



# Data Collection and Outcome Indicators in Employment Programs

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# OBJECTIVES LM PROGRAMS

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## Labor Supply

- Improve skills (e.g. adult and youth training)
- Insure individuals against shocks and prevent skill depreciation following job loss (e.g. workfare programs)
- Support unemployed in finding a job (e.g. employment services, i.e. counseling or job search)

## Labor Demand

- Encourage employers to hire/keep (e.g. wage employment subsidies)
- Assist unemployed in enterprise creation (e.g. financial and TA)



# PROGRAM EFFECTIVENESS

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- What is the effect of the program on most relevant outcomes?
- What is the effect of certain program design features?
- Is the program cost-effective?



# TRADITIONAL M&E vs IE

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## Monitoring

*Ongoing, real-time data collection*

- Improves internal management
- Helps explain path to outcomes
- Measures *efficiency* (cost/output)

*"Is the program doing things right?"*

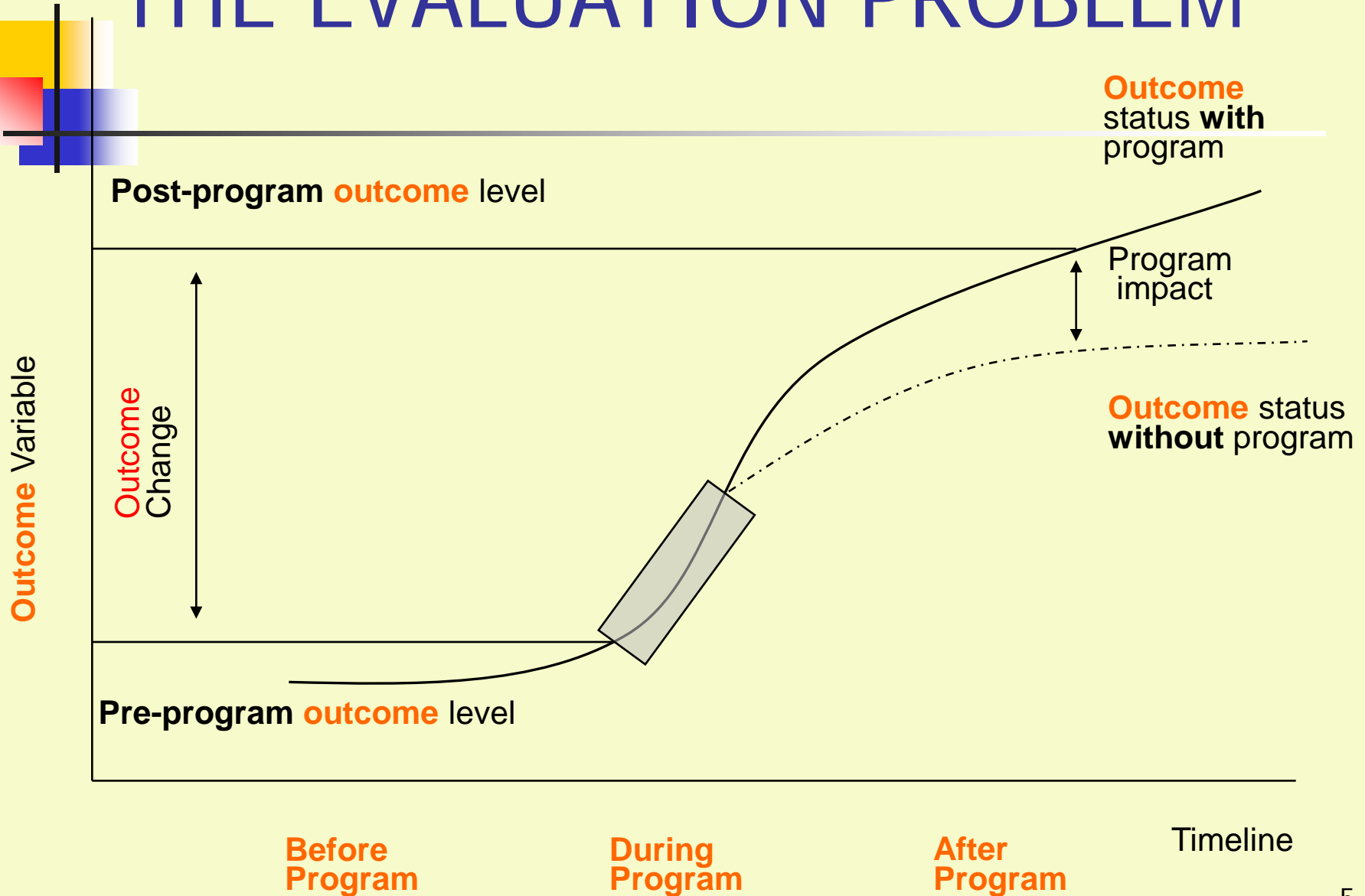
## Impact Evaluation

*Ex-post assessment of outcomes*

- Confirms (or not) results chain hypothesis
- Establishes what *caused* the outcomes
- Measures *effectiveness* (costs/outcome)

*"Is the program doing the right things?"*

# THE EVALUATION PROBLEM





# MAIN TOPICS COVERED

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- PART A: Data Collection
- PART B: Outcome Indicators
  - Individual Characteristics (Baseline)
  - Outcome Indicators (Baseline & Follow Up)
    - Direct LM indicators
    - Indirect indicators

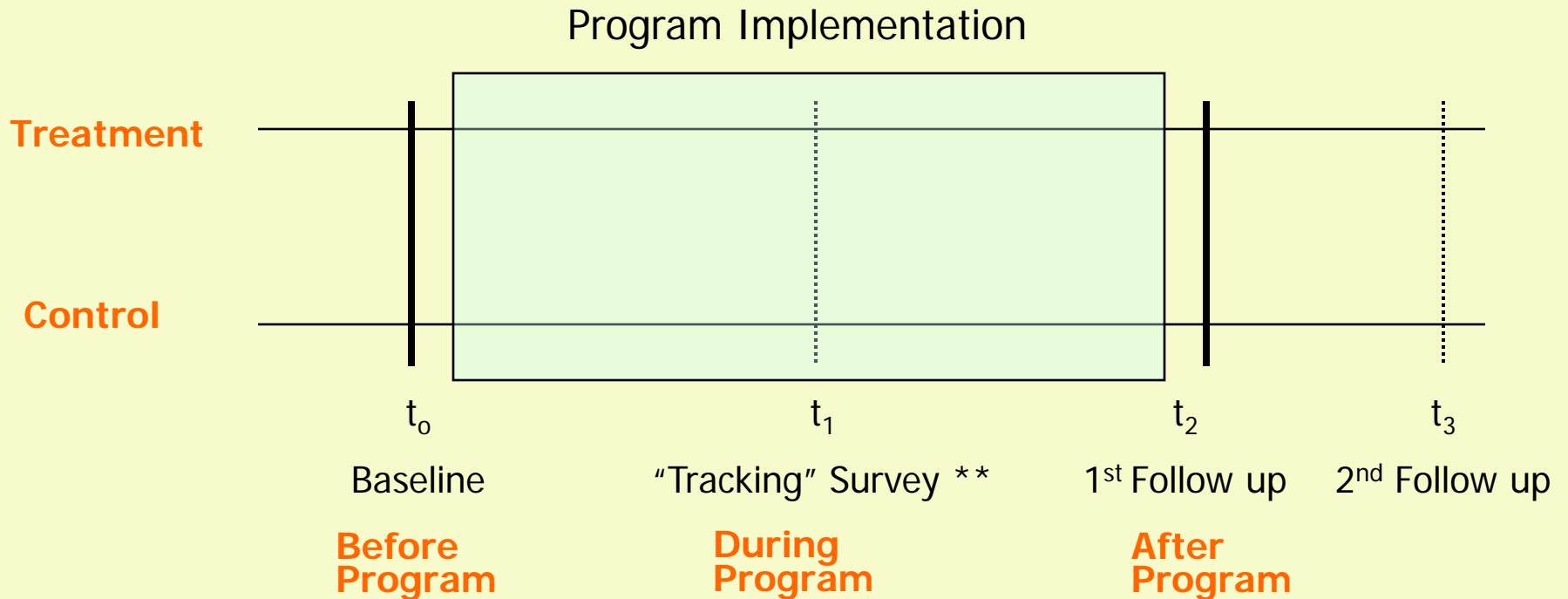


# PART A. DATA COLLECTION

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- Questionnaire length should be determined by:  
(1) Outcomes needed (2) Time taken by respondents and (3) Unit costs
- Data collection costs vary according to:
  - Sample size (Need larger samples for certain outcomes)
  - Number of outcomes
  - Methodology and needed controls (Need more controls in quasi-experiments)
  - Number of follow up surveys (short vs long term impact or midterm tracking to reduce attrition )

# TIMING OF DATA COLLECTION



\*\* The objective is to update contact info to reduce attrition – It can be done during the program or after the program ends but before the follow up

# FIELD TIPS FOR DATA COLLECTION



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- Key features for a high quality data collection process:
  - Know well the universe of respondents
  - Know well the environment (e.g. household or training centers)
  - Test the questionnaire (representative pilots) and the field procedures
  - Train interviewers



# SURVEY INSTRUMENTS

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- Types of data collection instruments:
  - Self Administered Questionnaire
  - Telephone
  - Paper and pencil
  - Computer Assisted Personal Interview
- Paper with well-trained interviewers is usually the most cost effective alternative
- In practice there are many barriers of fielding a CASI in a developing country



# ENSURE CONFIDENTIALITY

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- Emphasize confidentiality while:
  - Training interviewers
  - Capturing the data
  - Transmitting and storing the data
- Consider research protocols to mask identifiable data
- Create respondent consent procedures

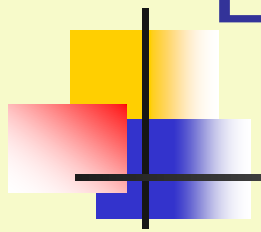
# PART B. OUTCOME INDICATORS



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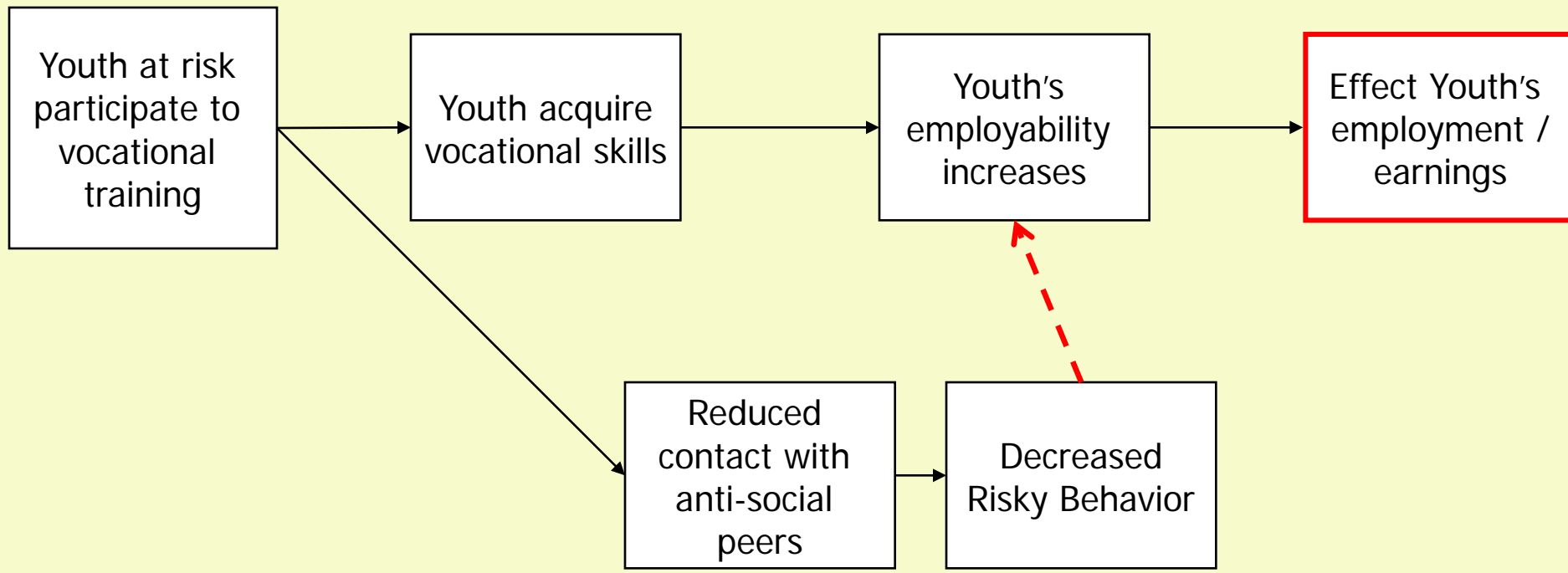
- Individual Characteristics (Baseline)
- Outcome Indicators (Baseline and Follow Up)
  - Direct LM indicators
  - Indirect indicators

# EXAMPLE FOR JOB TRAINING

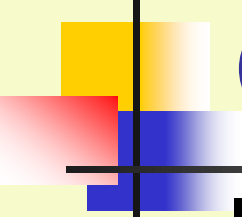


**Program**

**Outcomes**



# INDIVIDUAL CHARACTERISTICS



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- Individual characteristics
  - Age, gender, marital status, education
- Household characteristics
  - Size and number children, composition, parental education, household income
- Entrepreneurial abilities (e.g. attitudes towards risk)
- LM History (e.g., last occupation)
  - Type of employment and contract type
  - Days/hours worked
  - Occupation
  - Labor earnings



# DIRECT LM INDICATORS

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- Time taken to find a job
- Number of Interviews
- Characteristics Current Employment:
  - Employment status (inactive, active)
  - Employment type (wage earner, self employed, domestic worker)
  - Contract type (e.g., written contract/health insurance/SS contribution)
  - Days/hours worked
  - Job Occupation
  - Labor earnings



# DIRECT LM INDICATORS (II)

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- Individual / Household Consumption  
(consumption/expenditures is a better proxy for permanent income, and usually more reliable than self reported income)
- Business activities (e.g., size, profits/revenues)
- General skill competency (e.g. test scores for literacy, numeracy, English, computer skills or other skills related to trainings)

# INDIRECT OUTCOME INDICATORS



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- Risky behavior (e.g. consumption of alcohol, tobacco, participation in criminal activities)
- Psychosocial well-being (e.g., self-reported symptoms of emotional distress, pro-social behavior, and aggression; self-reported family connectedness)
- Political and community participation (e.g., membership in community groups, civic participation)