Inclusive Development: Productive Employment

- Our Innovation Lab (ICCL): organizational evolution ↔ agency of clients → social mobility/out of poverty
  - Projects in India, Bangladesh, Kenya, South Africa
  - Companies with social goals, social enterprises, NGOs

- Kenya: evolution incubator → agency of entrepreneurs (women, youths) → formal employment (etc.)
  - Org. evolution: leadership, networks, learning mechanism
  - Agency: proactive behavior entrepreneurs: networks, learning
    - Assumption: not all poor people are entrepreneurs
  - Social mobility, out of poverty, formal employment (cf. grant)
Two research rounds:
  - Qualitative round (theory generation): incubator, entrepreneurs (women, youths)
  - Quantitative round (theory testing): much broader set of entrepreneurs

Comparison studies:
  - In Kenya: 6 other entrepreneurs (3 successes, 3 failures)
  - Beyond Kenya: incubator + entrepreneurs: Bangladesh (D-net), South Africa (R-Labs)

Consortium partners:
  - Rotterdam School of Management (Harry Barkema, Lameez Alexander)
  - London School of Economics (Juli Huang, Chris Busch)
  - Strathmore Business School (Robert Mudida)
  - iHub-Research (Angela Okune)
  - East Africa Social Entrepreneurship Network (Carlo Chege)
  - Ashoka (Simon Stumpf)
  - Africa Creative Hub (Michael Onyango)
Knowledge activities

- **Research Output:**
  - 8 academic + 2 practical pubs
  - 3 workshops for entrepreneurs, incubators
  - Policy papers Kenyan + Dutch Ministries
  - Entrepreneurship courses, knowledge exchange universities + students

- **Research outcomes:**
  - Application of knowledge first with Strathmore → broader in Africa, elsewhere
  - Development of new business models
  - Training of selected local entrepreneurs, MBAs, junior academics
  - Integration into government policies

- **Intended impact:**
  - Improved behavior of entrepreneurs
  - Improved behavior of incubators
  - Improved government policies
  - More and better paid employment / more successful entrepreneurs (women, youths) in Kenya and beyond