning methods. Only use those who answer 'a lot' on the question 'How much do you know about family planning methods?' will be calculated.	Comparable. Only change is we asked for consent.	0,06	0,05	0,07	0,22	0,15	0,18	↑*	↑***	↑***	na
			Not included in baseline	% youth who know when girls are more likely to get pregnant During a menstrual cycle, when is a girl more likely to get pregnant?	na	na	na	0,02	0,03	0,02	na	na	na	women***
			Not included in baseline	% youth who have heard about diseases that can be caught through sex; Have you heard of any diseases that can	na	na	na	0,94	0,92	0,93	na	na	na	=

				be caught through sex?										
			Not included in baseline	Who do you discuss with if you face reproductive health problems? Correct answers: Doctor, midwife, Lady Health Worker / Health extension workers	na	na	na	0,69	0,46	0,56	na	na	na	men***
		# of young women and men with sufficient access to SRH services	% of people that disagree or strongly disagree with at least three of the four Access to SRHR services questions: SRHR services are too far from where I live It is unacceptable for people like me to go to SRHR services I don't know where SRHR services are available I need permission to access SRHR services	Not included at midline	na	na	na	na	na	na	na	na	na	na

8. STATISTICAL ANNEX

We have implemented propensity score matching using a radius caliper estimator (caliper= 0.001), where each person in the baseline group is given a weight based on the characteristics used in the matching model. This weighting is expressed as the proportion of closeness between the subject in the baseline survey and the midline survey. Subsequently, when calculating the average values on the KPIs for people in the baseline survey, closer and better matches, thus more comparable people, have a greater weight hence greater influence on this average compared to worse matches.

The matching model for this evaluation included these covariates: age, education, marital status, and district. With the matching model we calculated the propensity scores in order to select or match people in the baseline survey where their distribution of covariates is similar to the distribution of covariates of people in the midline survey.

We have estimated four different matching models: 1) all respondents; 2) respondents who have participated in soft skills training; 3) respondents who have participated in technical skills training; 4) respondents who have participated in entrepreneurship training. Note that for the calculation of the propensity score for the general model (1) we included the sampling weights.

The model we used ensured that the respondents from the baseline and midline had comparable socio-economic and demographic characteristics on a wider range of covariates. The extent to which these groups are balanced before and after matching on the relevant characteristics is shown in the table below. Although some significant differences in education remain, matching has considerably reduced differences in covariates from baseline to midline.

Table: Balance table before and after matching for the general model (1). Balance tables for the three types of trainings separately are available upon request

		Pre-matching			Post-matching		
		Baseline (1)	Midline (2)	Difference	Baseline (1)	Midline (2)	Difference
		Mean/[SE]		(1)-(2)	Mean/[SE]		(1)-(2)
Gender	Female (%)	0.697	0.543	0.154***	0.544	0.551	-0.008
		[0.018]	[0.024]		[0.051]	[0.025]	
Age	Age (mean)	18.314	20.249	-1.936***	19.562	20.050	-0.488*
		[0.099]	[0.171]		[0.227]	[0.174]	
Education	No education or primary school (%)	0.066	0.000	0.066***	0.099	0.000	0.099***
		[0.010]	[0.000]		[0.030]	[0.000]	
	Junior high school (%)	0.503	0.102	0.401***	0.126	0.095	0.030
		[0.019]	[0.015]		[0.016]	[0.015]	
	Senior high school (%)	0.374	0.711	-0.337***	0.675	0.724	-0.049
		[0.019]	[0.022]		[0.042]	[0.022]	
	Diploma or higher	0.057	0.187	-0.130***	0.101	0.180	-0.079**

		[0.009]	[0.019]		[0.028]	[0.019]	
Marital status	Married (%)	0.074	0.076	-0.003	0.058	0.068	-0.010
		[0.010]	[0.013]		[0.023]	[0.013]	
District	Indramayu (%)	0.272	0.594	-0.322***	0.636	0.614	0.022
		[0.017]	[0.024]		[0.044]	[0.024]	
	Maros (%)	0.105	0.035	0.070***	0.031	0.028	0.003
		[0.012]	[0.009]		[0.008]	[0.008]	
	Pangkep (%)	0.152	0.102	0.050**	0.098	0.103	-0.005
		[0.014]	[0.015]		[0.029]	[0.015]	
	Barru (%)	0.107	0.067	0.040**	0.063	0.070	-0.007
		[0.012]	[0.012]		[0.021]	[0.013]	
	Kendari (%)	0.156	0.095	0.061***	0.096	0.088	0.008
		[0.014]	[0.014]		[0.018]	[0.014]	
	Kota Baubau (%)	0.105	0.023	0.082***	0.009	0.018	-0.008
		[0.012]	[0.007]		[0.004]	[0.007]	
	Wakatobi (%)	0.104	0.085	0.018	0.068	0.080	-0.012
		[0.012]	[0.013]		[0.020]	[0.014]	
N		666	433		392	399	

***, **, and * indicate significance at the 1, 5, and 10 percent critical level.

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