

Jobs Diagnostics and Solutions Community of Practice (JDS CoP)

As requested by the Governors of the World Bank through their IDA Deputies, the Jobs Group of the World Bank has developed a multi-sector, data-driven approach to diagnosing the jobs problems a country's economy faces, and what may be causing them. The approach is designed to bring consideration to jobs in the process of economic transformation, so that country growth strategies can incorporate measures that improve labor productivity, employment and earnings for workers¹.

The [Jobs Diagnostics and Solutions Community of Practice \(JDS CoP\)](#)² is a knowledge sharing and learning platform for officials, development practitioners, researchers and World Bank Group staff involved in developing cross-sector Jobs Strategies for countries, regions, and municipalities within countries. The CoP is a volunteer member group. It focuses on the development and dissemination of data-driven tools, knowledge products and global datasets, through a discussion forum on jobs problems, their causes, jobs syndromes, emerging challenges, and good practice in prescribing solutions. New approaches will be developed in conjunction with Community Members. Members will identify priorities at scheduled learning events, contribute to the technical teams tasked with developing approaches, and will provide feedback on the new approaches. Dissemination will take place through scheduled events, formal training for members, and through an annual gathering of members.

Functions of the Jobs Diagnostics and Solutions CoP

- Support the flow of knowledge and global experience in Jobs Diagnostics, focusing initially on standardized data tools and analytic techniques, global indicators, benchmarks, country types, jobs “constraints” and jobs “syndromes”;
- Generate ideas and raise awareness of innovative diagnostic approaches within and outside the Community;
- Maintain a database of Jobs Diagnostic activities, capturing and curating the data and techniques used, the conclusions reached about key jobs problems, the diagnosis of causes, and the prescribed solutions;
- Support the development of new jobs indicators datasets and knowledge products;
- Identify training needs and learning opportunities for members
- Mobilize resources to support the CoP activities.

¹ https://www.devcommittee.org/sites/www.devcommittee.org/files/download/Documents/2019-09/JET%20Final_DC2019-0008.pdf

² **Jobs Diagnostics** apply standardized data tools to macroeconomic data (sector level), population censuses (individual level), economic censuses (firm level), and household surveys (worker level) to provide indicators for levels and trends over time in key jobs-related variables in relation to growth and economic transformation. When benchmarked against other countries, the tools' outputs and indicators allow for the identification of outliers for the country under review. Such outliers are regarded as “unhealthy symptoms” which can indicate a core jobs problem and may signal a causal constraint or a jobs “syndrome” that should be addressed in the Jobs strategy. The aim of a Jobs Diagnostic is to provide policy makers, officials and their development partners with the evidence needed to identify and prioritize what needs fixing for better jobs outcomes. The CoP will also showcase knowledge about solutions to the most commonly diagnosed jobs problems.

Priorities for the Jobs Diagnostics and Solutions CoP

The JDS CoP is mainly focused data, tools and techniques for identifying jobs problems and their causes or syndromes. 2019/20 priorities for the Jobs Diagnostics Community of Practitioners include:

- ▶ **Learning across the Community about diagnostic methods**, including disseminating the World Bank's Jobs Diagnostic tools, global indicators, and guided enquiry through training events;
- ▶ **Developing benchmarks for different country types**; by income group, by region, by demographics, and by the stage of economic transformation the country's employment structure has reached (as defined by sector shares of employment, urbanization and the proportion of workers in waged work).
- ▶ **Developing a new categorization of country jobs typologies** from the jobs problems they face. This will include the analysis of jobs outcomes across countries; (a) with different characteristics, (b) with different patterns of economic growth, and (c) displaying similarly correlated "*unhealthy jobs symptoms*"
- ▶ **Supporting the development community's collective understanding of jobs and economic transformation**, including by identifying successful transformers; ie those countries and growth episodes in which there was a rapid positive movement of workers out of underemployment in agriculture, into rural waged work (including farming), and into urban waged jobs; and identifying the policies and programs that supported their successful transformation.

JDS CoP Web Resources and Knowledge Products

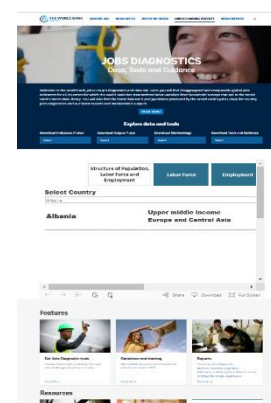
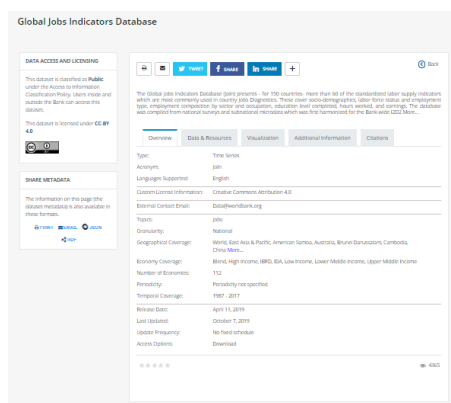
Web Resources

► C4D Site> [Jobs Diagnostics and Solutions](#)

► [Jobs Diagnostics Resource Site](#)

- [Guidelines](#)
- [Guided enquiry](#)
- [Data Tools](#)
- [Visualization tool](#)
- Benchmarking tool
- Training slides

► [Global Jobs Indicators Database](#)



WBG Reports

- [Pathways to Better Jobs in IDA Countries](#)

February 1, 2019
Pathways to Better Jobs in IDA Countries



Knowledge Catalog

Jobs Diagnostics: Country Reports:

<https://www.worldbank.org/en/topic/jobsanddevelopment/publication/jobs-and-development-list-of-publications>

World Development Report 2013: Jobs

<https://openknowledge.worldbank.org/handle/10986/11843>

IDA 19 Special Theme Paper: Jobs and Economic Transformation

<http://documents.worldbank.org/curated/en/381791564075012778/pdf/Special-Theme-Jobs-and-Economic-Transformation.pdf>

Development Committee Paper: Jobs and Economic Transformation (JET) Drivers, Policy Implications and World Bank Group Support

https://www.devcommittee.org/sites/www.devcommittee.org/files/download/Documents/2019-09/JET%20Final_DC2019-0008.pdf