


Inclusive Development: Productive Employment

- Our Innovation Lab (ICCL): organizational evolution \leftrightarrow agency of clients \rightarrow social mobility/out of poverty
 - Projects in India, Bangladesh, Kenya, South Africa
 - Companies with social goals, social enterprises, NGOs
- Kenya: evolution incubator \rightarrow agency of entrepreneurs (women, youths) \rightarrow 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)

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- 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