

FIRM BENEFICIARIES - PAD INDICATORS

AVERAGE OUTPUT PER WORKER AMONG BENEFICIARY FIRMS

Indicator Information for Results Framework					
Indicator name	Average output per worker among beneficiary firms				
	<i>Related Indicators:</i> - Increase in average output per worker among beneficiary firms - Value added per worker (US\$)				
Unit of measure	USD or Local Currency Unit (LCU)				
Baseline	Non-zero				
Definition	<p>Output per worker: Value of total volume of output produced (in USD or LCU) during a given time reference period divided by the number of full-time equivalent employees during the same reference period.</p> <p>Beneficiary firm: all firms participating in the corresponding project component</p>				
Source of definition	ILO: www.ilo.org/ilostat-files/Documents/description_PRODY_EN.pdf				
Guidance					
For which types of projects?	For projects aiming to enhance firm productivity, competitiveness, or efficiency through interventions such as skills and training interventions, value chain development, matching grants, business development services, access to finance etc.				
Options for disaggregation	By female-owned firm				
Relevant Jobs outcomes	- Job quality: Worker productivity				
Project examples	- Zambia Agribusiness and Trade Project (P156492). Indicator: Increase in average output per worker among beneficiaries (Percentage)				
Questions for Data Collection					
(4.02)	In [fiscal/agricultural] year [INSERT LAST COMPLETE FISCAL/AGRICULTURAL YEAR], what was this [establishment's/farm's] total volume produced?	Kgs	1	Vol unit	
		Tons	2	Amount	
		USD	4		
		Other, specify	96		
(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
(3.04)	How many <u>permanent part-time</u> employees currently work in this [establishment/farm]?			IF 0	▶ Q3.07

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(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)
Data Processing and Aggregation					
Numerator	= Σ Q4.2				
Denominator	= Σ {(VAL Q3.02 (permanent full-time)) + (VAL Q3.04 (permanent part-time)*0.6 FTE Job) + (VAL Q3.07 (seasonal/temporary)*0.25 FTE Job)}				