Session 2

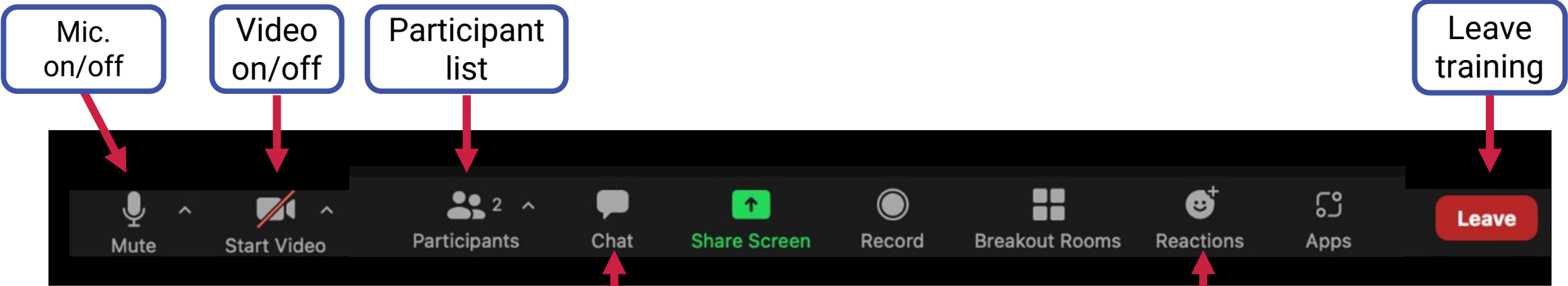# ILAB Learning for Adaptation and Accountability

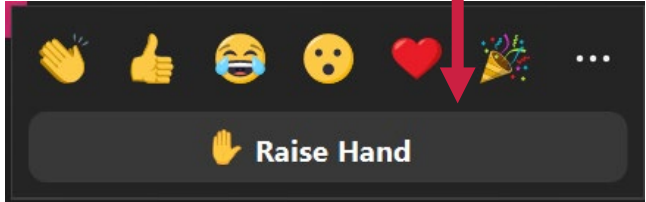June 2023

ILAB

BUREAU OF INTERNATIONAL LABOR AFFAIRS

Zoom Meeting Functions

Mic. on/off

Video on/off

Participant list

Leave training

See Chat

Reactions / Raise Hand

Mute Start Video Participants 2 Chat Share Screen Record Breakout Rooms Reactions Apps Leave

👏 👍 😂 😮 ❤️ 🎉 ...

✋ Raise Hand

Reactions/Raise Hand: When clicked, the hand symbol will appear in the top left of your screen.

Which country are you joining us from?

Join at
slido.com
#3221 897

0

How familiar are you with learning for action goals?

I'm an expert

0%

I have some solid background

0%

I have some basic knowledge

0%

I'm completely new to this

0%

Join at

slido.com

#2109 971

Our Training Session Goals

- Understand Project-Level Learning for Action Goals
  - Describe what learning for action goals are and their application in ILAB projects
  - Describe components of learning for action goals
  - Identify steps for developing learning for action goals

- Understand ILAB's Standard Outcome Indicators
  - Understand the importance of ILAB's standard outcome indicators for tracking ILAB portfolio-level performance
  - Understand how project indicators can contribute to ILAB's standard outcome indicators
  - Understand how to select and adapt indicators for tracking project-level performance

Shared Norms for the Workshop

1. Enjoy each day. Have fun.
2. Participate actively by sharing your knowledge, opinions, and questions.
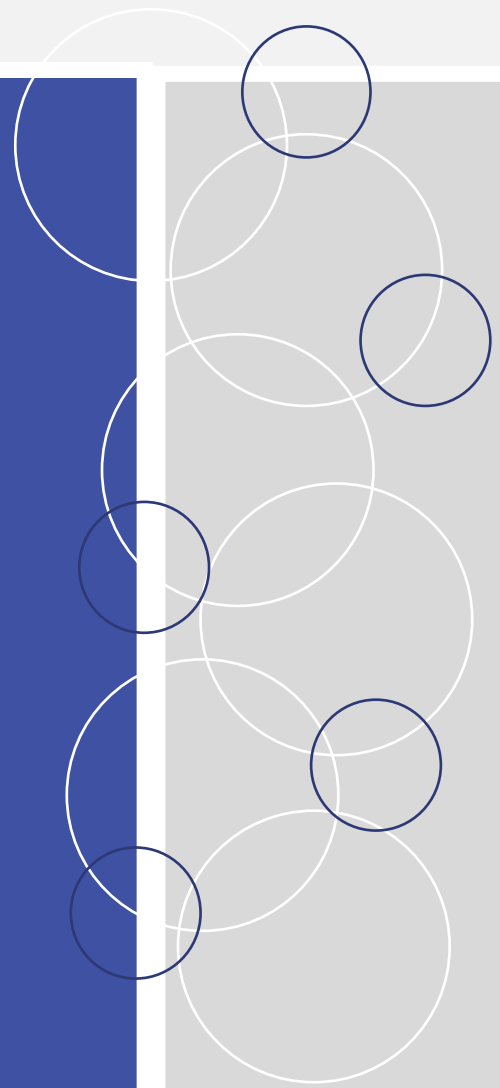3. Cell phones and electronic devices off or on vibrate.
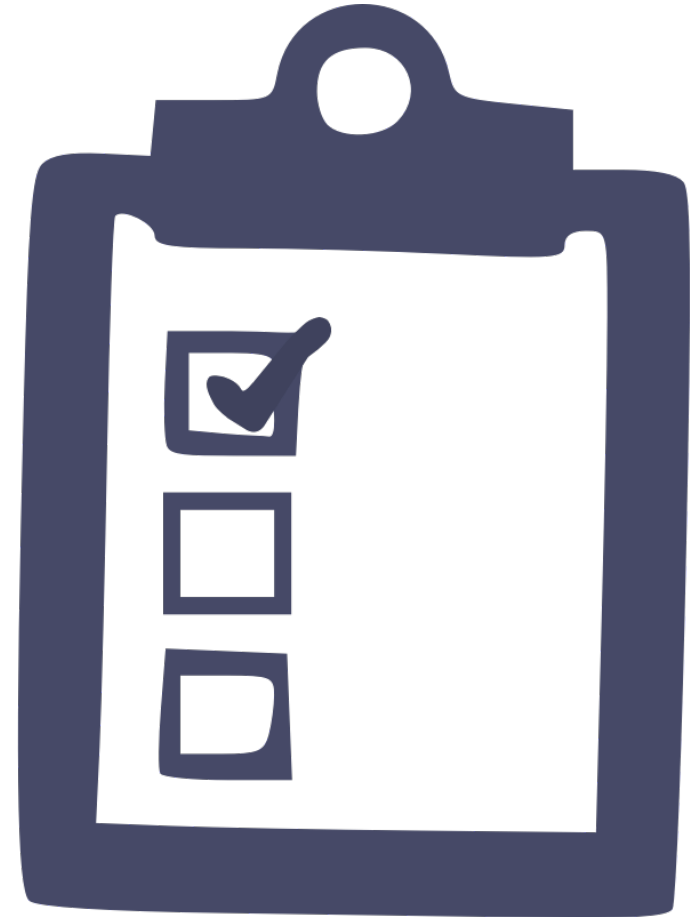
Module 2

Standard Outcome Indicators

June 2023

BUREAU OF INTERNATIONAL LABOR AFFAIRS

Our Training Session Goals

- Understand ILAB's Standard Outcome Indicators
    - Understand the importance of ILAB's standard outcome indicators for tracking ILAB portfolio-level performance
    - Understand how project indicators can contribute to ILAB's standard outcome indicators
    - Understand how to select and adapt indicators for tracking project-level performance

Shared Norms for the Workshop

1. Enjoy each day. Have fun.
2. Participate actively by sharing your knowledge, opinions, and questions.
3. Cell phones and electronic devices off or on vibrate.
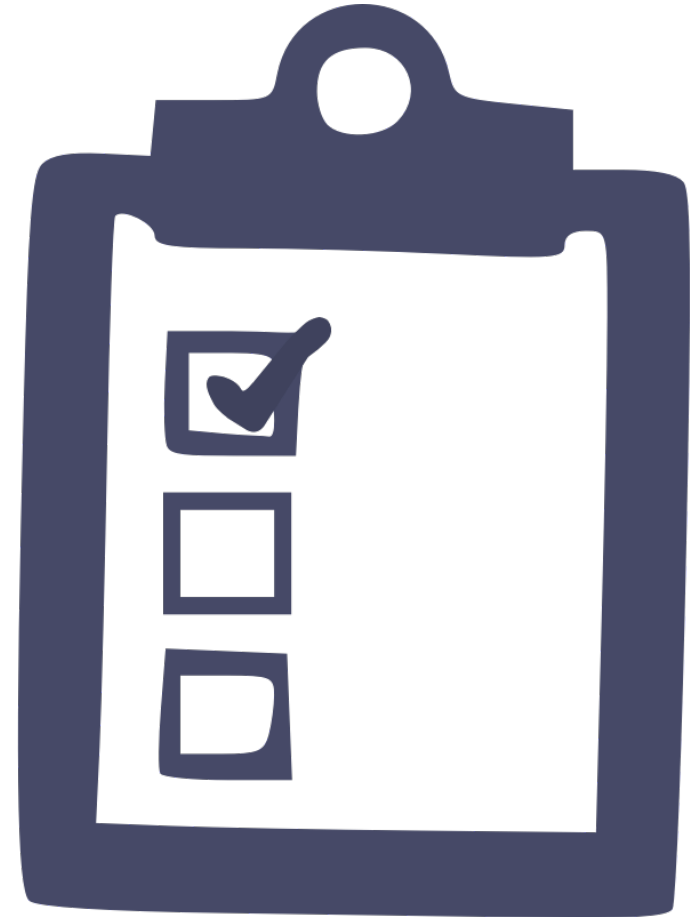
Have you been through the process of mapping your project indicators to ILAB's standard outcome indicators?

Yes, and I found the process to be easy

0%

Yes, but I had some minor challenges

0%

Yes, but I thought the process was very confusing

0%

No, I haven't done this yet

0%

Join at
slido.com
#2529 942

Agenda

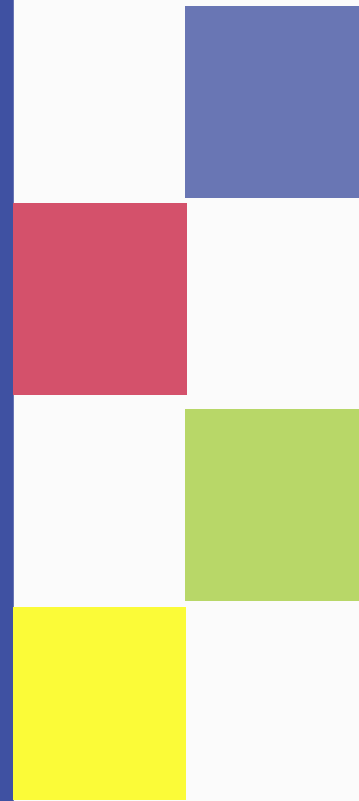**1** ILAB's Standard Outcome Indicators

2 Exercise

3 Defining Key Elements of Standard Outcome Indicators

4 Exercise

Section 1: ILAB's Standard Outcome Indicators

Purpose of Standard Outcome Indicators

- Allow ILAB to:
  - Collect comparable data across projects
  - Aggregate data from multiple projects to inform ILAB's overall performance reporting and future strategies
    - Note: Standard outcome indicators are standardly reported but not standardly measured, allowing flexibility of use for programs
  - Measure the lasting contributions and outcomes of ILAB grant recipients
- Used in ILAB's planning and budget activities
- Used to inform the validity of ILAB's theory of sustained change

Limitations of Standard Outcome Indicators

- Not always the best indicators for individual programs to use for:
  - Evaluating effectiveness
  - Learning and adapting activities

Dealing with the Limitations of Standard Outcome Indicators

- Programs can complement standard outcome indicators with:
  - CAMEL approaches and learning activities
  - Custom indicators and disaggregation

- Limit number of standard outcome indicators measured
  - Focus on indicators related to the outcome domains highlighted in the funding announcement
  - Use remaining MEL resources for custom indicators, project learning, and CAMEL
    - Custom indicators can be shared with ILAB in the Data Reporting Form
    - Qualitative learning and CAMEL data can be shared with ILAB in the TPR

Indicators for "Change in Available Capital"

Outcome Domain	Standard Outcome Indicator(s)
Change in Available Capital Strengthened **linkages/networks** associated with systemic improvements in workers' rights	1A. Number of **individual actors** within a system with improved linkages/networks that enable them to better address labor rights issues, claim their rights or fulfill their duties
	1B. Number of **collective structures or institutions** within a system with improved linkages/networks that enable them to better address labor rights issues, claim their rights or fulfill their duties
Strengthened **human capacity** associated with systemic improvements in workers' rights	2A. Number of **individual actors** within a system with increased capacity that enable them to better address labor rights issues, claim their rights or fulfill their duties
	2B. Number of **collective structures or institutions** within a system with increased capacity that enables them to better address labor rights issues, claim their rights or fulfill their duties
Strengthened **replacement resources** associated with systemic improvements in workers' rights	3A. Number of **individual actors** within a system with replacement resources that enable them to continue to address labor rights issues, claim their rights or fulfill their duties
	3B. Number of **collective structures or institutions** within a system with replacement resources that enable them to continue to address labor rights issues, claim their rights or fulfill their duties

Indicators for "Change in Leverage Points"

Change in Leverage Points

Outcome Domain	Standard Outcome Indicator(s)
Strengthened **motivation** to adopt behaviors, institutionalize practices, utilize, deliver, or access services, benefits, protections, or programs associated with improved workers' rights	4A. Number of **individual actors** within a system with increased motivation to address labor rights issues, claim their rights or fulfill their duties 4B. Number of **collective structures or institutions** within a system with increased motivation to address labor rights issues, claim their rights or fulfill their duties
Strengthened **demand for services, benefits, protections, or programs** associated with improved workers' rights	5A. Number of **individual actors** within a system demonstrating increased demand for services, benefits, protections or programs associated with improved workers' rights 5B. Number of **collective structures or institutions** within a system demonstrating increased demand for services, benefits, protections or programs associated with improved workers' rights

Indicators for "Change in Leverage Points"

Change in Leverage Points	Outcome Domain	Standard Outcome Indicator(s)
	Improved **access to services, benefits, protections, or programs** associated with improved workers' rights	6A. Number of **individual actors** within a system with improved access to services, benefits, protections, or programs associated with improved workers' rights 6B. Number of **collective structures or institutions** within a system with improved access to services, benefits, protections, or programs associated with improved workers' rights
	Improved **supply or** improved **delivery of services, programs or duties** associated with improved workers' rights	7A. Number of **unique touchpoints or leverage points** within a system with improved delivery of services, programs or duties associated with improved workers' rights 7B. Number of **collective structures or institutions** within a system with improved delivery of services, programs or duties associated with improved workers' rights

Indicators for "Change in Causal Mechanisms"

Change in Causal Mechanisms

Outcome Domain	Standard Outcome Indicator(s)
Improved **utilization of services or processes** associated with improved workers' rights	8A. Number of **individual actors** within a system who have utilized more effective services, processes or programs associated with improved worker's rights
	8B. Number of **collective structures or institutions** within a system that have institutionalized more effective services, processes or programs associated with improved workers' rights
Improved **adoption of behaviors or practices** associated with improved workers' rights	9A. Number of **individual actors** within a system who have adopted behaviors associated with improved workers' rights
	9B. Number of **institutions, legal entities, or organizations** that have collectively adopted practices associated with improved workers' rights

Indicators for "Impact on Workers' Rights"

- Sustainable Development Goals (SDG) indicators may be used to measure impact
  - See Appendix C in the Theory of Sustained Change Guidebook
- Typically, SDG indicators are collected and analyzed by institutions outside the program (e.g., the government)
- Program contribution toward change in SDG indicators can be assessed through qualitative data

Selecting Project Indicators

- Collaborative process between ILAB and grantee

- Consider learning for action goals/data useful for management

- Consider indicators required by donors/project administration

- Consider project resources and available data sources

# Mapping Project Indicators to ILAB's Standard Outcome Indicators

- What outcome domain is the indicator related to?

- Does the indicator measure individuals or institutions?

- Does the project indicator have the same unit of measure as the SOI?

- If multiple project indicators feed into an SOI, is there any overlap between the project indicators' data?

Questions?

Section 2: Exercise
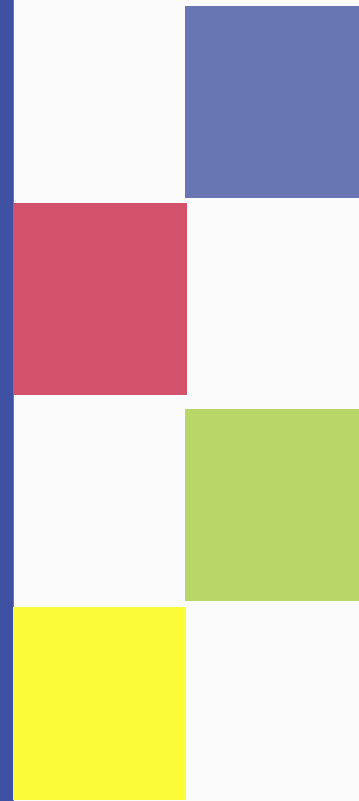
Small Group Exercise Instructions

- Each group will be given three of SFWI's project indicators.

- Determine:

  - Which indicators can map to a standard outcome indicator? Identify which standard outcome indicator each of those project indicators map to.

  - Which indicators cannot map to a standard outcome indicator? Why not?

SFWI Indicator Mapping

SFWI Project Indicator	Can it be mapped to a standard outcome indicator?	If so, which standard outcome indicator can it be mapped to?	If not, why not?
Number of manual laborers within the agriculture industry that call into the hotline, reporting unsafe working conditions			

Mapping Project Indicators to ILAB's Standard Outcome Indicators

- What outcome domain is the indicator related to?

- Does the indicator measure individuals or institutions?

- Does the project indicator have the same unit of measure as the SOI?

- If multiple project indicators feed into an SOI, is there any overlap between the project indicators' data?

Project Activity/Outputs

The project will:

1. Create and run a hotline for reporting unsafe working conditions

2. Conduct awareness raising activities

3. Generate cases of unsafe working conditions

4. Advocate for government intervention in hotline cases

Outcomes and Outcome Domains

- Workers call into the hotline to report unsafe conditions
- Workers demand safe working conditions from their employers
- Workers demand government enforcement of safety standards

→ Increased demand for services

- The government conducts more labor inspections
- The government better enforces safety standards

→ Increased delivery of services

- The government institutionalizes the hotline and related labor inspections

→ Improved utilization of services

Sustained Change

Increased demand for services

- Workers continue to call into the hotline to report unsafe conditions, as needed
- Workers continue to demand for safe working conditions from their employers
- Workers continue to demand government enforcement of safety standards

Increased delivery of services

- The government continues to conduct more labor inspections
- The government continues to better enforce safety standards

Impact

Improved working conditions

- Employers improve working conditions

Sphere of Control

Sphere of Influence

Sphere of Interest

Indicators for "Change in Leverage Points"

Change in Leverage Points

Outcome Domain	Standard Outcome Indicator(s)
Strengthened **motivation** to adopt behaviors, institutionalize practices, utilize, deliver, or access services, benefits, protections, or programs associated with improved workers' rights	4A. Number of **individual actors** within a system with increased motivation to address labor rights issues, claim their rights or fulfill their duties 4B. Number of **collective structures or institutions** within a system with increased motivation to address labor rights issues, claim their rights or fulfill their duties
Strengthened **demand for services, benefits, protections, or programs** associated with improved workers' rights	5A. Number of **individual actors** within a system demonstrating increased demand for services, benefits, protections or programs associated with improved workers' rights 5B. Number of **collective structures or institutions** within a system demonstrating increased demand for services, benefits, protections or programs associated with improved workers' rights

SFWI Indicator Mapping

| SFWI Project Indicator	Can it be mapped to a standard outcome indicator?	If so, which standard outcome indicator can it be mapped to?	If not, why not?
Number of workers attending workers' rights information sessions who reported having higher expectations of workplace safety after the session			
Number of safety inspections conducted by government labor inspectors			
Percent of safety inspections resulting in improvements to worksite safety			

Small Group Exercise Instructions

- Prepare for share back:
  - What challenges, if any, did you experience during this exercise?
  - What "aha!" moments did you have during this exercise?

Share Back

Section 3:
Defining Key Elements of
Standard Outcome Indicators
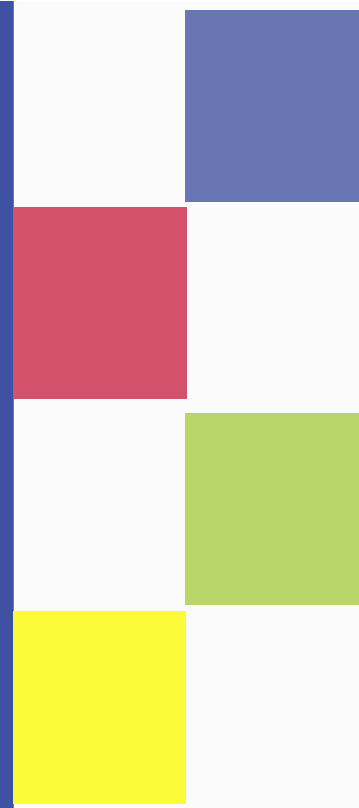
Standard Outcome Indicator Reference Sheets (SOIRS)

- Not to be filled out; just reference

- Enter responses to all blanks in the PMP tab of the Data Reporting Form

Key Elements of SOIRS: Description

- Definitions
- Calculation
- Unit of Measure
- Disaggregation

Key Elements of SOIRS: Plan for Data Collection

- Data Source

- Method of Data Collection

- Reporting Frequency

- Individual(s) Responsible

Key Elements of SOIRS: Targets and Baseline

- Baseline Timeframe
- Rationale for Targets

Key Elements of SOIRS: Data Quality

- Dates of Previous Data Quality Assessments and Names of Reviewers

- Dates of Future Data Quality Assessments

- Known Data Limitations

Key Elements of SOIRS: Changes to Indicator

- Changes to Indicator
- Other Notes
- Date of Last Update

Questions?

Exit Ticket

Thank You!