Moving jobs to center stage
What is a job?
A job does not always come with a wage
Jobs get better with development

a. Average wage

b. Social security coverage
Jobs drive development

DEVELOPMENT

LIVING STANDARDS

PRODUCTIVITY

SOCIAL COHESION

JOBS
I. Jobs are transformational
Jobs are the main source of household income
Jobs account for much of the decline in extreme poverty

Source: Inchauste and others 2012 for the WDR 2013, Azevedo and others 2012 for the WDR 2013
Job creation and destruction happen everywhere

Source: WDR 2013 team based on Bartelsman, Haltiwanger, and Scarpetta (2009), and Shiferaw and Bedi (2010).
The employment share of microenterprises is greater in developing countries.
Jobs are correlated with civic engagement

Active membership and lack of a Job

Active membership and motivating Job

Source: Wietzke and McLeod 2012 for the WDR 2013
Jobs influence collective decision-making processes

- **Employment Status**
  - Not working in 2000, working in 2007
  - Working in 2000 and 2007
  - Not working in 2000 or 2007
  - Working in 2000, not working in 2007

- **% Change in Community Participation, 2000–07**
  - Values range from 0 to 8.
II. What are good jobs for development?
Individual and social valuations of jobs often differ.
Some jobs do more for development

- Jobs in functional cities
- Jobs connected to global markets
- Jobs that are environmentally benign

- Jobs for the poor
- Jobs that empower women
- Jobs that do not shift burden to others

- Jobs that give a sense of fairness
- Jobs that link to networks
- Jobs that shape social identity

DEVELOPMENT

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JOBS
A typology of jobs challenges

- **Agrarian economies**
  - What are good jobs for development?
    - More productive smallholder farming
    - Urban jobs connected to global markets

- **Conflict-affected countries**
  - What are good jobs for development?
    - Jobs demobilizing combatants
    - Jobs reintegrating displaced populations
    - Jobs providing alternatives to confrontation

- **Urbanizing countries**
  - What are good jobs for development?
    - Jobs providing opportunities for women
    - Jobs moving the country up the export ladder
    - Jobs not leading to excessive congestion
    - Jobs integrating rural migrants

- **Resource-rich countries**
  - What are good jobs for development?
    - Jobs supporting export diversification
    - Jobs not subsidized through transfers

- **Small island nations**
  - What are good jobs for development?
    - Jobs connected to global markets
    - Jobs not undermining fragile ecosystems

- **Countries with high youth unemployment**
  - What are good jobs for development?
    - Jobs not supported through rents
    - Jobs not allocated on the basis of connections

- **Formalizing countries**
  - What are good jobs for development?
    - Jobs with affordable social benefits
    - Jobs not creating gaps in social protection coverage

- **Aging societies**
  - What are good jobs for development?
    - Jobs keeping the skilled active for longer
    - Jobs reducing the cost of services to the elderly
Which policies make a difference in each case?

<table>
<thead>
<tr>
<th>Jobs challenge</th>
<th>Which countries and which policies?</th>
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<tbody>
<tr>
<td>Agrarian economies</td>
<td>Vietnam</td>
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<td></td>
<td>Land reform, agricultural extension, and market incentives</td>
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<tr>
<td>Conflict-affected countries</td>
<td>Rwanda</td>
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<td></td>
<td>Reintegration of former combatants and business reforms</td>
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<td>Urbanizing countries</td>
<td>Korea, Rep.</td>
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<td>Land-use policies and comprehensive urban planning</td>
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<td>Resource-rich countries</td>
<td>Chile</td>
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<td>Fiscal stability rules and export-oriented policies</td>
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<td>Small island nations</td>
<td>Tonga</td>
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<td>Active use of return migration agreements</td>
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<td>Countries with high youth unemployment</td>
<td>Slovenia</td>
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<td>Competition in product markets through trade integration</td>
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<td>Formalizing countries</td>
<td>Brazil</td>
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<td>Noncontributory programs, rules simplified and enforced</td>
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<tr>
<td>Aging societies</td>
<td>Poland</td>
</tr>
<tr>
<td></td>
<td>Disability and pension reform, higher retirement age</td>
</tr>
</tbody>
</table>
III. Policies through the jobs lens
Three distinct layers of policies are needed

**PRIORITIES**
- Know your jobs challenge
- Remove or offset the constraints

**LABOR POLICIES**
- Stay on the efficiency plateau
- Avoid misguided interventions
- Provide voice and extend protection

**FUNDAMENTALS**
- Macroeconomic stability
- An enabling business environment
- Human capital
- Rule of law and respect for rights
Key policy questions addressed through the Report

1. Growth strategies or jobs strategies?
2. Can entrepreneurship be fostered?
3. Can policies contribute to social cohesion?
4. Skills or jobs – what comes first?
5. A targeted investment climate?
6. Competing for jobs?
7. Protecting workers or protecting jobs?
8. How can job reallocation be accelerated?
To continue the dialogue on what it takes to create good jobs for development join the interactive Jobs Knowledge Platform at:

www.jobsknowledge.org