

## Definitions of Job Interventions in the JCF

Jobs Intervention	Definition
<b>Macro and regulatory policies</b>	
<b>Public Administration and Governance</b>	Interventions that aim to improve public sector management with a jobs lens (i.e. taking into account the development payoffs from jobs), including public administration reform and civil service reform (payment and terms and conditions); inclusive growth projects that support critical reforms; institutional reform (federal level); privatization of state-owned enterprises; statistical strengthening; public procurement reform; public sector transparency, etc. Government support addressing (a) provision of public goods; (b) transactional services (with private sector / citizens); (c) regulation of the private sector and the government itself. Keywords: Informal Economy; Long-Term Unemployment; Partial Unemployment; Under Employment; Full Employment
<b>Taxation/ Fiscal Policy</b>	Taxation (of property, trade, investment, income), investment subsidies, payroll taxes, as well as taxation in the form of tariffs (customs/trade). Interventions include general governance reforms such as fiscal deficit reduction, public financial management, overall tax reforms, disinvestment etc. and tax wedges (ratio between the amount of taxes paid by an average single worker and the corresponding total labor cost for the employer) and incentives for employment. (Note: While monetary policy and rate of exchange/ interest are important for private sector growth, they are normally not addressed through WBG jobs interventions and therefore are not included.)
<b>Trade/ Investment Policy</b>	Trade interventions include macroeconomic reforms in support of private sector development such as removing overall regulatory barriers, improving competition policies, trade liberalization, trade integration, improving trade competitiveness, developing and strengthening financial markets etc. Keywords: Industrial Policies; Industrial Relations; Trade and Employment (Note: See “Business regulations” below for specific policies related to investment climate for firms)
<b>Business Regulations</b>	Part of the regulatory environment, interventions aimed at supporting and simplifying transactional services between government and private sector; business regulation for private sector; addressing competitiveness constraints (that are horizontal in nature, including regulations and barriers to trade, investment, innovation, technology and entrepreneurship policies), certification and standards systems. Interventions to stimulate investment, firm entry and firm growth, such as business registration/E-services; export development; taxation sector reforms; customs; safety regulations; anti-trust laws; contract law etc., Laws on Access to Property/property rights, patent, business dispute regulations and litigation, etc.
<b>Sectoral and regional policies</b>	
<b>Access to Finance</b>	Interventions aimed at increasing access to finance and related support for firms, individuals, communities, or financial institutions such as micro-credit programs /microfinance, institutional finance, infrastructure finance, secured transactions, financial training, warehouse financing etc. May also include Financial services (Credit and leasing, Savings Insurance) or reform of the financial sector/ banking reforms. Often targeted to micro-enterprises, SMEs, entrepreneurs and/or financial inclusion projects targeting vulnerable groups (e.g. women, youth, and bottom 40% of population).
<b>MSME/ Entrepreneurship</b>	Interventions aimed at fostering firm level entrepreneurship; self-employment and small scale entrepreneurship; business incubation services; SME upgrading; promoting competitiveness through capacity building and business training; business-development services; promotion of private sector development. May include support for innovation, R&D etc.; microenterprise support including financial literacy and training; networking; enterprise development; support to household enterprises; support for improved linkages to markets, entry into farming or exit into the broader rural economy; small scale industrial solutions such as processing and storage infrastructure.
<b>Transport/ Logistics</b>	Operations targeting access to transportation services, including urban transport & mobility; rural roads and feeder roads; developing corridors; rail and freight; establishing ports and airports; community projects for infrastructure maintenance; village infrastructure to provide greater access to markets and increase mobility, local, national or regional connectivity.
<b>ICT</b>	Operations targeting investments in Information and communication technology (ICT), such as broadband access, backbone development and internet services; mobile technology or services;

	increase in density of mobile network penetration. (Note: Not addressing possible effects on ICT and computerization on jobs.)
<b>Energy/ Mining</b>	Operations aimed at improving energy access or mining (Electric power generation and distribution, integrated utilities; clear energy; oil, gas, and mining, including operations that aim at creating a number of jobs directly in the power/mining sector; provide an infrastructure for growth of other sectors (such as agriculture, manufacturing and retail downstream); and/or operations that aim to enhance productivity in various service sectors such as health, education and ICT (information and communication technology), to support firm growth and productivity.
<b>Irrigation/ Water</b>	Operations providing increased access to irrigation systems aimed at improved agricultural production and farm income, rural investment and water services; as well as water supply for manufacturing and industry.
<b>Spatial Development</b>	Interventions with specific aim to strengthen spatial connectivity and agglomeration effects for productivity and growth, as well as the creation, improvement and inclusiveness of jobs. Includes operations for: (i) urban development, (ii) special economic zones (SEZs; i.e. demarcated geographic areas within a country's boundaries where the rules of business are different from those that prevail in the national territory), (iii) programs targeting the bottom 40% of the population and slum dwellers in megacities; (iv) Growth Poles and corridors; (v) secondary cities (urban jurisdictions performing vital governance, logistical and production functions at a sub-national level within a system of cities in a country); and (vi) Value Chains. May also include tourism development; regional integration; competitive cities projects and/or urban upgrade projects; agricultural development and agro-industry. Keywords: Urban Job Creation; Urbanization (Note: Will often also relate to other types of interventions, such as infrastructure, business regulations, entrepreneurship)
<b>Labor Policies</b>	
<b>Labor Regulations</b>	Part of the regulatory environment, interventions aimed at improving the functioning of Labor Markets and/or labor institutions; from an employer and employee perspective, including effectiveness of the labor policy and reform and/or labor regulations; activation policies; building statistical capacity (related to labor statistics) or labor market information systems; labor market assessments. Includes employment protection legislation (EPL) dealing with hiring or termination, including unemployment benefits and severance pay and related procedures, strengthening work place standards, worker protection and rights, and unionization. Dissemination of workplace standards and strengthening labor inspection.
<b>Public Employment Services</b>	Interventions providing employment assistance, or supporting or establishing entities providing services to match job seekers with job opportunities or to plan and execute labor market policies, including providing information about the labor market; assisting with job search and providing placement services or counseling; administering unemployment insurance benefits; administering a variety of labor programs. Keywords: Employment Agencies; National Employment Service, Public Employment Services; Private Employment Agencies market programs. Services can be provided by government and/or by private employment agencies
<b>Wage Subsidies</b>	Interventions supporting or providing direct transfers to employers or reductions in their taxes or social contributions to encourage them to hire new workers or to keep employees who might otherwise be laid off. Often targeted to particular groups, such as youth. Includes cash transfers; jobs, cash-for-work, cash and in-kind transfers; conditional or unconditional cash transfers; in-kind social transfer, enhancing matching in the labor market; matching grants; and voucher programs. (WDR 2013) Keywords: Cash Transfer; Income Support; Income Transfers
<b>Public Works</b>	Interventions that support employment programs (short-term) or offer short-term employment for wages or food. Includes projects which create/support a large number of jobs or are labor intensive. Often linked to infrastructure or community development; and targeted to vulnerable groups, e.g. youth, informal sector, reintegration.
<b>Livelihoods/ CDD</b>	Interventions promoting sustainable livelihoods, rural livelihoods, viable alternative livelihoods; economic diversification; developing livelihood incentives (may be related to natural resources); linking enterprises and livelihoods alternatives. Includes operations for community employment (urban, rural); community-driven development (CDD); rural livelihoods; fisheries and watershed management; or build linkages to agricultural supply chains. Includes activities of producer organizations such as pricing policy, improvement of agricultural production practices, and local

	processing and marketing of produce; and/or promoting cooperatives to better link to buyers, access and share market knowledge, and strengthen producers' bargaining.
<b>Skills and Training</b>	Interventions aimed at enhancing capabilities of target beneficiaries to increase employability and employment opportunities, such as vocational training, on the job training and support for the school to work transition. Includes skills development or upgrading for youth, workforce enhancement, subject specific training (e.g. machine operation, financial literacy, accounting) etc. Skills development may be sector-specific (to train, hire and retain health care workers; training farmers to improve farm productivity, etc.); and include better access to and use of specific knowledge / technologies. Keywords: Employability; Job Skills/ Job Training; Low-Skilled; Quality Training; Skills Development/ Skills Upgrading; Vocational Skill/ Vocational Training

## Definitions of Job Outcomes in the JCF

<b>Jobs Outcome</b>	<b>Definition</b>
<b>Intermediate Outcomes</b>	
<b>Access to / 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.
<b>Job Creation</b>	
<b>Jobs creation by employers</b>	Outcomes relating to creation of more direct, indirect, and/or inclusive jobs* for project target beneficiaries, whether short or long term. Keywords: Employment Opportunities; Job Creation; More Jobs; Unemployment; Job Loss *Note: Jobs = "activities that generate income, monetary or in kind, without violating human rights" (WDR 2013)
<b>Job Creation by New Enterprises</b>	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.
<b>Job Creation by Entrepreneurs/ Self-employed</b>	Outcomes related to increases in entrepreneurs* and self-employed and their businesses, some of which may also recruit workers. Keywords: Non-Farm Enterprises; Non-Labor Income; Self Employed/ Employment *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)
<b>Job Quality</b>	
<b>Worker Productivity</b>	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. Keywords: Better Jobs; Improve Employability; Improved Labor Outcome; Informal(ity); Productivity/ Labor Productivity; Non-Regular Workers
<b>Working conditions and benefits</b>	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.)

	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
<b>Earnings/ livelihoods</b>	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. Keywords: Good Jobs; Growing Employment; Labor Income; Wage; Real Wages; Fixed-Term Contracts
<b>Job Access</b>	
<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).