

*This document provides an annotated bibliography on how to measure jobs in private sector development programmes. It includes a short, hand-picked list of resources, and explains how and why they might be useful for you. Keep it on hand and refer to it the next time you want to set up a job measurement framework.*

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### Overall measurement guidelines

The [DCED Standard](#) is a widely used framework for results measurement in private sector development projects. They propose a seven-step framework for understanding, measuring, and learning from results. [Full guidelines](#) can be found on their website, including a [starter toolkit](#) for new users of the Standard. For more advanced users, they have also published specific guidance on [measuring jobs](#) and methodological guidance on [five common indicators](#) in private sector development (including job creation)

The World Bank has produced a [toolkit for M&E of job-related outcomes](#), which includes definitions, guidance, and measurement tools for 21 common indicators. It provides detailed questions for data collection, which can be helpful when designing surveys.

The [Poverty Probability Index](#) (PPI) is a simple tool that can assess the probability that any given population is living in poverty, using different poverty thresholds. The PPI includes ten questions, tailored for each country, that take about ten minutes to administer. A similar tool is provided by the [International Wealth Index](#), though it lacks the detailed documentation and supporting resources that the PPI offers.

[IndiKit](#) is an online set of indicators for development programmes, offered by People in Need. It contains multiple indicators alongside guidance, and suggested survey questions. Users of this guide may find the income and employment indicators most relevant.

### ILO statistical frameworks

A useful first point of call is the ILO's extensive set of resources on measuring jobs. Start by visiting the [ILOSTAT website](#), which brings together a large range of resources about measuring job-related outcomes.

The [ILOSTAT Glossary of Statistical Terms](#) is a user-friendly resource which can be used to find the definition of a range of job-related outcomes. Simply go to the website and type in the word that you wish to define, and it will search the glossary automatically. Key concepts have a more detailed 'indicator description'. These provide more detailed information on how to define and measure tricky topics such as informality and employment. You can find them [here](#).

Many of the definitions and agreements have been compiled in the published literature. The [2013 Manual on Decent Work Indicators](#) examines 60 indicators for statistical work in great detail. A shorter resource, the [Key Indicators of the Labour Market](#), focuses on the 17 most important indicators.

### Other ILO Measurement Guidelines

The [SME Performance Measurement Toolkit](#) provides a detailed set of indicators relevant for the measurement of working conditions. It is a clear and user-friendly resource.

The [2018 ILO Guide on Measuring Decent Jobs for Youth](#) offers a comprehensive and accessible introduction to results measurement and impact assessment. It takes the reader from indicator design to monitoring systems, evaluation and learning.

More specialist guidance from the ILO includes a [Guide for Monitoring Employment and Conducting Employment Impact Assessments \(EmPIA\) of Infrastructure Investments](#), which focuses on the particular challenges of impact assessments of infrastructure investments. Similarly, the [Reference Guide for Employment Impact Assessment](#) examines relevant tools in depth.