



WBG SCORECARD FY24-FY30 METHODOLOGY NOTE

WBG Client Context & Vision Indicators

The purpose of this note is to ensure the rigor, transparency, and reproducibility of the WBG client context and vision indicators included in the new WBG Scorecard FY24-FY30, as well as their alignment with the WBG’s vision. Technical teams were asked to provide a sufficiently detailed methodology so that anyone who reads this note can understand its rationale, theory of change, data sources, and method of calculation.

Definitions included in this template are aligned to the WBG Scorecard paper endorsed by the Board on Dec 19th, 2023. The methods notes are living documents and will be subject to updating and revision pending operational inputs and implementation lessons over time.

OVERVIEW	
INDICATOR NAME	Wage and salaried workers (% of employment), of which (%) are women
SUB-INDICATORS	N/A
VISION / CLIENT CONTEXT	<input type="checkbox"/> Vision indicator <input checked="" type="checkbox"/> Client context indicator
OUTCOME AREA	<input type="checkbox"/> Protection for the Poorest <input type="checkbox"/> Healthier Lives <input type="checkbox"/> Green and blue planet and resilient populations <input type="checkbox"/> Sustainable food systems <input type="checkbox"/> Affordable, reliable, and sustainable energy for all <input type="checkbox"/> Digital services <input checked="" type="checkbox"/> More and Better Jobs <input type="checkbox"/> No Learning Poverty <input type="checkbox"/> Effective Macroeconomics and Fiscal Management <input type="checkbox"/> Inclusive and equitable water and sanitation services <input type="checkbox"/> Connected Communities <input type="checkbox"/> Digital connectivity <input type="checkbox"/> Gender equality and youth inclusion <input type="checkbox"/> Better Lives for People in Fragility, Conflict, and Violence <input type="checkbox"/> More private investments
SDG ALIGNMENT	<p>See https://sdgs.un.org/ for further details on SDGs:</p> <input type="checkbox"/> 1. No Poverty <input type="checkbox"/> 2. Zero Hunger <input type="checkbox"/> 3. Good Health and Well-being <input type="checkbox"/> 4. Quality Education <input type="checkbox"/> 5. Gender Equality <input type="checkbox"/> 6. Clean Water and Sanitation <input type="checkbox"/> 7. Affordable and Clean Energy <input checked="" type="checkbox"/> 8. Decent Work and Economic Growth <input type="checkbox"/> 9. Industry Innovation and Infrastructure <input type="checkbox"/> 10. Reduced Inequalities <input type="checkbox"/> 11. Sustainable Cities and Communities <input type="checkbox"/> 12. Responsible Consumption and Production <input type="checkbox"/> 13. Climate Action <input type="checkbox"/> 14. Life Below Water <input type="checkbox"/> 15. Life on Land <input type="checkbox"/> 16. Peace, Justice and Strong Institutions <input type="checkbox"/> 17. Partnerships for the Goals
	List of specific UN targets (if applicable):
UNIT OF MEASURE	<input type="checkbox"/> Number of people <input type="checkbox"/> Number of countries <input type="checkbox"/> USD <input type="checkbox"/> GW <input type="checkbox"/> Hectares <input type="checkbox"/> tCO2eq/year <input checked="" type="checkbox"/> Other: Percentage of total employed
LEGACY INDICATOR NAME	<input type="checkbox"/> WB Old Scorecard indicator: <input type="checkbox"/> WBG Old Scorecard indicator: <input checked="" type="checkbox"/> N/A
RATIONALE	
DEFINITION	The percentage of the total employed who are wage and salaried workers (for both sexes and for female, separately). The total employed comprises two categories by status in employment: (i) wage and salaried workers (also known as employees); and (ii) self-employed workers. Wage and salaried workers are those workers who hold the type of jobs defined as “paid employment jobs,” where the incumbents hold explicit (written or oral) or implicit employment contracts that give

	them a basic remuneration that is not directly dependent upon the revenue of the unit for which they work.
DEVELOPMENT RELEVANCE	Breaking down employment information by status in employment provides a statistical basis for describing workers' behavior and conditions of work, and for defining an individual's socio-economic group. A high proportion of wage and salaried workers in a country can signify advanced economic development. If the proportion of own-account workers (self-employed without hired employees) is sizeable, it may be an indication of a large agriculture sector and low growth in the formal economy. A high proportion of contributing family workers—generally unpaid, although compensation might come indirectly in the form of family income—may indicate weak development, little job growth, and often a large rural economy. Each status group faces different economic risks, and contributing family workers and own-account workers are the most vulnerable—and therefore the most likely to fall into poverty. They are the least likely to have formal work arrangements, are the least likely to have social protection and safety nets to guard against economic shocks, and often are incapable of generating sufficient savings to offset these shocks.
LIMITATIONS	Data are drawn from labor force surveys and household surveys, supplemented by official estimates and censuses for a small group of countries. Due to differences in definitions and coverage across countries, there are limitations for comparing data across countries and over time even within a country. Estimates of women in employment are not comparable internationally, reflecting that demographic, social, legal, and cultural trends and norms determine whether women's activities are regarded as economic.
DATA AND CALCULATION	
DATA SOURCE(S)	Labor data are primarily sourced from nationally representative household-based labor force surveys collected by the International Labour Organization (ILO). ¹ If such surveys are unavailable, population censuses or other household surveys may be used with an appropriate employment module to obtain the required data.
METHOD OF CALCULATION (CORE)	The proportion of wage and salaried workers to the total employed is calculated as follows: ² $\frac{\text{Wage and salaried workers}}{\text{Total employment}} \times 100$ <p>Aggregation is average weighted by the number of employed. Note that total employment is used as the denominator for the indicator, in line with the methodology used by the ILO.</p>
METHOD OF CALCULATION (DISAGGREGATION)	Disaggregation of indicators by dimensions such as country income groupings, regions, FCV status, and other country classifications are provided where minimum data requirements are met.
VERSION	Version 1. Revised March 28, 2024

¹ International Labour Organization. "ILO modelled estimates database" ILOSTAT at <https://ilostat.ilo.org/data/>, World Development Indicators (WDI) at <http://wdi.worldbank.org/>.

² For more details, please refer to: <https://ilostat.ilo.org/resources/concepts-and-definitions/description-labour-force-statistics/>