

Disclosure Statement for “Is personal initiative training a substitute or complement to the existing human capital of women? Results from a randomized trial in Togo”

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Funding for this study was received from IZA - Institute of Labor Economics, the Women’s Leadership in Small and Medium Enterprises trust fund (WLSME), the Umbrella Facility for Gender Equality (UFGE), and the World Bank’s Africa Gender Innovation Lab and Trade and Competitiveness Global Practice. Grant administration support was provided from Innovations for Poverty Action (IPA). This project would not have been possible without the support of the Ministry of Commerce and of Private Sector Promotion of Togo, the Project Coordination Unit of the Private Sector Development Support Project (in particular, Abdel Kader Bawa and Yves Amegnizin), and the project’s partners (WAGES, FUCEC, CECA, APROMA, DOSI, AFCET, CRM-Lome). I work for the World Bank Group, but not directly for the IFC which produces the Business Edge training program being evaluated. While the World Bank had the right to review the manuscript, none of these funders had the right to request changes in the analysis. I am not an officer, director, or board member of any organization. No other party had the right to review the manuscript, and I have no other interests to disclose.

We follow World Bank guidelines of adhering to local standards and regulations on human subjects clearance. In the case of Togo, the approval process depends on whether the project is affiliated with the government or not. As the survey was conducted under the supervision of the Togo Ministry of Commerce and Private Sector Promotion, there was no need for official clearance of the survey. However, according to the appropriate administrative process, the Minister of Commerce and Private Sector Promotion notified the Minister of Territorial Administration of the activities before the beginning of data collection. The purpose of the survey was clearly explained to participants, including the fact that participation in the survey would not have any impact on their participation in any government program, and that results would be kept confidential. Informed consent was then obtained from each survey participant.

A handwritten signature in black ink, reading "Hillary C. Johnson". The signature is fluid and cursive, with the first name "Hillary" and last name "Johnson" clearly legible.

Hillary C. Johnson, December 18, 2017