



Impact of Foundational Training on Locus of Control

- **Training increases locus of control for women and men in India.**
- **Training increases locus of control for men in Bangladesh, but there is a negative effect on women.**
- **The findings indicate that training may be more effective if women and men are trained separately.**

These graphs represent the impact of training on locus of control mindset in Bangladesh and India by gender. Locus of control (Bernardi, 1997; Levenson, 1972) is the social psychology concept of how much individuals believe they have control over their own lives. Individuals who have an internal locus of control believe they can influence events in their own lives while individuals with an external locus of control attribute their life events and outcomes to external forces. People with a higher internal locus of control may be more motivated, have more goals, and generally feel more in control of their own lives. Locus of control is therefore a key element of empowerment.

The 15-hour Women in Factories Foundational Training emphasizes empowerment through behavioral change.

This is a graph of the treatment effect from regressions using "I can change my life by changing my behavior" as the dependent variable and training and demographics as the independent variables. "I can change my life by changing my behavior" is measured on a 5-point scale of strongly disagree to strongly agree. The variable is coded such that a higher number, and a positive regression coefficient, indicates a desirable outcome. In this case, a desirable outcome is a shift toward an internal locus of control, or agreeing that you can change your life by changing your behavior.

In India, training had a positive impact on a worker's locus of control for both men and women (although slightly more for men). This positive impact was seen immediately after training, as well as in the long term several months after training. In Bangladesh, the effect of training was split along gendered lines. Men experienced a greater internal locus of control immediately after training and continued to experience greater gains in locus of control several months after training. Women however, reported no change after training and a lower internal locus of control in the long term.