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WORQ MODULES AND FLOW

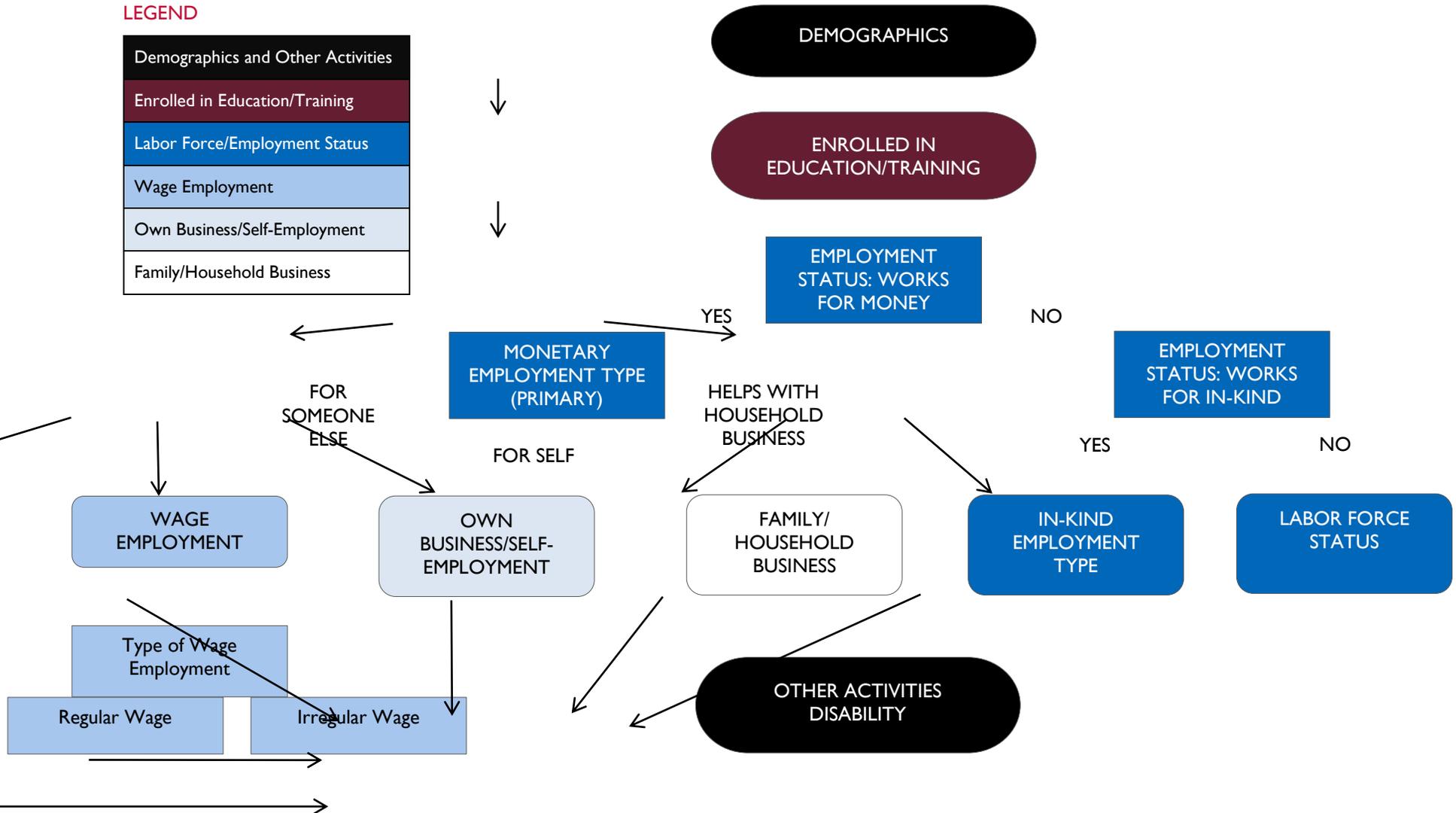
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THE WORQ MODULES AND FLOW

The Workforce Outcomes Reporting Questionnaire (WORQ) package of tools provides USAID partners and other stakeholders with a clear, reliable way to measure youth's employment and earnings. This pdf presents a flow chart of the different WORQ modules. Below the flow chart are descriptions of each module's questions and the purpose of those questions.

LEGEND

Demographics and Other Activities
Enrolled in Education/Training
Labor Force/Employment Status
Wage Employment
Own Business/Self-Employment
Family/Household Business



DEMOGRAPHICS

Items in this section ask participants for demographic information such as their sex, age, education, marital status, and household information.*

Demographic data can be used to:

- Provide information to help activities better tailor programming to participants' needs.
- Manage adaptively, based on disaggregated data that highlights workforce outcomes for different sub-groups.

ENROLLED IN EDUCATION/TRAINING (EDU-EDU3)

These items query both a participant's past workforce training as well as current continuation of education or training.

Education/training enrollment data provide a fuller picture of possible outcomes and can be used to report on standard foreign assistance indicator ES. 1-46: *Percent of individuals who transition to further education or training.*

EMPLOYMENT STATUS: WORKS FOR MONEY (Q1)

This item determines if a participant has worked for money in the previous month.

This important item determines which set of questions a participant will answer next and is useful for reporting on EG. 6-12: *Percent of individuals with new employment.*

MONETARY EMPLOYMENT TYPE (PRIMARY) (Q2-Q5)

Monetary Employment items determine a participant's primary employment type (wage employment, self-employment, household enterprise). The Impact WORQ also establishes secondary sources of income.

These items determine which set of questions a participant will answer next. Information on secondary sources of income from the Impact WORQ are especially important for drawing comparisons between intervention and comparison groups, when comparison groups are used.

WAGE EMPLOYMENT (W1-W4E)

Wage employment items request more information on the participant's work situation, including when an individual started working, their employer, how they found the job*, in what sector they work*, and if they receive any in-kind pay in addition to their wages.*

These items, especially those on start date and how the participant found the job*, are useful to understanding an activity's influence on a work outcome. Additional items are useful to better understanding the nature and complexity of a participant's work life.

*Extra WORQ

TYPE OF WAGE EMPLOYMENT-Q2A

This item determines if a participant works set hours (a regular wage job) or works when work is available (an irregular wage job).

The answer to this item determines which set of questions the participant answers next.

REGULAR WAGE (W3X2-BEN)

Regular wage work items obtain information on how often a participant works, what their usual take-home pay is, and what non-monetary benefits they receive from their employer.*

These items are useful for calculating a participant's earnings, which is useful for reporting on EG. 6-1 I: *Average percent change in earnings*.

IRREGULAR WAGE (W3A1-W4NEW)

Irregular wage work items obtain information, asked in a way that is more appropriate for irregular work, on how often a participant works and how much their pay was in the last month.

These items are useful for calculating a participant's earnings, which is useful for reporting on EG. 6-1 I: *Average percent change in earnings*.

OWN BUSINESS/SELF-EMPLOYED (OBI-OB7)

These items obtain more information on the nature of the self-employed person's work*, how often they work, and how much they earn from their work after subtracting expenses.

These items are useful for calculating a participant's earnings, which is useful for reporting on EG. 6-1 I: *Average percent change in earnings*.

FAMILY/HOUSEHOLD BUSINESS (HBI-HB6)

These items obtain more information on the nature of the household worker's work*, how often they work, how much they earn from their work after subtracting contributions back to the household, and any additional in-kind pay they receive.*

These items are useful for calculating a participant's earnings, which is useful for reporting on EG. 6-1 I: *Average percent change in earnings*.

EMPLOYMENT STATUS: WORKS FOR IN-KIND (INK1)

This item determines if a participant works for in-kind pay or is unemployed.

This important item determines the next set of questions the participant will answer.

*Extra WORQ

IN-KIND EMPLOYMENT TYPE (INK2-INK3)

In-kind employment questions, all part of the Extra WORQ, provide information on employer and in-kind payment.

These items are useful, especially for contexts in which many participants are paid in kind, to better understand the nature of in-kind work for participants.

LABOR FORCE STATUS (UNEMP-JS2)

These items request data from unemployed youth on reasons for unemployment and job search efforts.

These items are imperative to establishing labor force participation, which is a helpful designation for understanding why some participants are not working.

OTHER ACTIVITIES AND DISABILITY (AI-C7)

The disability items in this section, drawn from the Washington Group Short Set (WGSS), provide data on an individual's functional disabilities. The Extra WORQ items in this section request more information on additional activities—such as classes, volunteering, or internships—in which an individual has participated, perception of work situation and earnings, and ability to save.

Disability items are useful for disaggregating standard foreign assistance indicators by disability status. Additional Extra WORQ items are useful for improving an activity's understanding of what fills a participant's time and how well earnings from working are meeting a participant's needs.