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# Measuring Employment and Earnings Among Disadvantaged Youth: Testing Across Five Countries and Cultural Contexts

*Conducted for:*

**USAID's Youth Workforce Development Programs**

*2019 Comparative Survey Design and Implementation Workshop*

Warsaw, Poland

# Overview

- Purpose
- Concepts to Measure
- Conceptual Challenges
- Survey Development Process
- Survey Testing Process
- Initial Findings

# Purpose

- USAID's Office of Education wanted to develop **standard measurements** for two key indicators to **evaluate** its Youth Workforce Development (YWFD) programs.
- Number of individuals with new employment following completion of US government-assisted workforce development programs.
- Number of individuals with increased earnings following completion of US government-assisted workforce development programs.

# Concepts to Measure

- **Employment Status** – what is employment and who is considered to be employed?
- **Earnings** – what type of earnings, how much are they earning and in what time-span?

# Conceptual Challenges

- **Inconsistency in Definitions** – what constitutes as employment; minimal number of hours required; types of pay to include.
- **Recall Bias** –people, especially, youth, have difficulty recalling earnings information accurately.
- **Unreliability of Self-Report** – people often over or underestimate income; and youth, especially, have difficulty in reporting changes in income.
- **Lack of valid instruments** that have been designed in the context of developing countries – World Bank's Living Standards Measurement Survey (LSMS) was one widely used to measure household income in developing economies.

# Concept Definitions

- Worked for **pay or profit for at least 1 hour** in specified time range.
- Could earn in money or something else.
- Used the LSMS items as starting point to design survey.

# Survey Development Process



## LITERATURE REVIEW

Indicated lack of consistency in defining employment and earning variables and how they are measured; lack of valid instruments for developing countries.



## CONSULT WITH USAID SNR. STAFF

Shared literature review and discussed issues with senior USAID staff; listened to challenges in measuring concepts in the field; and agreed upon definitions for concepts.

## DRAFT SURVEY BASED ON LSMS



## CONSULT WITH PROGRAM STAFF AND EXPERTS

Program staff and other experts, including those at ILO indicate survey is too complex for target respondents.

## SURVEY SIGNIFICANTLY REVISED BASED ON FEEDBACK



## COGNITIVE TESTING

The revised survey was cognitively tested with program beneficiaries in the Philippines, Kenya and El Salvador in both rural and urban areas. Further complexities in the survey were identified during the Philippines testing and the survey was further revised for subsequent testing.

## SURVEY REVISED BASED ON FINDINGS



## Quantitative Piloting and More Cognitives

Additional cognitive testing of the revised survey and a quantitative pilot are planned for in January/February 2019 in Kyrgyzstan and possibly Rwanda



## FINALISE SURVEY INSTRUMENT

Analyze findings from additional cognitives and the quantitative pilot to assess validity and reliability of items; revise survey instrument, as necessary; and finalize the survey instrument.



# Survey Development Process

- **Sponsor Consultation:** USAID Senior Staff advised on definitions and what to measure.
- **Expert Review:** Program Staff and Experts **commented on initial LSMS-based survey** – SIMPLIFY and some terms identified that might be problematic.
- **Cognitive Testing:** In 5 countries across multiple languages in both rural and urban areas.
- **Pre-testing/Piloting:** In 2 countries in 2 modes (self-administration and face-to-face interview).

*Survey revision was continuous throughout the cognitive testing process.*



# Survey Testing Process – Goals

- Test questions, revise based on findings and **finalize survey**.
- Develop **implementation materials**, such as guidance notes, interviewer training manual, recommended probes and adaptation guidelines.

# Survey Testing Process – Locations

Location	Cognitive	Pre-test/Pilot
Philippines (Tagalog; some Bisek)	X	
Kenya (Kiswahili)	X	
El Salvador (Spanish)	X	
Kyrgyzstan (Russian; some Kyrgis)	X	X
Rwanda (Kinyarwanda)	X	X

# Survey Testing Process – Cognitive Interviews

- **Interviewer Guide:** Structured guide with debrief questions at the end to, especially, assess recall issues.
- **Interviewer Training:** Experienced interviewers were recruited and attended a 2-day training focusing first on the cognitive interviewing techniques, then on interviewing for the specific questionnaire.
- **Daily Debriefing of Interviews:** Key part of the process due to language differences. One-on-one debrief with each interviewer for each interview conducted. Also transcribed.
- **Daily Analysis:** Using the debrief information to formulate different phrasings, re-visiting survey flow and making other edits for testing on the next day/stage.

*Analyzing all the data holistically with special emphasis on  
debrief items.*

# Survey Testing Process – Pre-testing/Piloting

- **Mode:** Self-administered in Kyrgyzstan and interviewer-administered in Rwanda.
- **Exit Interview:** Interviewer-administered key survey items conducted with a sample in Kyrgyzstan immediately after self-administration to assess if responses changed.
- **Test/Retest:** Key items in survey re-administered one week after initial administration to test for reliability.

***NEXT STEPS: Analyze data for reliability and validity by mode, country, setting, type of work, etc. to inform final survey design and to develop guidance notes.***

# Initial Findings

- **Definition:** Did you work for **pay/profit**? → Did you work for **money**? *Separate question if they worked for something else.*
- **Definition:** Permanent versus Temporary work → Permanent versus Temporary with definitions → Regular versus Irregular with definitions → Abandonment of concept language to just define as Set Hours versus Whenever Work is Available.
- **Time Frame:** 3 Months → Last Month or Last 30 Days → Previous Month meaning [Month, Year].
- **Work Categories:** 3 categories (wage employment, self-employed and household business) → 4 categories (2 categories of wage employment – Set Hours and Work When Available).

# Thank you for listening!

Questions/Comments???

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