



ILO/EC Project

“Monitoring and Assessing Progress on Decent Work (MAP)”

Logical Framework Matrix at the National Level

I. Objectives

Overall Objective (OO): to contribute to social justice and poverty reduction in developing countries.

Specific Objective (SO): to strengthen national partners’ capacity to self-monitor and self-assess progress towards DW.

Indicators for SO at national level: track progress of DW objectives included in the National Development Plan (NDP) and other national policies, as well as the DWCP, the DWIs identified as priority indicators for the country will be used to develop future DW strategies.

II. Expected results and indicators at country level

Result 1: DWIs are identified in consultation with government and national partners and statistics are produced and analysed in line with national decent work strategies and ILO DWCP.

Indicator 1: DWIs are identified by national partners, statistics on DW are collected, DW indicators are compiled (processed and tabulated), DWIs are used for national assessment on progress towards DW (DW Country Profile), and the main results of the national study are used in policy analysis, especially for the DWCP designing and monitoring.

Source: DW indicators compiled and database developed, statistics published, national studies published.

Result 2: government, social partners (employers and workers representatives) and other stakeholders are more aware of the dimensions and the level of DW in the country, their capacity to collect and analyze DWIs and to carry out research related to DW has increased, and ownership of the concept of DW has increased.

Indicator 2: national partners have been trained on DWIs, social dialogue and policy recommendations have been publicized in the national media.

Source: training reports, mid-term and final reviews, media campaign materials.

II. Activities related to Result 1 (activities 4, 5, 6 and 7 into MAP, see Annex 1)

- 1.1 **Background study** on existing national DW statistics and data collection gaps is conducted in the country
Output 1.1: National background study is published and disseminated to national partners
- 1.2 **National consultation workshop** with social partners and NSO to identify the DWIs relevant for the country
Output 1.2: workshop report is published and a list of DWIs for the country is available to be used for the monitoring system of the DWCP and/or the national development policy.
- 1.3 **Statistics on the DWIs** are produced and tabulated, then used for the national study on DW, with links to DWCP and national policies.
Output 1.3: Data tables produced for the development of a database on DWIs at national level.
- 1.3 **National capacities on data collection** are enhanced (survey questionnaire design, survey implementation, administrative database management...)
Output 1.4: statistical instruments improved (questionnaires, databases), reports from experts on technical missions

IV. Activities related to Result 2 (activities 7, 8 and 9 into MAP, see Annex 1)

- 2.1 **Training workshops on data processing and analysis** for NSO, government officers, policy analysts and national researchers: at national level where national needs, or by inviting national partners to ILO training courses on data collection and analysis.
Output 2.1: national training workshop reports, training materials
- 2.2 **National study on DWIs** to analyze trends and gaps on DW, accompanied by a policy document to formulate recommendations on how DW statistics could be improved and how different labour and economic policies and overall policy coherence can contribute to reducing gaps in DW.
Output 2.2: national study is published (after validation by national partners)
- 2.3 **National meeting with stakeholders**, government and social partners to validate the results of the study and formulate policy recommendations
Output 2.3: validation workshop report, policy recommendations formulated
- 2.4 **Media campaign and launch event** on DW trends and social partners' policy recommendations
Output 2.4: media materials produced, media campaign report, policy recommendations or map road to mainstream DW into national planning and budgeting.

MAP LOGICAL FRAMEWORK MATRIX - COUNTRY LEVEL

	Intervention logic	Objectively verifiable indicators of achievement	Sources and means of verification	Assumptions
Overall objective	The project seeks to contribute to the realisation of decent work as a contribution to social justice and poverty reduction in developing countries	Number of people deprived of DW decreases	DW statistics from government sources	Policy makers implement policies that promote DW
Specific objective	National partners strengthen their capacity to self-monitor and self-assess progress towards DW.	Track progress of DW objectives included in the National Development Plan (NDP) and other national policies, as well as the DWCP, the DWIs identified as priority indicators will be used to develop future DW strategies.	National policies and strategies documents, DWCP document, national monitoring system reports.	Awareness and capacity of national partners to self monitor DW have increased
Result 1	DWIs are identified in consultation with government and national partners and statistics are produced and analysed in line with national decent work strategies and ILO DWCP.	DWIs are identified by national partners, statistics on DW are collected, DW indicators are compiled (processed and tabulated), DWIs are used for national assessment on progress towards DW (DW Country Profile), and the main results of the national study are used in policy analysis, especially for the DWCP designing and monitoring.	DW indicators database developed, statistics published, national studies published.	Government and policy makers are developing DWCP and DW strategy into the national development plan. They are ready to involve the NSO and MLSS in the production of DWIs in order to integrate key DWIs into the national monitoring system.
Result 2	Government, social partners (employers and workers representatives) and other stakeholders are more aware of the dimensions and the level of DW in the country, their capacity to collect and analyze DWIs and to carry out research related to DW has increased, and ownership of the concept of DW has increased.	National partners have been trained on DWIs, social dialogue and policy recommendations have been publicized in the national media.	Training reports, mid-term and final reviews, media campaign materials.	Government and policy makers, national partners have been informed and trained and DW statistics are published and disseminated at the national level.

Activities related to Result 1	Outcome	Output	Input	Assumptions
	1.1 Background study on existing national DW statistics is conducted in the country	Output 1.1: National background study is published and disseminated to national partners	National consultants	Some minimal level of statistics collected in the past is relevant to DW
	1.2 National consultation workshop with social partners and NSO to identify the DWIs relevant for the country	Output 1.2: workshop report is published and a list of DWIs for the country is available to be used for the monitoring system of the DWCP and/or the national development policy.	Workshop costs (travel costs for ILO officers, experts, cost per participants, etc).	Government and stakeholders are interested in promoting better DW indicators
	1.3 Statistics on the DWIs are produced and tabulated, then used for the national study on DW, with links to DWCP and national policies.	Output 1.3: Data tables produced for the development of a database on DWIs at national level.	Service contract /MoU to NSO and relevant institution, with technical support from ILO and external experts.	NSO and other relevant institutions have the capacity to compute and tabulate the DW indicators, and to develop a database on DWIs.
	1.4 National capacities on data collection are enhanced (survey questionnaire design, survey implementation, administrative database management...)	Output 1.4: statistical instruments improved (questionnaires, databases), reports from experts on technical missions	Service contract/MoU to NSO and relevant institution, with technical support from ILO and external experts.	NSO and other relevant institutions have the capacity to collect the DW indicators.

<p>Activities related to Result 2</p>	<p>2.1 Training workshops on data processing and analysis for NSO government officers, policy analysts and national researchers: at national level if needed (if national capacities are weak), and at regional level.</p> <p>2.2 National study on DWIs to analyze trends and gaps on DW, accompanied by a policy document to formulate recommendations on how DW statistics could be improved and how different labour and economic policies and overall policy coherence can contribute to reducing gaps in DW.</p> <p>2.3 National meeting with stakeholders, government and social partners to validate the results of the study and formulate policy recommendations</p> <p>2.4 Media campaign and launch event on DW trends and social partners' policy recommendations</p>	<p>Output 2.1: training workshop reports</p> <p>Output 2.2: national study is published (after validation by national partners)</p> <p>Output 2.3: validation workshop report, policy recommendations formulated.</p> <p>Output 2.4: media materials produced, campaign report, policy recommendations or map road to mainstream DW into national planning and budgeting</p>	<p>National consultants, international experts, ILO officers</p> <p>Consultants, research, writing and editing costs and publication costs.</p> <p>Workshop costs (travel costs for ILO officers, experts, cost per participants, etc).</p> <p>Costs of media material and campaign support</p>	<p>Appropriate people are identified and available to take part in the training. National request to organise training at the national level.</p> <p>NSO, MLSS, national partners and relevant institutions have the capacity to analyze DW data.</p> <p>Government and social partners are interested in using social dialogue and DW indicators as a basis for policy formulation.</p> <p>Media is interested in DW.</p>
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Annex 1. MAP Activities at National level (source: Project Document)

Activity 4: Prepare Background Country-Studies on LMIS / data collection gaps

The project will start with an overview, in each pilot country, that will take stock of the main elements of the country's decent work country programme (DWCP), a list of what other cooperation projects related to decent work and employment are on-going or in the pipeline for ILO, EC and other donors with a view to identify future synergies of this intervention, as well as taking stock of existing decent work statistics produced at the national level, which could be used to identify and monitor trends in decent work. These studies will provide an overview of existing survey instruments (such as labour force surveys, household surveys or other kind of surveys) as well as an overview of administrative databases, including relevant databases from ministries of labour and labour inspection services. This study will be used as background material for the next activity.

This activity will be sub-contracted to national consultants who will produce these studies under the guidance of the CTA and the regional focal points of the project.

Activity 5: Hold One National Consultation Workshop to Identify Decent Work Indicators, Taking into Account both International Labour Standards and Specific Country Circumstances

The project will hold a national consultation workshop in which national stakeholders will identify, jointly with ILO experts, the most relevant decent work indicators and develop a plan for national action in data collection, analysis and dissemination. Input from EC cooperation that is relevant to decent work indicators will also be welcome.

As pointed out above, general lists of possible decent work indicators related to wages, conditions of work, social security, and other dimensions already exist. However, these lists are typically very long and comprehensive. Thus, at the country level, some process of prioritisation and selection of the most appropriate decent work indicators is required, reflecting both national ownership and feasibility.

This activity will be organised by the ILO and the project staff. A comprehensive and consolidated list of possible decent work indicators has been produced as an outcome of the ILO tripartite meeting of experts in September 2008, and will be discussed and adapted for the needs of the current project in the context of Activity 1.

Activity 6: Support National Statistical Offices or Other Relevant Institutions in Collecting Better Statistics Linked to the Identified Decent Work Indicators

Based on the decent work indicators identified at national level as well as on the recommendations for data collection, the project will support work to improve the collection of relevant decent work statistics. This can be resource-intensive, especially since statistics related to selected indicators should be representative and produced at a useful level of disaggregation (sex, age, ethnicity, region, etc...). The activities of the project will be very country-specific and will largely depend upon the existing statistical capacity of the pilot countries. Activities are likely to include the insertion of "decent work modules" into existing labour force surveys and other household surveys, establishment surveys or other instruments, and support will be proposed for the improvement of

administrative record databases. Some activities will be straightforward and others will be more creative. Some issues may require special statistical methods for estimating hidden or hard-to-reach populations. Other statistics such as, say, data on the level of wages and working time for ethnic minorities may be collected through additional questions or modules that can be added to labour force surveys and other household surveys. In all cases, the objective will be to ensure sustainability of results through integration of modules or new questions into existing national statistical instruments.

This work will be subcontracted to national statistical institutes or other relevant national institutions (such as for example the Ministry of Labour, which may collect useful administrative record data). The ILO will provide its technical cooperation for this exercise, drawing on the large expertise of the ILO Policy Integration and Statistics Department, the ILO specialised programmes or Departments as well as Regional and Subregional Offices.

Activity 7: Carry Out Country-Studies on “Decent Work Indicators”

On the basis of identified decent work indicators and after the collection of data by national statistical offices, each pilot country will be in a position to produce country-studies on “decent work indicators”. Studies should include summary statistics on decent work and – when possible – highlight trends in decent work over time at the appropriate level of disaggregation (by sectors, region, age and sex of workers, etc...), as well as providing an interpretation of these trends and a discussion of the main determinants of decent work. The studies should also be undertaken with a view to formulate recommendations on how decent work statistics could be improved and, especially, on how different labour and economic policies - and overall policy coherence- can contribute to reducing existing gaps in decent work. Policy recommendations should be consistent with budget constraints of selected countries and take into account budget planning/spending alternatives. The exact methodology for country-studies will need to be worked out at the country level, depending on what data is available. In each country, researchers will be encouraged to identify the most appropriate mix of qualitative and quantitative methods to study the determinants of decent work.

This work will be subcontracted to consultants and trained researchers from national academic or research institutions and networks, under the technical guidance of the CTA and the regional focal points, in coordination with relevant ILO departments and programmes.

Activity 8: Hold National Meetings of Researchers and Policy Makers to Disseminate the Results of Country-Studies and to Determine, through Social Dialogue, how the Results Should be Reflected in the National Decent Work Strategies and/or the ILO Decent Work Country Programmes (DWCP).

The ultimate objective of the self-monitoring and self-assessment of progress in decent work is to inform policy making. For this purpose, the statistics and the country studies will be presented to the national stakeholders, including government, employers’ and workers’ organizations, and civil society who will debate on how the results should feed back into policy making and how to act on the policy recommendations. The Ministry of Finance should also be involved at this meeting as public finance management and planning is crucial for the implementation of decent work integrated actions and the sustainability of outcomes.

The stakeholders may also advise on how to further improve in the future the methodology used for identifying decent work indicators, producing statistics, and analysing trends. This activity is expected to contribute to higher national ownership of the decent work objective at national level and to the sustainability of the project.

This activity will be organised by the ILO and the regional focal points, under the guidance of the CTA.

Activity 9: Publish and Launch Country Studies

In order to raise awareness of the population at large and support a wider sense of national ownership on decent work, the country studies will be published at the national level and will be accompanied by an active media campaign to disseminate its most important results. This will include support for the production of posters, radio and television, and other materials, with the involvement of the ILO Communications Department and the Regional Offices in line with UN-EC Joint Visibility Guidelines.

This work will be subcontracted to local communication consultants or companies, under the guidance of the CTA and in consultation with the Regional Offices and the ILO

Communications Department, which is in charge of promoting decent work.