

NUMBER OF FULL-TIME EQUIVALENT (FTE) JOBS IN BENEFICIARY FIRMS

Indicator Information for Results Framework	
Indicator name	Number of full-time equivalent (FTE) jobs in beneficiary firms <i>Related Indicators:</i> <ul style="list-style-type: none"> - Number of net FTE jobs in beneficiary firms - Increase in number of FTE jobs in beneficiary firms - Number of full-time employees in beneficiary firms
Unit of measure	Number
Baseline	Non-zero
Definition	<p>The indicator tracks the increase in the number of net FTE jobs in beneficiary firms since the onset of the project.</p> <p>Full-time equivalent (FTE) jobs: FTE jobs may follow local definitions. If not clear/unavailable, use:</p> <ul style="list-style-type: none"> - 7 or more hours a day (or 35 hours a week) - 48 weeks in a year <p>Part-time jobs are converted to full-time equivalent jobs on a pro rata basis, based on local definition (e.g., if working week equals 35 hours, a 20 hour/week job would be equal to 0.6 FTE job).</p> <p>Seasonal or short-term jobs are prorated on the basis of the portion of the reporting period that was worked (e.g., a full-time position for three months would be equal to a 0.25 FTE job if the reporting period is one year).</p> <p>If the information is not available, the rule-of-thumb is two part-time jobs equal a full-time job.</p> <p>Beneficiary firm: all establishments of a firm directly participating in the corresponding project component</p> <p><u>Note:</u> While tracking FTE jobs sheds light on the estimated number of labor days created by a project's intervention, it fails to measure the quality of those jobs or whom benefits, such as targeted vulnerable groups. Tracking related measures of productivity, earnings among workers, and who benefits from jobs in beneficiary firms is advised.</p>
Source of definition	Memorandum regarding IFIs Harmonized Development Results Indicators for Private Sector Investment Operations (2013); Fowler, B. and Markel, E. (2014). "Measuring Job Creation in Private Sector Development" DCED; ILO (OECD, 2014).
Guidance	
For which types of projects?	For interventions aiming to increase employment through support for firms (e.g. access to finance, business development services, value chain development, matching grant programs etc.) or through public programs (e.g. public works; livelihoods interventions, etc.)
Options for disaggregation	<ul style="list-style-type: none"> - Disaggregate by gender - Disaggregate by age

FIRM BENEFICIARIES - PAD INDICATORS

NUMBER OF FULL-TIME EQUIVALENT (FTE) JOBS IN BENEFICIARY FIRMS

Relevant Jobs outcomes	<ul style="list-style-type: none"> - Job creation - Job access (if the indicator is disaggregated by gender and/or age)
Project examples	<ul style="list-style-type: none"> - Zambia Agribusiness and Trade Project (P156492). Indicator: Net full-time equivalent (FTE) jobs created among beneficiary SMEs (number) (of which female) - Tunisia Youth Economic Inclusion Project (P158138). Indicator: Number of full-time equivalent (FTE) direct jobs created among businesses supported by the project - Somali Core Economic Institutions and Opportunities Program (P152241). Indicator: Number of direct jobs created in enterprises supported by the project; disaggregated by gender and age - Ethiopia Women Entrepreneurship Development Project (P122764). Indicator: Increase in numbers of full-time and part-time employees (paid and unpaid)

Questions for Data Collection

(3.02)	How many <u>permanent full-time</u> employees currently work in this [establishment/farm]? Note: Permanent, full-time employees are defined as all employees that are employed for a term of one or more fiscal years and/or have a guaranteed renewal of their employment and that work a full shift; Please include all employees and managers	IF 0	▶	Q3.04
(3.03)	Based on the [INSERT NUMBER OF PERMANENT EMPLOYEES FROM Q3.02] permanent full-time employees the [ESTABLISHMENT/FARM] is currently employing, how many are women and how many are under the age of 25?	Of this total, how many are women?		
		Of this total, how many are under age 25?		
(3.04)	How many <u>permanent part-time</u> employees currently work in this [establishment/farm]?	IF 0	▶	Q3.07
(3.05)	Based on the [INSERT NUMBER OF PERMANENT EMPLOYEES FROM Q3.04] permanent part-time employees the [establishment/farm] is currently employing, how many are women and how many are under the age of 25?	Of this total, how many are women?		
		Of this total, how many are under age 25?		
(3.06)	On average, for how many hours do the current part-time employees work per week?			
(3.07)	Did this [establishment/farm] employ any <u>seasonal or temporary</u> employees during the most recently completed [FISCAL/AGRICULTURAL] year [INSERT DATE]? Note: Seasonal or temporary employees refer to employees who work for a limited or certain period of time in a year	YES	1	
		NO	2 ▶ (3.11)	
(3.08)	How many seasonal or temporary employees did this [ESTABLISHMENT/FARM] employ during the most recently completed [FISCAL/AGRICULTURAL] year [INSERT DATE]?			
(3.09)	Based on the [INSERT NUMBER OF SEASONAL/TEMPORARY EMPLOYEES FROM Q3.07] seasonal or temporary employees the [ESTABLISHMENT/FARM] employed in the most recently completed [FISCAL/AGRICULTURAL] year, how many were women and how many were under the age of 25?	Of this total, how many are women?		
		Of this total, how many are under age 25?		
(3.10)	On average, how long did a seasonal or temporary employee who was employed in the last [FISCAL/AGRICULTURAL] year work in the [ESTABLISHMENT/FARM]?	Weeks		

NUMBER OF FULL-TIME EQUIVALENT (FTE) JOBS IN BENEFICIARY FIRMS

Data Processing and Aggregation

= $\Sigma \{(\text{VAL Q3.02 (permanent full-time)}) + (\text{VAL Q3.04 (permanent part-time)} * 0.6 \text{ FTE Job}) + (\text{VAL Q3.07 (seasonal/temporary)} * 0.25 \text{ FTE Job})\}$