

PROPORTION OF JOBS RETAINED

Outcome indicator

Indicator Phrasing

English: number or % of persons that gained employment and retained it for at least [specify the number] months

French: nombre ou % de personnes ayant obtenu un emploi et l'ayant conservé pendant au moins [spécifiez le nombre] mois

Spanish: número o % de personas que obtuvieron un empleo y lo mantuvieron durante al menos [especificar el número] meses

Portuguese: número ou % de pessoas que obtiveram emprego e o mantiveram durante pelo menos [especificar o número] meses

Czech: počet nebo % osob, které získaly zaměstnání a udržely si jej po alespoň [určete počet] měsíců

What is its purpose?

The indicator measures the proportion of people who gained new employment (part-time or full-time) and retained it for a pre-defined minimum of time. It is an important indicator showing the extent to which the job creation support was effective and can contribute to a longer-term improvement of people's livelihoods.

How to Collect and Analyse the Required Data

Collect the required data by reviewing relevant documentation and conducting phone-based or personal interviews with the persons whom your intervention supported to gain employment. If interviewing all of the people who gained employment is not feasible, use a [representative sample](#).

RECOMMENDED SURVEY QUESTIONS (Q) AND POSSIBLE ANSWERS (A)

Introduction: *I would like to ask you about your employment for [specify the employer or the type of work the person was supported to do]. I would like to know this information, so that my organization understands the results of the job creation support it provided.*

Q1: *From which date were you employed?*

A1: (record the date)

Q2: *Do you still have this job or has it finished?*

A2:

- 1) yes, the respondent retained the job
- 2) no, the respondent did NOT retain the job

(ask the following question only if the previous answer was NO)

Q3: *What was the last day you went to this job?*

Q3: (record the date)

As much as possible, **verify the provided information** by interviewing the respondent's employer and colleagues and reviewing the supporting documentation, such as contract, payroll, and other evidence.

To **calculate the indicator's value:**

- count the number of supported persons who gained a job and retained it for the pre-defined minimum period of time
- divide it by the total number of people who gained a job thanks to the project's support
- multiply the result by 100 to convert it to a percentage
- the resulting number is the percentage of persons that gained new employment and retained it for the pre-defined minimum period of time

Disaggregate by

[Disaggregate](#) the data by gender, persons with a disability, type of job (part-time, full-time), salary level and the type of jobs.

Important Comments

1) The minimum duration of employment should not be less than 6 months. If your project timeframe allows, consider assessing and comparing the data for a **6-month as well as 12-month period** (always for the same persons).

2) It is recommended that you also ask the people who did not retain their jobs what were the main **reasons for leaving their employment**.

E-Questionnaire

- [XLS form for electronic data collection - indicator Proportion of Jobs Retained](#)

