

Definitions for Jobs Outcomes

Jobs Outcome	Definition
JOB CREATION	
Jobs creation	<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>
New Enterprises	<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>
Entrepreneurs/ Self-employed	<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	
Worker Productivity	<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</p>
Working conditions and benefits	<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>
Earnings/ livelihoods	<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; Labor Income; Wage; Real Wages; Fixed-Term Contracts</p>

JOB ACCESS	
Labor Force Participation	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
Working of Labor Market	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.
Access to and Opportunity for Jobs	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	
Access/ Working of product market	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.
Firm performance/ Investment	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.
Human Capital	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.