

# M&E FOR JOBS OPERATIONS

## INTRODUCTION TO THE JOBS M&E TOOLKIT



**WORLD BANK GROUP**  
**Jobs**

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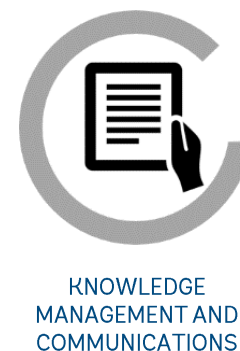
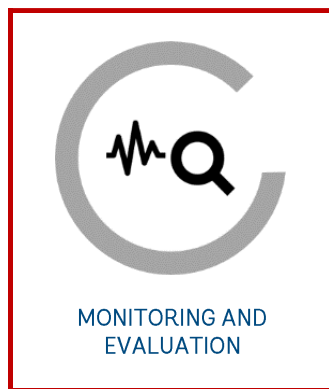
# Introduction

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# The Jobs Group

Support World Bank Group client countries in the **design and implementation of integrated, multi-sector, jobs strategies** to address three main challenges most countries face to varying degrees:

- **Creating jobs**, particularly in the formal sector of the economy;
- Improving the **quality of informal jobs**; and
- Improving **jobs opportunities for vulnerable population groups** such as women, youth, and the poor.



↑  
**Jobs M&E Toolkit**

**Temporary Jobs created** Percentage of youth securing new 2D frontline animation jobs who come from inner city communities At least 5,000 women from the project villages are placed in appropriate jobs as a result of project efforts No. of new jobs created in beneficiary SMEs Created jobs Formal full-time equivalent jobs in agribusiness INCREASE IN JOBS CREATED IN SELECTED NON-TEXTILE SECTORS **Increase in the number of**

**wage jobs in the target corridors in the target poles Jobs**

No. of new jobs created, of which % are filled by women Number of direct jobs created in rural communities receiving project

assistance Number of female jobs created by the cashew agro-processing units directly supported by the project **Number of formal jobs created in the**

**targeted poles** Number of jobs created Number of jobs created by

**MSME; Project Beneficiaries** Number of jobs created by the cashew agro-processing units directly supported by the project Number of jobs created in select value chains Number of jobs generated by enterprises supported by the grants

# Objective of the Jobs M&E Toolkit

- To support **mainstreaming the jobs agenda**
- To **standardize jobs indicator definitions** across jobs operations
- To help project teams and project implementation units with **simple tools for administrative data collection on jobs**
- For use **ex-ante in design** of projects as well as **monitoring and reporting** on results

## How did we develop the Toolkit?

- **Outcomes** – Jobs Framework for outcomes on Job Creation, Job Quality, and Job Access; Jobs Strategy; Jobs Diagnostics; World Development Report 2013 on Jobs
  - **Indicators** – Review of World Bank Group (WBG) Portfolio/Projects, WDI/national statistics
  - **Definitions** – Internationally recognized sources (ILO, DCED, OECD etc.)
  - **Data Collection Forms and Surveys** – WBG Household and Enterprise surveys; Tracers and Value Chain survey instruments under the Jobs Group Let's Work Partnership, Surveys used across the WBG
- +++ Input from stakeholders/project teams; projects implementing jobs-focused measurement systems (Tunisia, Zambia, Burkina Faso and Kenya...), impact evaluations

# Jobs Conceptual Framework

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# Jobs Conceptual Framework: Visualizing Dimensions of Jobs – Quantity, Quality, and Access



# A 'Menu' of Jobs Indicators...

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## ...from which Project Teams may select

Job Outcomes		Job Indicators	Individuals	Firms
WBG Corporate Scorecard		Number of project beneficiaries reached by jobs-focused WBG interventions	X	X
Job Creation	Job creation	• Number of (self- and/or wage) employed project beneficiaries (*) <sup>5</sup> – *disaggregate by self- and wage-employed project beneficiaries	X	
		• Number of full-time equivalent (FTE) jobs in beneficiary firms (*)		X
	New enterprises	• Number of newly established firms with more than one paid employee (**) <sup>6</sup>		X
	Entrepreneurs/Self-employed	• Number of self-employed project beneficiaries (*)	X	
Job Quality	Worker productivity	• Average output per worker among beneficiary firms (**)		X
	Working conditions and benefits	• Number of project beneficiaries covered by social security insurance (*)	X	
		• Share of project beneficiaries reporting satisfaction with their job (*)	X	
		• Average number of hours worked per project beneficiary per week (*)	X	
	Earnings/ Livelihoods	• Average annual earnings of project beneficiaries (*)	X	
Job Access	Labor force participation	• Labor force participation rate among project beneficiaries (*)	X	
	Working of labor market	• Number of project beneficiaries using (public or private) employment services (*)	X	
		• Average length of time for beneficiary firms to fill a vacancy		X
	Access and Opportunity for Jobs	• Disaggregation by gender and/or age for indicators marked with (*) • Disaggregation by gender of firm owner for indicators marked with (**)	X	X
Intermediate	Access to/ working of product markets	• Number of project beneficiaries who are member of a cooperative or producer group (*) / (**)	X	X
		• Number of beneficiaries with new commercial relationships (**)		
	Firm performance/ Investment	• Average time to get to market where output can be sold or traded	X	X
		• Additional sales revenue for beneficiary firms (US\$) (**)		X
		• Investment generated (US\$) (**)		X
		• Share of newly established beneficiary firms still operational after X months (**)		X
	Human Capital	• Share of project beneficiaries completing training	X	

# Available Resources in the Jobs M&E Toolkit

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# Available resources in the Jobs M&E Toolkit

Jobs M&E Toolkit	
Project Preparation	<b>An Introduction to the Jobs M&amp;E Toolkit</b> <ul style="list-style-type: none"> <li>• Definition of ‘jobs operations’ and the two beneficiary types most commonly targeted by jobs interventions – Individuals and Firms</li> <li>• Menu of Jobs Indicators by Job Outcomes</li> <li>• Jobs Data Aggregation Tables by Beneficiary Type: Individuals and Firms</li> </ul>
	<b>A. Jobs Indicator Definitions and Guidance</b> – for use at the outcome and/or intermediate level in Results Framework – by Beneficiary Type: <ul style="list-style-type: none"> <li>A.1. Individual Beneficiaries</li> <li>A.2. Firm Beneficiaries</li> </ul>
Project Implementation	<b>B. Jobs Data Collection Forms</b> – Paper (Excel) and online (SurveyMonkey) version for field teams responsible for administering the forms – by Beneficiary Type: <ul style="list-style-type: none"> <li>B.1. Individual Beneficiaries</li> <li>B.2. Firm Beneficiaries</li> </ul>
	<b>C. Jobs Data Collection Manuals</b> for field teams contracted to implement the Data Collection Forms – by Beneficiary Type <ul style="list-style-type: none"> <li>C.1. Individual Beneficiaries</li> <li>C.2. Firm Beneficiaries</li> </ul>
	<b>D. Terms of Reference for implementation of Jobs Data Collection</b> , if outsourcing of data collection

# Illustration of Available Resources with Project Example

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# Presentation of Project Example

## Jobs for Vulnerable Youth Project

Training program in African country targeting **youth from poor households** to improve their jobs opportunities

Includes a bundle of services based on individual youth beneficiary needs, such as classroom training (soft and technical skills), internships, job search assistance and counseling, and stipends

**Project duration of 3 years, with 15,000 beneficiaries, of which 7,500 are young women**

## Potential indicators to monitor project progress

- Number of supported youth with wage or self-employment, disaggregated by gender (**Job creation**)
- Number of supported youth with a job at intake who increased their monthly earnings by 20 percent (**Quality of jobs**)

***Focus on first indicator to apply tools of Jobs M&E Toolkit***

# Application of Tools to Project Example

## – Guidance on when to use Jobs Indicator

Indicator of Project Example

Job Outcomes		Job Indicators	Individuals	Firms
WBG Corporate Scorecard		Number of project beneficiaries reached by jobs-focused WBG interventions	X	X
Job Creation	Job creation	• Number of (self- and/or wage) employed project beneficiaries (*) <sup>5</sup> – *disaggregate by self- and wage-employed project beneficiaries	X	
		• Number of full-time equivalent (FTE) jobs in beneficiary firms (*)		X
	New enterprises	• Number of newly established firms with more than one paid employee (**) <sup>6</sup>		X
	Entrepreneurs/Self-employed	• Number of self-employed project beneficiaries (*)	X	
Job Quality	Worker productivity	• Average output per worker among beneficiary firms (**)		X
	Working conditions and benefits	• Number of project beneficiaries covered by social security insurance (*)	X	
		• Share of project beneficiaries reporting satisfaction with their job (*)	X	
		• Average number of hours worked per project beneficiary per week (*)	X	
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Job Access	Labor force participation	• Labor force participation rate among project beneficiaries (*)	X	
	Working of labor market	• Number of project beneficiaries using (public or private) employment services (*)	X	
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	Access and Opportunity for Jobs	• Disaggregation by gender and/or age for indicators marked with (*) • Disaggregation by gender of firm owner for indicators market with (**)	X	X
Intermediate	Access to/ working of product markets	• Number of project beneficiaries who are member of a cooperative or producer group (*) / (**)	X	X
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		• Average time to get to market where output can be sold or traded	X	X
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		• Investment generated (US\$) (**)		X
		• Share of newly established beneficiary firms still operational after X months (**)		X
	Human Capital	• Share of project beneficiaries completing training	X	



# Application of Tools to Project Example

## – Guidance on when to use Jobs Indicator

### From Toolkit

**Indicator:** Number of (self- and/or wage) employed project beneficiaries

Guidance	
For which types of projects?	<p>For projects aiming to create employment for project beneficiaries through:</p> <ul style="list-style-type: none"> <li>- Macro-level interventions such as: public administration and governance, taxation/fiscal policy, trade/investment policy</li> <li>- Meso-level interventions such as: labor policies, business regulations, infrastructure (transport/logistics, ICT, energy/mining, irrigation/water), spatial development</li> <li>- Micro-level interventions such as: productive assets (land, finance/financial structure), MSME/entrepreneurship, direct investment/risk insurance, <b>labor programs</b> (public employment services, wage subsidies, public works, livelihood/CDD, skills and training)</li> </ul>
Options for disaggregation	<ul style="list-style-type: none"> <li>- Disaggregate by self- and wage employed project beneficiaries</li> <li>- Disaggregate by gender of beneficiaries</li> <li>- <b>Disaggregate by age of beneficiaries – e.g. youths (definition may vary by country)</b></li> </ul>
Relevant Jobs outcomes	<ul style="list-style-type: none"> <li>- Job creation</li> <li>- Job access (if the indicator is disaggregated by gender and/or age)</li> </ul>

### Project Example Indicator

**Guidance on types of projects that may use this indicator:** labor programs, such as skills and training and employment services

**Options for disaggregation:** for the project example, 3 disaggregation options are relevant: by age (youth beneficiaries) and by gender. Disaggregation by self- and wage employment may also be of interest

# Application of Tools to Project Example

## – Guidance on when to use Jobs Indicator

### From Toolkit

Guidance	
Project examples	<ul style="list-style-type: none"><li>- <b>Mali Skills Development and Youth Employment project (P145861)</b>. Indicator: Out of school youth who completed dual apprenticeship programs supported by project who are (wage) employed or self-employed within one year of completion</li><li>- <b>Tunisia Youth Economic Inclusion Project (P158138)</b>. Indicator: Increase in share of supported youth with wage or self-employment (percentage point), disaggregated by gender</li><li>- <b>Kenya Youth Employment and Opportunities project (P151831)</b>. Indicator: Number of youth employed, including self-employed, at least 6 months after receiving a startup grant and/or business development services</li><li>- <b>Pakistan Punjab Skills Development project (P130193)</b>. Indicator: Employment rate of students benefited from industry partnership agreement (after 6 months)</li><li>- <b>Republic of Congo Skills Development for Employability Project (P128628)</b>. Indicator: Increase in trained youth who are employed or self-employed one year after completing training (percentage)</li></ul>

### Project Example Indicator

Project examples provide an idea of the types of projects that have already used this indicator and may guide the decision of which indicators to use to monitor progress over time in a specific project.

# Application of Tools to Project Example

## – Indicator Name, Baseline and Target Setting

### From Toolkit

Indicator Information for Results Framework	
Indicator name	<p>Number of (self- and/or wage) employed project beneficiaries</p> <p><i>Related indicators:</i></p> <ul style="list-style-type: none"> <li>- Number of project beneficiaries placed into jobs (number)</li> <li>- Number of project beneficiaries benefiting from short-term employment (number)</li> <li>- Employment rate among project beneficiaries (percentage)</li> <li>- Share of employed project beneficiaries (percentage)</li> <li>- Unemployment rate among project beneficiaries (percentage)</li> <li>- Increase in employment rate among project beneficiaries (percentage point)</li> <li>- Increase in share of employed project beneficiaries (percentage point)</li> <li>- Decrease in unemployment rate among project beneficiaries (percentage point)</li> </ul>
Unit of measure	Number
Baseline	Zero (if unemployment and/or inactivity is a criterion in the selection of project beneficiaries) or non-zero

### Project Example Indicator

**Indicator name:** Number of supported youth with wage or self-employment, disaggregated by gender

**Unit of measures:** Number

**Baseline:** Actual baseline; Assumption: 3,500 of 15,000 beneficiaries are employed at intake (1,000 women)

**Target:** Depends on targeted beneficiaries, context and intervention. Assumption: 10,000 at project end (of which 4,500 are young women)

# Application of Tools to Project Example

## – Standard Definition of Indicator

### From Toolkit

Indicator Information for Results Framework	
Definition	<p><b>Person with employment:</b> person of working-age who during a specified period of time, such as one week or one day, either:</p> <ul style="list-style-type: none"><li>(a) performed work for wage or salary in cash or in kind, or</li><li>(b) performed work for profit or family gain in cash or in kind, or</li><li>(c) performs work on a regular basis, but was temporarily absent from work during the reference period</li></ul> <p>The definition thus includes both, self- and wage employed beneficiaries</p> <p><b>Project beneficiaries:</b> all direct beneficiaries of the respective project component</p>
Source of definition	<p>Adapted from: International Labor Organization (ILO) Resolutions Concerning Economically Active Population, Employment, Unemployment and Underemployment Adopted by the 13th International Conference of Labor Statisticians, October 1982, para. 9</p>

### Project Example Indicator

**Definition and source of definition:** both may be directly applied to the example

The definition follows the ILO standard definition of employment and includes both self- and wage employment

**Project beneficiaries:** youth from poor households; 15,000 beneficiaries, of which 7,500 are young women

# Application of Tools to Project Example

## – Data Collection

Data Collection Forms are organized by Beneficiary type – Individuals and Firms

**The Toolkit provides two options on how to organize Data Collection**

### **Administered**

- Gather data among project beneficiaries, usually with a field team of enumerators
- Paper-based (Excel) or online (tablet) data collection
- Data Collection Manuals available for field team training

### **Self-administered**

- Project beneficiaries providing data using an online platform such as SurveyMonkey
- SurveyMonkey provides an easy-to-use solution that does not require many resources

The choice which method to use depends on factors such as the number of beneficiaries, the geographic diversity, Internet connectivity, available resources etc.

The questions are the same in both, the paper-based and the online version of the data collection forms – the form are short, simple-to-use and include skip patterns

# Application of Tools to Project Example

## – Data Collection: Example of Paper-based Data Collection

Indicator	Corresponding questions
Number of (wage or self-) employed project beneficiaries (*)	Q3.01-3.06

- (3.01) During the past 7 days, did you work for at least one hour for wage or salary in cash or in kind for someone who is not a member of your household?  
For example, a public or private enterprise or company, an NGO or any other individual

YES	1	▶	(4.01)	
NO	2			

- (3.02) During the past 7 days, have you worked for at least an hour on a farm owned or rented by you or a member of your household?  
Examples are cultivating crops or in other farm maintenance tasks, or caring for livestock belonging to you or a member of your household

YES	1	▶	(4.01)	
NO	2			

- (3.03) During the past 7 days, have you worked for profit or family gain, in cash or in kind for at least an hour on your own account or in a business belonging to you or someone in your household?  
For example, as a trader, shop-keeper, barber, dressmaker, carpenter, taxi driver, car wash, etc.

YES	1	▶	(4.01)	
NO	2			

- (3.04) Although you reported no work in the past 7 days, have you done any occasional job for profit or family gain, in cash or in kind?  
Examples are having sold goods in the street, helped someone for their business, sold some homemade products, washed cars, repaired cars, etc. during the past 7 days

YES	1	▶	(4.01)	
NO	2			

- (3.05) Even though you did not work in the last 7 days, do you have a permanent/long term job or work from which you were temporarily absent, or your own account work in which you were temporarily not working?

YES	1			
NO	2	▶	(3.07)	

- (3.06) Are you going back to the same business / work / employer after this absence?

YES	1	▶	(4.01)	
NO	2			

Indicator	Data processing and aggregation
Number of (self- and/or wage) employed project beneficiaries	= $\sum$ (Q3.01 [1] OR Q3.02 [1] OR Q3.03 [1] OR Q3.04 [1] OR {Q3.05 [1] AND Q3.06 [1]})

# Application of Tools to Project Example

## – Data Collection: SurveyMonkey

### Jobs M&E Data Collection Form - Individual Beneficiaries

#### Section 1 - Screening information

This data is collected to assess the performance of [INSERT PROJECT NAME] supported by the World Bank Group.

[PROVIDE ADDITIONAL TEXT REGARDING THE SPECIFIC INTERVENTION AND RATIONALE FOR COLLECTING THIS DATA - I.E. TO MEASURE AND REPORT PROGRESS ON PROJECT RESULTS].

The information gathered is strictly confidential and will only be used in aggregated form; data will never be identifiable in any report or data set. The information gathered here is exclusively meant to help improve existing and develop new programs to better support [INSERT BENEFICIARIES TYPE].

\* First name

\* Last name

\* Address

Street name

Street number

City

Country

\* Gender

☐ Male

☐ Female

\* Year of birth

\* Phone number (please indicate at least 3 phone numbers: your number(s) as well as two more of family members or friends)

Phone number I

Phone number II

Phone number III

Phone number IV

Adapt introduction to project context

Ask for gender and age for disaggregation purposes

Ask at least 3 phone numbers to track beneficiaries over time

# Application of Tools to Project Example

## – Data Collection: SurveyMonkey

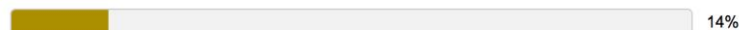
### Section 3 - Employment status (I)

**\* During the past 7 days, have you worked for at least one hour for wage or salary in cash or in kind for someone who is not a member of your household?**

For example, a public or private enterprise or company, an NGO or any other individual 

☐ Yes

☒ No




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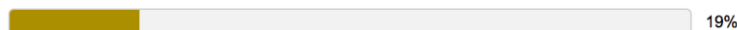
### Section 3 - Employment status (II)

**\* During the past 7 days, have you worked for a least one hour on a farm owned or rented by you or a member of your household?**

Examples are cultivating crops or in other farm maintenance tasks, or caring for livestock belonging to you or a member of your household 

☐ Yes

☒ No



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# Application of Tools to Project Example

## – Data Collection: SurveyMonkey

### Section 3 - Employment status (III)

**\* During the past 7 days, have you worked for profit or family gain, in cash or in kind for at least one hour on your own account or in a business belonging to you or someone from your household?**

For example, as a trader, shop-keeper, barber, dressmaker, carpenter, taxi driver, car wash etc. 

☐ Yes

☒ No




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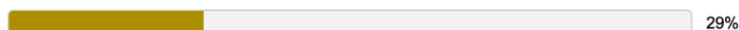
### Section 3 - Employment status (IV)

**\* Although you reported no work in the past week, have you done any occasional job for profit or family gain, in cash or in kind during the past 7 days?**

Examples are having sold goods in the street, helped someone for their business, sold some homemade products, washed cars, repaired cars etc. 

☐ Yes

☒ No




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Next

# Application of Tools to Project Example

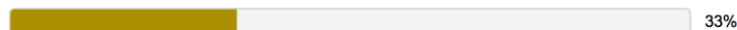
## – Data Collection: SurveyMonkey

### Section 3 - Employment status (V)

\* Even though you did not work in the past 7 days, do you have a permanent / long term job or work from which you were temporarily absent, or your own account work in which you were temporarily not working? 

☒ Yes


☐ No



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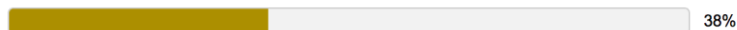
Next

### Section 3 - Employment status (VI)

\* Are you going back to the same business / work / employer after this absence? 

☒ Yes

☐ No




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Next

**According to data collected, beneficiary has a job: s/he was not working during the past 7 days, but is going back to the same business / work after the absence**

# Application of Tools to Project Example

## – Data Collection: SurveyMonkey

TITLE	MODIFIED ▼	RESPONSES	DESIGN	COLLECT	ANALYZE	SHARE	MORE
<b>Jobs M&amp;E Data Collection Form - Individual Beneficiaries</b> Created 7/7/2017	7/7/2017	0					...
<b>Jobs M&amp;E Data Collection Form - Establishment (Firm) Beneficiaries</b> Created 5/19/2017	6/19/2017	0					...

**EXPORTS**  

**No data exported**

Exports allow you to download complete survey data, any saved view, or a single question summary. Exported data files will appear here for 14 days. To get started, click "Export All" below.

[Learn more »](#)

**Export All ▼**

**Access collected data, incl. graphs analyzing them**

**Export data to Excel sheet, including disaggregation by gender etc.**

# Application of Tools to Project Example

## – Data Collection: SurveyMonkey

### Project Example Indicator

- Jobs councilor, who is regularly in touch with beneficiaries, is responsible for data collection
- Data gathering on SurveyMonkey to facilitate data entry
- Collect data at baseline, every year during project period and at project end

Year	YR0 / Baseline	YR1	YR2	YR3 / Target
Youth from poor households	3,500	5,000	8,000	10,000
Young Women from poor households	1,000	2,000	3,500	4,500

- Yearly targets setting is driven by the timing of the different project activities

# Application of Tools to Project Example

## – Data Collection Manuals for Administered Data Collection

1.	Introduction .....	2
1.1.	Objectives of the Survey .....	2
1.2.	Field Staff .....	2
1.3.	Field Team Composition and its Place in the Survey Structure .....	2
1.4.	Survey Plan .....	3
1.5.	Field Team Roles .....	3
1.5.1.	The Role of the Supervisor .....	3
1.5.2.	The Role of the Interviewer .....	4
1.5.3.	The Role of the Data Entry Operator .....	5
1.6.	Interacting with the Local Project Staff and Respondents .....	6
2.	The Interview .....	7
3.	The Data Collection Form: General Instructions .....	8
3.1.	Complete the Data Collection Form during the Interview .....	8
3.2.	Question Numbers .....	8
3.3.	Asking Questions .....	9
3.4.	Coding Answers .....	10
3.5.	Skip Pattern .....	11
3.6.	Data Entry Considerations .....	12
3.7.	Conventions for Number and Quantities .....	12
3.8.	Time reference periods .....	13
4.	Definition of Key Concepts .....	14
4.1.	Employment .....	14
4.2.	Self-Employment: .....	14
4.3.	Earnings .....	14
4.4.	Hours Worked .....	14
5.	Sections of the Data Collection Form .....	14
5.1.	Screening Information .....	14
5.2.	Completion of Project Training Program .....	15
5.3.	Employment Status of Beneficiaries .....	15
5.4.	Self- or Wage Employment Information .....	16

- For administered data collection by field teams
- Provides clear guidance as part of field team training
- Two versions available, by beneficiary type:
  - Individual Beneficiaries Data Collection Manual
  - Firm Beneficiaries Data Collection Manual

# Resources and contacts

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## Resources and contacts

- **Jobs M&E Toolkit, including Excel-based data collection forms:** sent to participants ahead of Webinar
- **Data collection forms on SurveyMonkey:** [Individual](#) and [Firm](#) Beneficiaries
- **Web-based interactive Toolkit:** will be available at the end of November – link will be sent to participants
- **Contacts for questions and feedback,** including experience in use of specific indicators, project examples, further resources that may be useful and more:
  - Siv Tokle, Jobs Group, Senior Operations Officer, [stokle@worldbank.org](mailto:stokle@worldbank.org)
  - Raphaela Karlen, Jobs Group, Economist, [rkarlen@worldbank.org](mailto:rkarlen@worldbank.org)

**Apply the tools in your projects and share your experience with us to revise, adapt and refine the Toolkit and make this a Global Knowledge Product!**

# THANK YOU!



# Annex

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# Annex: Definition of Jobs Outcomes

JOB CREATION	
<b>Jobs creation</b>	<p>Outcomes relating to creation of more direct, indirect, and/or inclusive jobs* for project target beneficiaries, whether short or long term.</p> <p>Keywords: Employment Opportunities; Job Creation; More Jobs; Unemployment; Job Loss</p> <p>*Note: Jobs = “activities that generate income, monetary or in kind, without violating human rights” (WDR 2013)</p>
<b>New Enterprises</b>	<p>Outcomes measuring the creation of new firms, resulting in jobs, often from interventions making it easier for business to register or access finance such as decrease in time taken to register a business, simpler tax regulations, automating business processes etc.</p>
<b>Entrepreneurs/ Self-employed</b>	<p>Outcomes related to increases in entrepreneurs* and self-employed and their businesses, some of which may also recruit workers.</p> <p>Keywords: Non-Farm Enterprises; Non-Labor Income; Self Employed/ Employment</p> <p>*Note: Entrepreneurship: It is the combination of innovative capacity to put new ideas into effect with managerial capacity to increase a firm’s efficiency within the limits of known technology. (WDR 2013)</p>
JOB QUALITY	
<b>Worker Productivity</b>	<p>Outcomes related to labor productivity by improving the ability of beneficiaries to perform better in labor market and improving their productivity levels, often through capacity building.</p> <p>Keywords: Better Jobs; Improve Employability; Improved Labor Outcome; Informal(ity); Productivity/ Labor Productivity; Non-Regular Workers</p>
<b>Working conditions and benefits</b>	<p>Outcomes addressing work place concerns of two dimensions: physical working conditions (health and safety at work, basic / core labor standards), and social insurance/ protection (e.g. better workplace laws, wages, social pension, better working hours, unemployment insurance, collective bargaining, etc.)</p> <p>Keywords: Hiring And Firing; Improving Working Conditions; Low-Wage; Minimum Wage; Negotiated Wage Rates; Labor Benefits; Overtime Pay; Pension Systems; Protect Workers; Rights At Work; Social Protection/ Social Security; Safety Nets; Collective Bargaining</p>
<b>Earnings/ livelihoods</b>	<p>Outcomes related to improved earnings, income or savings, often through support to self-employment; income support opportunities and income diversification, community driven development (CDD) projects, temporary jobs, etc. Also related to results of ALMPs.</p> <p>Keywords: Good Jobs; Growing Employment; Labor Income; Wage; Real Wages; Fixed-Term Contracts</p>

# Annex: Definition of Jobs Outcomes

JOB ACCESS	
<b>Labor Force Participation</b>	Outcomes measuring the extent to which the population is economically active, either employed or are actively looking for work. Generally relates to potentially enhancing labor supply. Keywords: Labor Demand; Labor Supply
<b>Working of Labor Market</b>	Outcomes measuring the functioning of the labor market in balancing suppliers of labor services (workers), the demands of labor services (employers), taking account of wages, employment, and income, often through labor market policies to address market distortions. Also linked to worker mobility, facilitating reallocation of labor to efficient uses, within countries and across borders, for example by reduced transportation costs. Generally relates to potentially better matching of labor supply and demand.
<b>Access to and Opportunity for Jobs</b>	Outcomes measuring access to employment opportunity, for those lacking opportunity such as people working fewer than 20 hours a week, the unemployed, and those who want to work, and traditionally disadvantaged groups in the labor market (women, youth, bottom 40 percent, people with disabilities, ethnicity, elderly, etc.) and regionally disadvantaged groups (people in fragile and conflicted situations and in lagging regions).
INTERMEDIATE OUTCOMES	
<b>Access/ Working of product market</b>	Outcomes measuring the creation or improvement in access to markets for goods and services (local, domestic, international) by firms, small producers, MSMEs and self-employed. Access can be physical (transportation or logistics for access to markets etc.); virtual (ICT services connecting to markets); or related to trade openness and legal framework (reflecting government's economic policies regarding import substitution and free competition; conditions; tariff and non-tariff measures). Does not refer to land market or labor market. Generally relates to potentially increasing labor demand.
<b>Firm performance/ Investment</b>	Outcomes measuring firm performance (e.g. sales, profits); productivity (i.e. the amount of output generated with a given amount of inputs); and competitiveness, from macro and micro economic interventions (from business environment to access to productive services and infrastructure assets.). Also covers increased investment by companies. Generally relates to potentially increasing labor demand, and higher productivity of jobs.
<b>Human Capital</b>	Outcomes measuring the results of capacity building, skills development and training to increase employability. May include cognitive skills, social skills and technical skills. Generally relates to potentially enhancing labor supply.