

► Programme and Budget for 2026-27

Updated RESULTS and MEASUREMENT framework

March 2026

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Explanatory note

During the discussion of the Director-General's Programme and Budget proposals for 2026–27 in March 2025, the Office committed to updating the preliminary baseline and target data presented in the results framework, based on information available in December 2025. It also committed to making available more detailed information developed by the Office with a view to accurately measuring, monitoring and reporting on results at the output level. This document addresses these commitments.

Part I contains updated baseline and target data for all output indicators of the results framework, reviewed considering progress in decent work trends and in the implementation of the ILO's programme during the 2024–25 biennium. The review of the targets also reflects the reprioritization exercise carried out at the start of 2026 to address potential resource shortfalls. These data supersede those included in the published Programme and Budget for 2026-27.

Part II contains the measurement framework for the output indicators of the eight policy outcomes, the policy coherence outcome and one of the outputs of enabling outcome A. It specifies the qualitative criteria that define the expected results to be achieved with ILO support, which in all cases are based on consultations with the social partners and on international labour standards.

The updated results framework and the measurement framework will be the basis for monitoring progress towards results during implementation and to report on achievements at the end of the biennium.

*Strategic Programming and Management Department
Geneva, March 2026*

► Updated results framework for 2026–27

Indicators	Means of verification	Baseline	Target
Policy outcome 1. Strong, modernized normative action for social justice			
Level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation, by sex and migrant status (SDG indicator 8.8.2).	ILOSTAT	The world aggregate score was 4.8 on a scale of 0 to 10 (0 being the best and 10 the worst) for 2024 and 4.9 for 2023.	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment (SDG target 8.8).
Proportion and number of children aged 5–17 years engaged in child labour, by sex and age (SDG indicator 8.7.1).	ILO global estimates of child labour	7.8%, equivalent to 138 million children, of which 59 million are girls (2024).	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and end child labour in all its forms (SDG target 8.7).
Forced labour rate.	ILO global estimates of forced labour	3.5 per 1,000, equivalent to 27.6 million people, of which 11.8 million are women and girls (2021).	
Output 1.1. Increased capacity of Member States to ratify international labour standards			
1.1.1. Number of ratifications of: (a) fundamental and governance Conventions/Protocols; (b) up-to-date technical Conventions.	ILO Information System on International Labour Standards (NORMLEX)	(a) 2,108 (December 2025) (b) 2,455 (December 2025)	(a) 30 additional ratifications (9 in Africa, 5 in the Americas, 2 in the Arab States, 10 in Asia and the Pacific, and 4 in Europe and Central Asia). (b) 75 additional ratifications (20 in Africa, 15 in the Americas, 5 in the Arab States, 20 in Asia and the Pacific, and 15 in Europe and Central Asia).
Output 1.2. Increased capacity of the constituents to drive the effective application of international labour standards by Member States			
1.2.1. Number of cases of progress in the application of ratified Conventions noted with satisfaction by the supervisory bodies.	Reports of the supervisory bodies compiled in NORMLEX.	50 cases of progress.	50 cases of progress.
1.2.2. Number of new UN Cooperation Frameworks that include measures to address issues raised by the supervisory bodies.	UN Cooperation Framework documents; UN Development Coordination Office.	18 UN Cooperation Frameworks (2024–25)	17 UN Cooperation Frameworks (7 in Africa, 5 in the Americas, 4 in Asia and the Pacific, 1 in Europe and Central Asia)
Output 1.3. Increased capacity of the constituents, partners and stakeholders to engage in normative action			

Indicators	Means of verification	Baseline	Target
1.3.1. Percentage of reports on the application of ratified Conventions due by 1 September received in a timely manner that include replies to comments by the supervisory bodies.	NORMLEX	42% in 2024 55% in 2025	45% in 2026 45% in 2027
1.3.2. Number of Member States with tripartite mechanisms enabling the constituents to effectively engage in the implementation of international labour standards at the national level, including reporting to the supervisory bodies.	Official national documents and reports of the supervisory bodies.	17 Member States (2 in Africa, 5 in the Americas, 2 in the Arab States, 7 in Asia and the Pacific, 1 in Europe and Central Asia).	17 Member States (4 in Africa, 5 in the Americas, 3 in the Arab States, 4 in Asia and the Pacific, 1 in Europe and Central Asia).

Output 1.4. Increased capacity of the constituents to advance the effective respect, promotion and realization of the fundamental principles and rights at work

1.4.1. Number of Member States with new or improved policies and programmes that address the mutually reinforcing nature of two or more fundamental principles and rights at work.	Official national reports and documentation compiled in the ILO Strategic Management System.	24 Member States (10 in Africa, 5 in the Americas, 5 in Asia and the Pacific, 4 in Europe and Central Asia).	13 Member States (3 in Africa, 6 in the Americas, 3 in Asia and the Pacific, 1 in Europe and Central Asia).
1.4.2. Number of countries that have taken action on child labour, forced labour or trafficking in persons.	Official national reports and documentation compiled in the ILO Strategic Management System.	22 Member States (9 in Africa, 8 in the Americas, 4 in Asia and the Pacific, 1 in Europe and Central Asia).	27 Member States (9 in Africa, 9 in the Americas, 2 in the Arab States, 7 in Asia and the Pacific).

Output 1.5. Increased capacity of the constituents to implement sectoral international labour standards, codes of practice, guidelines and tools

1.5.1. Number of Member States that have advanced a sectoral approach to decent work by applying ILO sectoral standards and sectoral codes of practice, guidelines and tools.	National documents and reports, including from EBMOs and workers' organizations; reports of the supervisory bodies.	10 Member States (6 in Africa, 2 in the Americas, 2 in Asia and the Pacific).	12 Member States (3 in Africa, 3 in the Americas, 2 in the Arab States, 3 in Asia and the Pacific, 1 in Europe and Central Asia).
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Policy outcome 2. Strong, representative and influential tripartite constituents, effective social dialogue and good governance of labour markets

Number of Member States that made progress in freedom of association and collective bargaining (measured as countries that recorded an improvement in the score for SDG indicator 8.8.2).	ILOSTAT	From 2021 to 2024, the scores improved in 34 countries (18%), worsened in 64 (34%) and remained the same in 89 (48%).	Improved compliance with Conventions Nos 87 and 98.
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Indicators	Means of verification	Baseline	Target
Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group (SDG indicator 16.7.2).	UN Global SDG Indicators Database	Insufficient country coverage to determine a significant baseline	Ensure responsive, inclusive, participatory and representative decision-making at all levels (SDG target 16.7).

Output 2.1. Increased institutional capacity of employer and business membership organizations to be strong, independent and representative

2.1.1. Number of EBMOs with improved governance systems, strategies to widen representation and/or enhanced service provision.	Reports, documents, proceedings, service/training records, guides/manuals, and business plans/strategies of EBMOs, partnership agreements, other official documents and media coverage.	38 organizations (15 in Africa, 11 in the Americas, 1 in the Arab States, 7 in Asia and the Pacific, 4 in Europe and Central Asia).	25 organizations (8 in Africa, 9 in the Americas, 1 in the Arab States, 5 in Asia and the Pacific, 2 in Europe and Central Asia).
2.1.2. Number of EBMOs that have produced analyses on the changing business environment and conduct advocacy activities to influence policymaking.		17 organizations (1 in Africa, 7 in the Americas, 1 in the Arab States, 5 in Asia and the Pacific, 3 in Europe and Central Asia).	15 organizations (5 in Africa, 4 in the Americas, 1 in the Arab States, 3 in Asia and the Pacific, 2 in Europe and Central Asia).

Output 2.2. Increased institutional, technical, representational and policy impact capacities of workers' organizations

2.2.1. Number of Member States where workers' organizations have developed innovative and successful trade union strategies to attract new groups of workers and/or to improve their services.	Congress or annual reports of workers' organizations; collective bargaining agreements; official reports and publications; the media; national, regional and multilateral policies, laws and regulations; trade agreements; comments by and reports of the supervisory bodies.	35 organizations (9 in Africa, 6 in the Americas, 5 in the Arab States, 13 in Asia and the Pacific, 2 in Europe and Central Asia).	20 Member States (7 in Africa, 5 in the Americas, 2 in the Arab States, 4 in Asia and the Pacific, 2 in Europe and Central Asia).
2.2.2. Number of Member States where workers' organizations have developed innovative and successful trade union policy proposals considered in social dialogue mechanisms for policymaking.		31 organizations (10 in Africa, 9 in the Americas, 3 in the Arab States, 7 in Asia and the Pacific, 2 in Europe and Central Asia).	20 Member States (7 in Africa, 5 in the Americas, 2 in the Arab States, 4 in Asia and the Pacific, 2 in Europe and Central Asia).

Output 2.3. Increased capacity of Member States to make social dialogue more influential and labour relations and labour justice institutions and processes more effective

2.3.1. Number of Member States with newly established or strengthened institutions and processes for social dialogue.	Official national documents and reports, including from employers' and workers' organizations, and reports of the supervisory bodies.	34 Member States (9 in Africa, 9 in the Americas, 1 in the Arab States, 10 in Asia and the Pacific, 5 in Europe and Central Asia).	30 Member States (10 in Africa, 7 in the Americas, 2 in the Arab States, 7 in Asia and the Pacific, 4 in Europe and Central Asia).
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Indicators	Means of verification	Baseline	Target
2.3.2. Number of Member States with newly developed or strengthened policies or practices to promote: (a) collective bargaining; (b) workplace cooperation.	Official national documents and reports, including from employers' and workers' organizations, and reports of the supervisory bodies.	(a) Collective bargaining: 16 Member States (8 in Africa, 2 in the Americas, 6 in Asia and the Pacific). (b) Workplace cooperation: 13 Member States (2 in Africa, 1 in the Americas, 1 in the Arab States, 8 in Asia and the Pacific, 1 in Europe and Central Asia).	(a) Collective bargaining: 17 Member States (5 in Africa, 4 in the Americas, 1 in the Arab States, 6 in Asia and the Pacific, 1 in Europe and Central Asia). (b) Workplace cooperation: 7 Member States (1 in the Arab States, 6 in Asia and the Pacific).
2.3.3. Number of Member States with newly established or reformed regulatory or institutional frameworks for the effective prevention and resolution of labour disputes.	Official national documents and reports, including from employers' and workers' organizations, and reports of the supervisory bodies.	8 Member States (2 in Africa, 4 in the Americas, 2 in Asia and the Pacific).	17 Member States (4 in Africa, 6 in the Americas, 2 in the Arab States, 4 in Asia and the Pacific, 1 in Europe and Central Asia).
Output 2.4. Increased institutional capacity of labour administration and labour inspection systems, and enhanced national regulatory frameworks for the good governance of work			
2.4.1. Number of Member States in which labour administration policies and frameworks are improved, including through labour law reforms.	Official national documents and reports, including from employers' and workers' organizations, and reports of the supervisory bodies.	16 Member States (9 in Africa, 3 in the Americas, 3 in Asia and the Pacific, 1 in Europe and Central Asia).	23 Member States (10 in Africa, 4 in the Americas, 2 in the Arab States, 3 in Asia and the Pacific, 4 in Europe and Central Asia).
2.4.2. Number of Member States in which policies, strategies and labour inspectorates are strengthened for improved compliance with national labour legislations.	Official national documents and reports, including from employers' and workers' organizations, and reports of the supervisory bodies.	30 Member States (11 in Africa, 7 in the Americas, 1 in the Arab States, 7 in Asia and the Pacific, 4 in Europe and Central Asia).	30 Member States (14 in Africa, 8 in the Americas, 1 in the Arab States, 3 in Asia and the Pacific, 4 in Europe and Central Asia).

Indicators	Means of verification	Baseline	Target
Policy outcome 3. Full and productive employment as a pathway for social justice			
Proportion of informal employment in total employment, by sex (SDG indicator 8.3.1).	ILOSTAT	Female: 55.6% (2023) 56.0% (2024) 56.0% (2025) Male: 58.9% (2023) 59.0% (2024) 58.9% (2025) Total: 57.6% (2023) 57.8% (2024) 57.7% (2025)	Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of MSMEs, including through access to financial services (SDG target 8.3).
Employment-to-population ratio (aged 15 years and above).	ILOSTAT	Female: 46.4% (2023) 46.4% (2024) 46.3% (2025) Male: 69.8% (2023) 69.6% (2024) 69.5% (2025) Total: 58.1% (2023) 58.0% (2024) 57.9% (2025)	Achieve higher share of working age population in employment and reduce gender gaps in employment rates in all regions.
Proportion of youth (aged 15–24 years) not in education, employment or training (SDG indicator 8.6.1).	ILOSTAT	Female: 27.0% (2023) 27.3% (2024) 27.4% (2025) Male: 12.9% (2023) 13.0% (2024) 13.1% (2025) Total: 19.7% (2023) 19.9% (2024) 20.0% (2025)	Substantially reduce the proportion of youth not in employment, education or training (based on SDG target 8.6).
Number of Member States with a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy (based on SDG indicator 8.b.1).	Official national documents and reports.	50 Member States with a developed and operationalized strategy for youth employment (2024).	
Output 3.1. Increased capacity of Member States to develop and implement comprehensive employment policy frameworks and to mainstream employment into economic and investment policies			
3.1.1. Number of Member States with current and effective comprehensive employment policy frameworks.	Official national reports and documentation compiled in the ILO Strategic Management System.	33 Member States (11 in Africa, 6 in the Americas, 2 in the Arab States, 11 in Asia and the Pacific, 3 in Europe and Central Asia).	28 Member States (7 in Africa, 5 in the Americas, 2 in the Arab States, 10 in Asia and the Pacific, 4 in Europe and Central Asia).

Indicators	Means of verification	Baseline	Target
3.1.2. Number of Member States whose investment decisions and policies for the creation of more and better jobs are based on ILO -supported employment impact assessments.	Official national, regional or sectoral reports and other documentation compiled in the ILO Strategic Management System. ILO and constituents' official documents and reports.	9 Member States (4 in Africa, 1 in Arab States, 1 in Asia and the Pacific, 3 in Europe and Central Asia).	11 Member States (9 in Africa, 1 in the Arab States, 1 in Asia and the Pacific).

Output 3.2. Increased capacity of Member States to develop inclusive, sustainable and resilient skills and lifelong learning systems

3.2.1. Number of Member States with more inclusive policies, strategies, systems and governance mechanisms for skills and lifelong learning.	Official national reports and documentation compiled in the ILO Strategic Management System.	22 Member States (11 in Africa, 3 in the Americas, 2 in the Arab States, 6 in Asia and the Pacific).	23 Member States (5 in Africa, 3 in the Americas, 4 in the Arab States, 8 in Asia and the Pacific, 3 in Europe and Central Asia).
3.2.2. Number of Member States with improved institutional capacity on: (a) skills-needs anticipation and matching; (b) skills and lifelong learning governance.	Official national reports and documentation compiled in the ILO Strategic Management System.	25 Member States (10 in Africa, 4 in the Americas, 1 in the Arab States, 7 in Asia and the Pacific, 3 in Europe and Central Asia).	26 Member States (12 in Africa, 5 in the Americas, 2 in the Arab States, 4 in Asia and the Pacific, 3 in Europe and Central Asia).
3.2.3. Number of Member States with innovative, flexible and inclusive skills programmes, skills recognition, apprenticeships and work-based learning.	Official national reports and documentation compiled in the ILO Strategic Management System.	32 Member States (16 in Africa, 3 in the Americas, 3 in the Arab States, 6 in Asia and the Pacific, 4 in Europe and Central Asia).	32 Member States (13 in Africa, 8 in the Americas, 4 in the Arab States, 4 in Asia and the Pacific, 3 in Europe and Central Asia).

Output 3.3. Increased capacity of Member States to formulate and implement policies and strategies for creating decent work in rural areas

3.3.1. Number of Member States that have put in place measures for decent work in rural areas.	Official national reports and documentation compiled in the ILO Strategic Management System.	23 Member States (9 in Africa, 6 in the Americas, 1 in the Arab States, 5 in Asia and the Pacific, 2 in Europe and Central Asia).	17 Member States (5 in Africa, 7 in the Americas, 2 in the Arab States, 2 in Asia and the Pacific, 1 in Europe and Central Asia).
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Output 3.4. Increased capacity of Member States to develop and implement effective and efficient labour market programmes and services to support transitions, including through employment-intensive investment programmes

3.4.1. Number of Member States with strengthened and effective employment services and labour market programmes addressing transitions to decent work, including for women, youth and older persons.	Official national reports and documentation compiled in the ILO Strategic Management System.	28 Member States (7 in Africa, 10 in the Americas, 1 in the Arab States, 4 in Asia and the Pacific, 6 in Europe and Central Asia).	21 Member States (5 in Africa, 5 in the Americas, 1 in the Arab States, 4 in Asia and the Pacific, 6 in Europe and Central Asia).
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Indicators	Means of verification	Baseline	Target
3.4.2. Number of Member States that have formulated, implemented or evaluated inclusive employment-intensive investment programmes to create more and better jobs and to improve livelihoods, including in crisis contexts.	Official national reports and documentation from employment-intensive investment programmes compiled in the ILO Strategic Management System, media coverage, ILO project documents, progress reports, implementation agreements and contracts.	Not applicable.	22 Member States (14 in Africa, 4 in the Arab States, 4 in Asia and the Pacific).

Output 3.5. Increased capacity of Member States to promote decent work for youth

3.5.1. Number of Member States with youth employment strategies or action plans designed and/or implemented.	Official national reports and documentation compiled in the ILO Strategic Management System.	15 Member States (3 in Africa, 4 in the Americas, 1 in the Arab States, 3 in Asia and the Pacific, 4 in Europe and Central Asia).	17 Member States (6 in Africa, 3 in the Americas, 3 in the Arab States, 2 in Asia and the Pacific, 3 in Europe and Central Asia).
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Policy outcome 4. Sustainable enterprises, competitiveness and productivity growth for decent work

Annual growth rate of real GDP per employed person (SDG indicator 8.2.1).	ILOSTAT	1.2% (2023) 2.1% (2024) 2.1% (2025)	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors (SDG target 8.2).
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Output 4.1. Increased capacity of the constituents to design, implement and monitor integrated policy frameworks for a conducive environment for sustainable enterprises

4.1.1. Number of Member States that have put in place measures to promote policy frameworks conducive to sustainable enterprises, competitiveness and productivity growth for decent work.	Official national reports and documentation compiled in the ILO Strategic Management System.	11 Member States (5 in Africa, 1 in the Americas, 1 in the Arab States, 2 in Asia and the Pacific, 2 in Europe and Central Asia).	10 Member States (4 in Africa, 2 in the Americas, 1 in the Arab States, 3 in Asia and the Pacific).
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Indicators	Means of verification	Baseline	Target
Output 4.2. Increased capacity of the constituents to promote and support responsible business conduct to advance sustainable enterprises and decent work, including in supply chains			
4.2.1. Number of Member States with policies or other measures to promote responsible business conduct for decent work, including in supply chains, in line with the guidance provided by the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.	Official national reports and documentation compiled in the ILO Strategic Management System.	19 Member States (5 in Africa, 9 in the Americas, 1 in the Arab States, 4 in Asia and the Pacific).	20 Member States (6 in Africa, 8 in the Americas, 2 in the Arab States, 2 in Asia and the Pacific, 2 in Europe and Central Asia).
Output 4.3. Increased capacity of the constituents to facilitate the access of enterprises to business development and financial services, enhancing their sustainability and competitiveness for decent work			
4.3.1. Number of Member States with effective interventions to support business development services and financial services for innovative and inclusive business models, productivity, competitiveness, entrepreneurship and a just transition, with a focus on MSMEs.	Official national reports and documentation compiled in the ILO Strategic Management System.	47 Member States (21 in Africa, 12 in the Americas, 4 in the Arab States, 7 in Asia and the Pacific, 3 in Europe and Central Asia).	32 Member States (15 in Africa, 8 in the Americas, 2 in the Arab States, 5 in Asia and the Pacific, 2 in Europe and Central Asia).
Output 4.4. Increased capacity of the constituents to facilitate the transition of enterprises to the formal economy			
4.4.1. Number of Member States that have put in place measures that aim to facilitate the transition to formality of enterprises and the workers they employ.	Official national reports and documentation compiled in the ILO Strategic Management System.	13 Member States (4 in Africa, 3 in the Americas, 1 in the Arab States, 4 in Asia and the Pacific, 1 in Europe and Central Asia).	13 Member States (4 in Africa, 4 in the Americas, 3 in Asia and the Pacific, 2 in Europe and Central Asia).
Output 4.5. Increased capacity of the constituents to build a strong and resilient social and solidarity economy for decent work			
4.5.1. Number of Member States that have put in place measures to promote enterprises, organizations and other entities in the social and solidarity economy.	Official national reports and documentation compiled in the ILO Strategic Management System.	22 Member States (9 in Africa, 6 in the Americas, 3 in the Arab States, 3 in Asia and the Pacific, 1 in Europe and Central Asia).	16 Member States (3 in Africa, 8 in the Americas, 3 in the Arab States, 2 in Asia and the Pacific).
Policy outcome 5. Gender equality and equality of treatment and opportunities for all			
Proportion of women in managerial positions (SDG indicator 5.5.2).	ILOSTAT	30.1% (2023) 30.3% (2024) 30.5% (2025)	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life (SDG target 5.5).

Indicators	Means of verification	Baseline	Target
Informal employment rate among women.	ILOSTAT	55.6% (2023) 56.0% (2024) 56.0% (2025)	Significantly increase formal employment rate among women.

Output 5.1. Increased capacity of Member States to design and implement a transformative agenda for gender equality, non-discrimination and inclusion

5.1.1. Number of Member States with new or improved policies and legislation that contain measures to promote equality of opportunity and treatment between women and men in the world of work.	Official national reports and documentation compiled in the ILO Strategic Management System.	23 Member States (5 in Africa, 5 in the Americas, 2 in the Arab States, 5 in Asia and the Pacific, 6 in Europe and Central Asia).	16 Member States (4 in Africa, 3 in the Americas, 2 in the Arab States, 4 in Asia and the Pacific, 3 in Europe and Central Asia).
5.1.2. Number of Member States that have put in place measures to promote equality of opportunities and treatment for persons with disabilities or at least one of the following groups: indigenous and tribal peoples, people living with HIV or people facing discrimination on the grounds of race or sexual orientation and gender identity.	Official national reports and documentation compiled in the ILO Strategic Management System.	22 Member States (7 in Africa, 6 in the Americas, 2 in the Arab States, 5 in Asia and the Pacific, 2 in Europe and Central Asia).	15 Member States (5 in Africa, 7 in the Americas, 1 in the Arab States, 2 in Asia and the Pacific).

Output 5.2. Increased capacity of the constituents to advance decent work in and through the care economy

5.2.1. Number of Member States that have put in place integrated and coherent policies and/or national care systems, grounded in international labour standards and social dialogue.	Official national reports and documentation compiled in the ILO Strategic Management System.	11 Member States (1 in Africa, 3 in the Americas, 1 in the Arab States, 4 in Asia and the Pacific, 2 in Europe and Central Asia).	19 Member States (3 in Africa, 5 in the Americas, 2 in the Arab States, 5 in Asia and the Pacific, 4 in Europe and Central Asia).
5.2.2. Number of Member States that have put in place measures aimed at the more balanced sharing of family responsibilities between women and men.	Official national reports and documentation compiled in the ILO Strategic Management System.	14 Member States (3 in Africa, 4 in the Americas, 1 in the Arab States, 2 in Asia and the Pacific, 4 in Europe and Central Asia).	12 Member States (3 in Africa, 1 in the Americas, 2 in the Arab States, 1 in Asia and the Pacific, 5 in Europe and Central Asia).

Output 5.3. Increased capacity of the constituents to prevent and address violence and harassment at work

5.3.1. Number of Member States that have put in place measures towards the ratification and implementation of Convention No. 190 and Recommendation No. 206.	Official national reports and documentation compiled in the ILO Strategic Management System.	32 Member States (7 in Africa, 5 in the Americas, 2 in the Arab States, 9 in Asia and the Pacific, 9 in Europe and Central Asia).	27 Member States (8 in Africa, 3 in the Americas, 2 in the Arab States, 7 in Asia and the Pacific, 7 in Europe and Central Asia).
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Indicators	Means of verification	Baseline	Target
Policy outcome 6. Protection at work for all			
Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status (SDG indicator 8.8.1).	ILOSTAT	Data available for about 99 countries (2015 onwards).	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment (SDG target 8.8).
Share of workers working excessive hours.	ILOSTAT	Data available for 144 countries (2015 onwards).	Reduce the share of workers working excessive hours.
Recruitment cost borne by employee as a proportion of monthly income earned in country of destination (SDG indicator 10.7.1).	To be determined.	To be determined.	Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies (SDG target 10.7).
Output 6.1. Increased capacity of the constituents to effectively realize safe and healthy working environments			
6.1.1. Number of Member States with national OSH frameworks.	Official national reports and documentation compiled in the ILO Strategic Management System.	28 Member States (16 in Africa, 3 in the Americas, 2 in the Arab States, 6 in Asia and the Pacific, 1 in Europe and Central Asia).	41 Member States (16 in Africa, 4 in the Americas, 3 in the Arab States, 13 in Asia and the Pacific, 5 in Europe and Central Asia).
6.1.2. Number of Member States with strengthened recording and notification systems and occupational health services.	Official national reports and documentation compiled in the ILO Strategic Management System	6 Member States (2 in Africa, 4 in Asia and the Pacific).	15 Member States (6 in Africa, 1 in the Arab States, 5 in Asia and the Pacific, 3 in Europe and Central Asia).
Output 6.2. Increased capacity of Member States to set adequate wages and promote decent working time			
6.2.1. Number of Member States in which the constituents have adopted evidence-based wage policies or measures, including adequate statutory or negotiated minimum wages.	Official national reports and documentation compiled in the ILO Strategic Management System.	21 Member States (9 in Africa, 9 in Asia and the Pacific, 3 in Europe and Central Asia).	14 Member States (4 in Africa, 2 in the Americas, 1 in the Arab States, 5 in Asia and the Pacific, 2 in Europe and Central Asia).
6.2.2. Number of Member States in which the constituents have adopted policy, regulation or other measures on working hours, working time arrangements or work organization arrangements to meet the needs of both workers and employers.	Official national reports and documentation compiled in the ILO Strategic Management System.	6 Member States (4 in Africa, 1 in the Americas, 1 in Europe and Central Asia).	6 Member States (1 in Africa, 2 in the Americas, 1 in the Arab States, 1 in Asia and the Pacific, 1 in Europe and Central Asia).
Output 6.3. Increased capacity of Member States to extend labour protection to workers at high risk of being excluded from adequate protection			

Indicators	Means of verification	Baseline	Target
6.3.1. Number of Member States with a validated diagnosis and/or regulations, policies or compliance mechanisms to extend labour protection to workers at high risk of being excluded from adequate protection and to support the transition to formality of informal workers in formal enterprises or in households.	Official national reports and documentation compiled in the ILO Strategic Management System.	11 Member States (2 in Africa, 3 in the Americas, 4 in Asia and the Pacific, 2 in Europe and Central Asia).	15 Member States (3 in Africa, 5 in the Americas, 4 in Asia and the Pacific, 3 in Europe and Central Asia).
Output 6.4. Increased capacity of Member States to strengthen and implement fair and effective frameworks to govern labour migration			
6.4.1. Number of Member States with labour migration frameworks or institutional mechanisms to protect the labour rights of migrant workers and refugees and promote coherence with employment, skills, social protection and other relevant policies.	Official national reports and documentation compiled in the ILO Strategic Management System.	29 Member States (14 in Africa, 4 in the Americas, 2 in the Arab States, 9 in Asia and the Pacific).	23 Member States (10 in Africa, 6 in the Americas, 1 in the Arab States, 6 in Asia and the Pacific).
6.4.2. Number of Member States with new or improved services to protect the labour rights of migrant workers and refugees.	Official national reports and documentation compiled in the ILO Strategic Management System.	27 Member States (6 in Africa, 7 in the Americas, 1 in the Arab States, 12 in Asia and the Pacific, 1 in Europe and Central Asia).	26 Member States (7 in Africa, 8 in the Americas, 1 in the Arab States, 9 in Asia and the Pacific, 1 in Europe and Central Asia).
6.4.3. Number of bilateral or regional labour migration frameworks with monitoring and review mechanisms to protect the labour rights of migrant workers and refugees.	Official national reports and documentation compiled in the ILO Strategic Management System.	10 frameworks (6 in Africa, 2 in the Americas, 2 in Asia and the Pacific).	10 frameworks (4 in Africa, 1 in the Americas, 1 in the Arab States, 4 in Asia and the Pacific).
Policy outcome 7. Universal social protection			
Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable (SDG indicator 1.3.1).	ILO, <i>World Social Protection Report</i> .	48.1% (2020) 52.4% (2023)	Implement nationally appropriate social protection systems and measures for all, including floors, and achieve substantial coverage of the poor and the vulnerable (SDG target 1.3).

Indicators	Means of verification	Baseline	Target
Output 7.1. Increased capacity of Member States to develop social protection policies, strategies and legal frameworks that are sustainable, effective, inclusive and gender-responsive			
7.1.1. Number of Member States with new or revised national social protection policies to extend coverage, enhance comprehensiveness and/or increase adequacy of benefits.	ILO Social Protection Results Monitoring Tool and official national reports and documentation compiled in the ILO Strategic Management System.	30 Member States (13 in Africa, 4 in the Americas, 3 in the Arab States, 8 in Asia and the Pacific, 2 in Europe and Central Asia).	35 Member States (15 in Africa, 6 in the Americas, 3 in the Arab States, 7 in Asia and the Pacific, 4 in Europe and Central Asia).
Output 7.2. Increased capacity of Member States to strengthen social protection systems and ensure sustainable and adequate financing and sound governance			
7.2.1. Number of Member States with new or revised policy measures to strengthen the governance and/or financing of social protection systems to enable them to be sustainable and provide adequate benefits.	ILO Social Protection Results Monitoring Tool and official national reports and documentation compiled in the ILO Strategic Management System.	38 Member States (15 in Africa, 8 in the Americas, 5 in the Arab States, 8 in Asia and the Pacific, 2 in Europe and Central Asia).	37 Member States (19 in Africa, 5 in the Americas, 6 in the Arab States, 4 in Asia and the Pacific, 3 in Europe and Central Asia).
Output 7.3. Increased capacity of Member States to use integrated policies to harness social protection for inclusive life and work transitions and structural transformations			
7.3.1. Number of Member States with new or revised integrated policy responses including social protection to support and protect workers and employers during their life and work transitions.	ILO Social Protection Results Monitoring Tool and official national reports and documentation compiled in the ILO Strategic Management System.	11 Member States (6 in Africa, 2 in the Americas, 1 in the Arab States, 2 in Asia and the Pacific).	12 Member States (4 in Africa, 2 in the Americas, 3 in the Arab States, 2 in Asia and the Pacific, 1 in Europe and Central Asia).
Policy outcome 8. Digitalization for decent work and social justice			
Proportion of youth and adults with information and communications technology skills (SDG indicator 4.4.1).	UN Global SDG Indicators Database.	To be determined.	Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship (SDG target 4.4).

Indicators	Means of verification	Baseline	Target
Output 8.1. Increased capacity of Member States to develop integrated policies and strategies to create decent job opportunities in the digital economy			
8.1.1. Number of Member States with an assessment of the impact of digitalization on jobs, enterprises and/or skills, validated by the tripartite constituents.	Official national reports and documentation compiled in the ILO Strategic Management System.	Not applicable.	8 Member States (3 in Africa, 1 in the Americas, 1 in the Arab States, 2 in Asia and the Pacific, 1 in Europe and Central Asia).
8.1.2. Number of Member States that have integrated employment, skills and decent job creation into national or sectoral policies related to the digital economy.	Official national reports and documentation compiled in the ILO Strategic Management System.	Not applicable.	5 Member States (3 in Africa, 2 in the Americas).
Output 8.2. Increased capacity of Member States and the social partners to promote inclusive and effective governance for the digital economy			
8.2.1. Number of Member States that have identified policy and regulatory gaps regarding technology's impact on workers' protection or on work quality and that have put in place measures to address them.	Official national reports and documentation compiled in the ILO Strategic Management System.	Not applicable.	8 Member States (2 in Africa, 1 in the Americas, 1 in the Arab States, 3 in Asia and the Pacific, 1 in Europe and Central Asia).
Output 8.3. Increased capacity of Member States and the social partners to take advantage of the digitalization of services for decent work			
8.3.1. Number of Member States that have adopted, documented and/or shared good practices and innovations related to the use of digital technologies to deliver services for decent work.	Official national reports and documentation compiled in the ILO Strategic Management System.	Not applicable.	5 Member States (1 in Africa, 1 in the Americas, 1 in the Arab States, 1 in Asia and the Pacific, 1 in Europe and Central Asia).
Policy coherence outcome 9. Enhanced policy coherence and amplified action for social justice through decent work			
Share of international financial flows for decent work.	OECD–DAC, Creditor Reporting System.	1.1% of official development assistance and other official flows to developing countries disbursed by donor countries with decent work purposes (2022). 5.0% of official development assistance and other official flows to developing countries disbursed by multilateral agencies with decent work purposes (2022).	Mobilize additional financial resources for developing countries to achieve social justice through decent work.

Indicators	Means of verification	Baseline	Target
Output 9.1. Improved coherence in multilateral support for the development and financing of integrated policy responses for social justice through decent work			
9.1.1. Number of joint initiatives implemented or funded by partners of the Global Coalition for Social Justice to advance social justice and decent work	Reports of the Coalition	Not applicable.	24
9.1.2. Number of road maps for the implementation of the Global Accelerator on Jobs and Social Protection for Just Transitions integrating employment and social protection interventions for just transitions, developed and operationalized at the country level with the involvement of the ILO's constituents and partners.	Monitoring system and reports of the Global Accelerator.	Not applicable.	17
9.1.3. Amount of financing leveraged to support the implementation of Global Accelerator road maps.	Monitoring system and reports of the Global Accelerator.	Not applicable.	Leverage ratio of 1:4
Output 9.2. Improved coherence in support and action to facilitate transition from the informal to the formal economy			
9.2.1. Number of cross-Office initiatives implemented by the ILO that have resulted in integrated and coherent action to facilitate the transition from the informal to the formal economy, at the global, regional or national levels.	Official national reports and documentation compiled in the ILO Strategic Management System.	Not applicable.	3
9.2.2. Number of Member States that have implemented an integrated strategy/approach on formalization.	Official national reports and documentation compiled in the ILO Strategic Management System.	19 Member States (7 in Africa, 5 in the Americas, 5 in Asia and the Pacific, 2 in Europe and Central Asia).	17 Member States (6 in Africa, 4 in the Americas, 3 in Asia and the Pacific, 4 in Europe and Central Asia).
Output 9.3. Improved coherence in support and action to facilitate a just transition towards environmentally sustainable economies and societies for all			
9.3.1. Number of cross-Office initiatives implemented by the ILO that have resulted in integrated and coherent action on a just transition towards environmentally sustainable economies and societies for all, at the global, regional or national levels.	Official national reports and documentation compiled in the ILO Strategic Management System.	Not applicable.	3

Indicators	Means of verification	Baseline	Target
9.3.2. Number of Member States with integrated policy measures to facilitate a just transition towards environmentally sustainable economies and societies through decent work.	Official national reports and documentation compiled in the ILO Strategic Management System.	32 Member States (11 in Africa, 10 in the Americas, 2 in the Arab States, 7 in Asia and the Pacific, 2 in Europe and Central Asia).	27 Member States (11 in Africa, 4 in the Americas, 1 in the Arab States, 6 in Asia and the Pacific, 5 in Europe and Central Asia).

Output 9.4. Improved coherence in support and action to advance decent work outcomes in supply chains

9.4.1. Number of cross-Office initiatives implemented by the ILO that have resulted in integrated and coherent action to advance decent work outcomes in supply chains at global, regional or national levels.	Official national reports and documentation compiled in the ILO Strategic Management System.	Not applicable.	3
9.4.2. Number of Member States with an integrated approach to decent work in supply chains in line with the ILO strategy on decent work in supply chains (2023–27).	Official national reports and documentation compiled in the ILO Strategic Management System.	4 Member States (1 in Africa, 1 in the Americas, 1 in the Arab States, 1 in Asia and the Pacific).	16 Member States (6 in Africa, 4 in the Americas, 2 in the Arab States, 4 in Asia and the Pacific).

Output 9.5. Improved coherence in support and action to promote inclusive, peaceful, stable and resilient societies through decent work and social justice in contexts of crisis, post-crisis and fragility

9.5.1. Number of cross-Office initiatives implemented by the ILO that have resulted in integrated and coherent action to promote inclusive, peaceful, stable and resilient societies through decent work and social justice in contexts of crisis, post-crisis and fragility, at the global, regional or national levels.	Official national reports and documentation compiled in the ILO Strategic Management System.	Not applicable.	4
9.5.2. Number of Member States with decent work policies or programmes strengthening the capacity of national actors for crisis prevention, preparedness, response and recovery.	Official national reports and documentation compiled in the ILO Strategic Management System.	19 Member States (8 in Africa, 3 in the Americas, 2 in the Arab States, 4 in Asia and the Pacific, 2 in Europe and Central Asia).	11 Member States (4 in Africa, 1 in the Americas, 2 in the Arab States, 3 in Asia and the Pacific, 1 in Europe and Central Asia).

Indicators	Means of verification	Baseline	Target
Enabling outcome A. Enhanced policy coherence and amplified action for social justice through decent work			
Output A.1. Enhanced labour statistics supported by international statistical standards and reliable labour market information systems			
A.1.1. Number of Member States with strengthened labour market statistics, standards and information systems based on improved statistical surveys and use of other statistical sources.	ILOSTAT, microdata files, survey questionnaires and websites of national partners.	46 Member States (2024–25).	25 Member States.
A.1.2. Percentage increase in the annual data reported to the United Nations for SDG indicators of which the ILO is custodian.	ILOSTAT, annual ILO reporting of SDG data to the United Nations.	Data points for 2024 and 2025 reported to the UN Global SDG Indicators Database in 2025 (14,981)	5% increase over the baseline.
Output A.2. Cross-cutting and leading research to promote the advancement of social justice through decent and productive work			
A.2.1. Number of collaborative research outputs with UN entities, international financial institutions and leading academic institutions focusing on the human-centred approach to the future of work.	ILO Research Department Knowledge Platform.	369 (2024–25).	10% increase over the baseline.
A.2.2. Number of references to ILO research and knowledge products in: (a) the declarations and outcome documents of global forums, including the UN General Assembly, the G20, the G7 and BRICS; (b) the reports of UN entities and international financial institutions; (c) peer-reviewed academic journals; (d) constituent organizations; (e) the media.	UN library; G20, G7 Database and BRICS Webpage; Overton; Google Scholar.	Results 2024–25: (a) 775 (b) 2,954 (c) 9,054 (d) 943 (e) To be provided.	5% increase over the baseline in each category.
Output A.3. Impactful communication for greater social justice			
A.3.1. Audience size on the ILO global social media channels and website.	Data collected from the global social media channels and website.	a) Social media following (global accounts, by end 2025): - LinkedIn: 496,997 - Instagram: 81,681 - Facebook: 432,239 - X: 225,763 - TikTok: 3,222 b) Global newsletter subscriptions (by end 2025): - English: 19,785 - Spanish: 7,283	10% increase on ILO audience size overall.

Indicators	Means of verification	Baseline	Target
		- French: 2,557 c) Average monthly views of the global ILO website newsroom section: 115,000 page views (2025)	
A.3.2. Number of communication partnerships to extend ILO audience reach.	Data on partnerships and audience reach from partners' channels.	4 partnerships (2024–25)	At least one partnership with a global organization.
Output A.4. Reinforced partnerships and alliances for development cooperation			
A.4.1. Share and composition of voluntary contributions.	ILO financial statements.	Voluntary contributions represent 51.4% of available resources (2024–25).	50%
		Unearmarked (RBSA) and lightly earmarked voluntary contributions represent 12% of voluntary contributions (2024–25).	15%
		UN collaborative funding, including funding from interagency pool funds (such as the Multi-partner Trust Fund) and multi-bi contributions from UN entities to the ILO, where the ILO leads partnerships with other UN entities.	10%
A.4.2. Number of partnerships with UN entities, international financial institutions and multilateral institutions or multi-stakeholder partnership coalitions, including South–South agreements, established or renewed.	Memoranda of understanding, letters of intent, road maps or other formal agreements.	9 partnerships (2024–25).	6 new partnerships.
Output A.5. Innovative capacity development approaches to accelerate positive change			
A.5.1. Number of active networks and communities of practice on knowledge management and innovation.	Reports on progress in the implementation of the ILO Strategy on knowledge and innovation.	6 networks established (2024–25)	At least 5.

Indicators	Means of verification	Baseline	Target
B. Improved governance and oversight			
Output B.1. Enhanced leadership and strategic direction to ensure organizational impact			
B.1.1. Authoritative policy guidance by the ILO's governing organs to ensure organizational leadership in driving a human-centred approach for social justice and decent work based on the Centenary Declaration.	Official records of the ILO's governing organs; the UN General Assembly and the boards of UN and other multilateral entities; memoranda of understanding and agreements with partners.	The International Labour Conference adopted all policy-related documents as planned in 2024–25, influencing outcome documents such as the Doha Political Declaration of the Second World Summit for Social Development and the Sevilla Commitment adopted at the 4th International Conference on Financing for Development.	All policy-related outcome documents adopted by the International Labour Conference as per the agenda. Support by other UN entities, multilateral organizations and development partners for policy-related outcome documents adopted by the International Labour Conference – same as or above the baseline.
B.1.2. Percentage of DWCPs developed during the biennium that are aligned with the global objectives and results framework of the ILO, supervised by a tripartite steering committee and derived from the UN Cooperation Framework.	DWCP documents, reports of resident coordinators' offices, and records of DWCP steering committee meetings.	All the new 15 DWCPs approved in 2024–25 aligned with the results framework of the ILO, but only 12 (75%) had established a tripartite steering committee at the time of reporting. Only 5 new DWCPs, all of them in Africa, included outcomes copied verbatim from the relevant UN Cooperation Frameworks.	100%
Output B.2. Effective and efficient support to decision-making by governing organs			
B.2.1. Percentage of official documents published within the set deadlines.	Reports web posted on the respective official meetings web pages.	- 100% of background documents for official meetings were published on time in 2024–25. - 86% of reports submitted to the Conference were published on time. - 89% of documents prepared for the Governing Body were published on time.	100% of official documents are published electronically on time.
B.2.2. Length of reports containing the summary of proceedings of Conference committees.	Reports posted on the International Labour Conference web page.	Average reduction in number of pages of the reports of the recurrent and general discussion committees in 2024 was 2%, and in 2025 -24%. Average reduction in number of pages of	20% reduction.

Indicators	Means of verification	Baseline	Target
		standard-setting committees in 2024 was - 31%, and in 2025 -21%.	
B.2.3. Length of papers produced for sessions of the Governing Body.	Documents posted on the Governing Body web page.	In 2024–25: there was a reduction of 11% in the average number of pages of documents submitted to the Governing Body.	5% reduction.
Output B.3. Strengthened oversight, evaluation and risk management to ensure transparency, accountability and learning			
B.3.1. External Auditor's level of satisfaction with the consolidated financial statements and associated disclosures and processes.	External Auditor's audit opinion.	Unmodified opinion over the years.	External Auditor's unmodified opinion maintained.
B.3.2. Timely and effective implementation of audit recommendations.	Office's online database for the follow-up of audit recommendations.	Average time of submitting action plans through the implementation reports of 11 individual internal audit reports and advisory notes was four months in 2024–25.	All units responsible for implementing oversight recommendations provide their action plans within three months of the audit report being issued.
		As of October 2025, 100% of the recommendations accepted by management had been satisfactorily addressed, including 75.4% fully implemented and 24.6% in progress with a clear action plan and target date.	100% of audit recommendations accepted by management are satisfactorily addressed within six months of the report's date.
B.3.3. Percentage of mandatory and corporate evaluations completed in a timely manner and in accordance with the United Nations Evaluation Group's quality standards and the ILO's specific learning needs.	i-eval Discovery data.	98% of independent evaluations were completed in a timely manner (2024–25).	Scores maintained or exceeded.
B.3.4. Percentage of actionable recommendations fully or partially implemented within 12 months of completion of the evaluation.	Automated Management Response System.	85% of recommendations completed or partially completed (2024–25).	85%
B.3.5. Percentage of mandated units and functions that have updated risk registers, containing pertinent risks, in accordance with corporate requirements.	ILO risk platform.	100% (2024–25).	100%

Indicators	Means of verification	Baseline	Target
B.3.6. Percentage of identified ILO business processes and technical areas that have developed tools to apply the ILO's Environmental and Social Sustainability Framework.	Content of the web pages of relevant business owners and technical departments.	In 2024–25, the ILO contributed to the development of a UN Model Approach on Environmental and Social Sustainability and held exchange sessions with other UN entities. The project document template and appraisal checklist updated to include the Social Risk Screening Checklist. A guide note and operational tools concerning Accountability to Affected Populations under development.	50%

C. Effective, efficient, results-oriented and transparent management

Output C.1. An improved digital and physical environment to support effective and efficient operations and safe and sustainable workplaces

C.1.1. The ILO's carbon footprint for air travel.	Yearly environmental inventory.	Reduction of 36% (12,284 tCO ₂ , 2022–23).	Further reduction of 10%.
C.1.2. Number of offices with compliance monitoring systems on the implementation of security risk management measures.	Compliance management tool to strengthen security risk management.	N/A.	100% of ILO offices have compliance monitoring systems in place.
C.1.3. Number of publications produced with minimum accessibility standards.	Performance reporting from the publishing production service at headquarters.	7 flagship reports (2024).	100% of flagship reports and major publications, and 50% of all other publications.
C.1.4. Percentage of staff members leveraging secure AI tools to perform daily work tasks more efficiently.	Performance reporting from the Information and Technology Management Department.	N/A.	25% of staff.

Output C.2. Improved policies, mechanisms and approaches to facilitate integrated resource management for results

C.2.1. Level of compliance of ILO data with OECD–DAC, IATI and UN data cube standards.	IATI portal and OECD–DAC and UN reports.	IATI publication covers 90% of ILO financial data (December 2025).	90% of ILO financial data is covered in the IATI publication.
C.2.2. Percentage of results achieved through the integrated use of funding.	Report on ILO programme implementation and Decent Work Results Dashboard.	82% (2024–25).	At least 80% across all regions.

Indicators	Means of verification	Baseline	Target
Output C.3. Transformative initiatives to foster an agile, diverse, impactful workforce empowered with cutting-edge skills and delivering in an inclusive and respectful work environment			
C.3.1. Percentage of staff on regular budget positions who change position or duty station for one year or more.	Staff data in the Integrated Resource Information System (IRIS).	19% (2025).	24%.
C.3.2. Percentage of staff members who indicate that their manager promotes a safe working environment, a healthy work–life balance and personal well-being.	Performance Management module of ILO People.	85% (2025)	Strong performance maintained in the challenging context of the reform (85%).

► Output measurement framework for 2026–27

Policy outcome 1: Strong, modernized normative action for social justice

Output 1.1. Increased capacity of Member States to ratify international labour standards

Indicator 1.1.1. Number of ratifications of:

- (a) fundamental and governance Conventions/Protocols
- (b) up-to-date technical Conventions/Protocols.

Observable change measured by the indicator

Change occurs when the ratification of an up-to-date international labour Convention or Protocol is formally registered by the ILO. Change also occurs when a Member State declares a ratified, up-to-date international labour Convention or Protocol applicable to one its non-metropolitan territories and formally registers such declaration with the ILO.

Key technical definitions

Fundamental Conventions and associated Protocols include:

- C029 - Forced Labour Convention, 1930 (No. 29)
- P029 - Protocol of 2014 to the Forced Labour Convention, 1930
- C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- C100 - Equal Remuneration Convention, 1951 (No. 100)
- C105 - Abolition of Forced Labour Convention, 1957 (No. 105)
- C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- C138 - Minimum Age Convention, 1973 (No. 138)
- C155 - Occupational Safety and Health Convention, 1981 (No. 155)
- C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)
- C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Governance Conventions include:

- C081 - Labour Inspection Convention, 1947 (No. 81)
- C122 - Employment Policy Convention, 1964 (No. 122)
- C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129)
- C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Technical Conventions and associated Protocols include all other international labour Conventions and Protocols.

The list of Conventions and Protocols classified as [up-to-date](#) may be found in NORMLEX. It should be noted that the list may be updated during the biennium based on classification decisions emerging from the Standards Review Mechanism (SRM).

In the follow-up to the work of the SRM's Tripartite Working Group (TWG), the Governing Body has requested the Office to promote as an immediate priority the ratification of up-to-date instruments related to a number of outdated Conventions proposed for abrogation or withdrawal, so as to ensure that there is no gap in legal protection in any Member State as a result of their removal from the body of standards. These up-to-date Conventions include:

	• MLC and C188 (related to a range of outdated maritime and fishing instruments) • C183 on maternity protection (related to C3 and C103, outdated) • C181 on private employment agencies (related to C34 and C96, outdated) • C176 on safety and health in mines (related to C45, outdated) • C169 on indigenous peoples (related to C107, outdated) • C167 on safety and health in construction (related to C62, outdated) • C160 on labour statistics (related to C63 and C2, which are outdated) • C81 and C129 on labour inspection (related to C85, outdated) • C102 on social security (minimum standards) (related to a range of outdated social protection instruments) • C88 on public employment services (related to employment policy)
Means of verification	Official national documents and reports by ILO supervisory bodies, compiled in the ILO's Information System on International Labour Standards (NORMLEX). NORMES will compile the information on the total number of ratifications registered at the end of the biennium through NORMLEX, as well as data on ILO support to the ratification process through the Outcome Coordination Team.
Reporting of results	All ratifications of up-to-date international labour Conventions and Protocols will be reported under this indicator, in the corresponding category (fundamental, governance and technical). For a ratification to be reported as a result, the ILO must have provided support to the ratification process at any given time, for example through support for tripartite consultations and enhanced capacity of constituents to understand and manage the implications of ratification, notably advisory services delivered through gap analyses or other awareness raising and capacity building activities. Support provided in the context of the Annual Review under the Follow-Up to the Declaration on Fundamental Principles and Rights at Work (1998) is considered as ILO support to the ratification process. Once reported, ratifications are added to the baseline for the indicator.
Output 1.2. Increased capacity of the constituents to drive the effective application of international labour standards by Member States	
Indicator 1.2.1. Number of cases of progress in the application of ratified Conventions noted with satisfaction by the supervisory bodies	
Observable change measured by the indicator	The indicator measures the number of times that the Committee of Experts on the Application of Conventions and Recommendations (CEACR) notes “with satisfaction” a case of progress in the application of a ratified Convention or Protocol. Information on the cases for which the CEACR has expressed satisfaction will be provided in the general part of the CEACR report published in 2027 or in 2028 (regardless of when the actual progress took place). The report published in 2027 reflects the outcome of the CEACR session of November-December 2026 and the report published in 2028 reflects the CEACR session of November-December 2027.
Key technical definitions	The Committee of Experts expresses satisfaction in cases in which, following comments it has made on a specific issue, the government has taken measures through the adoption of new legislation, an amendment to existing legislation or a significant change in the national policy or practice achieving fuller compliance with the country's obligations under the respective Conventions. Changes that can be

	noted with satisfaction include positive developments in the work of the labour inspectorate or dispute resolution mechanisms, in particular apex court decisions which have wider repercussions when it comes to the interpretation of the law. In expressing its satisfaction, the Committee indicates to the government and the social partners that it considers the previously raised matter resolved. The expression by the Committee of interest or satisfaction does not mean that it considers that the country in question is in general conformity with the Convention, and in the same comment the Committee may express regret concerning other important matters which, in its view, have not been addressed in a satisfactory manner.
Means of verification	Official national documents and reports by ILO supervisory bodies, compiled in ILO's Information System on International Labour Standards (NORMLEX). NORMES will compile the information on the total number of cases of progress published at the end of the biennium in official reports by ILO supervisory bodies, as well as data on ILO support through the Outcome Coordination Team.
Reporting of results	To be reported as a result, the ILO must have supported constituents of the Member State in relation to the progress noted by the supervisory bodies. In general, the fact that the CEACR has previously raised an issue in its comments is sufficient indication that support has been provided, the comments consisting in guidance. In many cases, the technical assistance may have been provided over more than one biennium. A significant gap may exist between the time when technical assistance is provided, or the time when a legislative development takes place, and the time when it is noted with satisfaction by the CEACR. This can be due notably to the 3-year and 6-year reporting cycle for fundamental/governance and for technical Conventions respectively. Given that technical assistance may have been provided even earlier, i.e., in a relatively distant past, it is important to keep track of activities, for example through mission reports or implementation reports of previous biennia. The total number of cases reported in the biennium will become the baseline for the indicator. The deployment of advisory missions in support of conclusions of the Conference Committee on the Application of Standards (CAS) or comments of the Committee of Experts remains an Office-wide institutional priority. As noted above, this applies even if a reportable result (satisfaction) may only be expected to occur in subsequent programme and budget cycles. Labour law reforms aimed at improved application of international labour standards are reportable under indicator 1.2.1 if they have resulted in progress in the application of standards as noted with satisfaction by the Committee of Experts.
Indicator 1.2.2. Number of new UN Cooperation Frameworks that include measures to address standards-related issues, in particular issues raised by the ILO supervisory bodies	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. A formally adopted UN Sustainable Development Cooperation Framework (UNSDCF) includes outcomes, outputs or activities that address international labour standards and the ILO supervisory system as part of internationally recognized human rights norms and standards and in particular address one or more issues raised in comments from the ILO supervisory bodies. 2. A formally approved Decent Work Country Programme (DWCP) includes one or more outcomes or specific outputs that address issues raised in comments

	from the ILO supervisory bodies, as a means to achieve an outcome established in the UN Cooperation Framework for the country.
Key technical definitions	The UN Sustainable Development Cooperation Framework is the most important instrument for planning and implementation of the UN development activities at country level in support of the implementation of the 2030 Agenda for Sustainable Development (2030 Agenda). It outlines the UN development system's contributions sought by national stakeholders to reach the Sustainable Development Goals (SDGs) in an integrated manner, with a commitment to leave no one behind, integrating human rights and other international standards and obligations (see more here). Outputs and key activities to achieve the Cooperation Framework outcomes are included in the joint work plans, which are annual or multi-year internal UN documents. An essential preliminary step in developing the Cooperation Framework is the Common Country Analysis (CCA), the UN independent, impartial and collective assessment of a country's situation in relation to the achievement of the SDGs. Including references to the application of international labour standards in a CCA critically enhances the possibility of the issue being addressed in the Cooperation Framework. However, the CCA does not constitute a result as such, because only the UNSDCF is a binding document for the government. Comments from the ILO supervisory bodies are published in the annual reports of the Committee of Experts on the Application of Conventions and Recommendations (CEACR) and the Conference Committee on the Application of Standards (CAS). Conclusions and recommendations of the Committee on Freedom of Association (CFA) should also be considered in the context of new UN Cooperation Frameworks. Comments may also be found in the reports of the Commissions of Inquiry or of Ad-hoc Tripartite Committees established by the Governing Body to examine respectively Article 26 complaints or Article 24 representations. Decent Work Country Programmes developed in the context of the Cooperation Framework processes may include outcomes copied verbatim from the Cooperation Framework document. DWCPs are formally approved by the relevant ILO Regional Office. DWCPs can include additional outcomes that are not linked to the Cooperation Framework, on an exceptional basis, in order to capture issues raised in ILO supervisory body comments that are not prioritized in the UN Cooperation Framework.
Means of verification	Official national documents and reports by ILO supervisory bodies, compiled in ILO normative databases. Database of UN Cooperation Frameworks and accompanying documents, and PROGRAM's database of DWCPs.
Reporting of results	The result achieved during the biennium will be reported as the number of Cooperation Frameworks and corresponding DWCPs adopted in 2026-27 that include measures responding to issues raised by the supervisory bodies. To support results under this indicator, the Office may develop a national normative stock-taking (NST) report. NST reports help ILO field offices engage with tripartite constituents and development partners in identifying decent work priorities that are well informed and anchored in the use and application of international labour standards with a view to their inclusion in CCAs and Cooperation Frameworks. The result reported in 2026-27 will become the baseline for the indicator.

Output 1.3. Increased capacity of the constituents, partners and stakeholders to engage in normative action

Indicator 1.3.1. Percentage of reports on the application of ratified Conventions due by 1 September received in a timely manner that include replies to comments of the supervisory bodies

Observable change measured by the indicator	Change occurs when article 22 reports are received by the Office within the established deadlines (1st of September, every year), indicating increased capacity of Member States to report to the ILO supervisory bodies.
Key technical definitions	The article 22 reports are addressed to the Committee of Experts and constitute the main input to the Committee's work. Timely and good quality reports are an essential feature for a well-functioning supervisory mechanism. Article 22 reports include first reports two years after ratification and one year after a Convention enters into force. The preparation of these reports may require a higher level of assistance from the Office. After the first reports, any report qualifies as "received" when it contains a reply to the relevant supervisory body's comments. Following the decision taken by the Governing Body at its 355th session in November 2025, a new reporting system under Article 22 is being rolled out as of 2027 with 2026 serving as a transition year. The new system is based on the preparation of Thematic Implementation Reports (TIRS) on 15 thematic groups. As mentioned above, 2026 will be a transition year during which there are no regular reporting obligations. Requests for article 22 reports in 2026 will concern only: - reports requested by the Committee on the Application of Standards; - reports requested by the Governing Body following decisions on representations and complaints submitted under articles 24 and 26 of the ILO Constitution; - early reports requested by the CEACR for 2026 (footnoted cases); - first reports that are due in 2026. In 2026 the Office will prepare training materials and provide reinforced technical assistance to support the preparation of the first TIRs, which are due for reporting by governments in 2027. The TIRs will be filled in by governments electronically as of 2027 through an app which will be developed in the course of 2026.
Means of verification	Official national documents and reports by ILO supervisory bodies, compiled in ILO's Information System on International Labour Standards (NORMLEX).
Reporting of results	Results are reported as an aggregate figure, irrespective of ILO support. To achieve the target set for the indicator, a systematic capacity building plan will accompany the roll-out of the modernized reporting system. The result reported in 2026-27 will become the baseline for the indicator.
Indicator 1.3.2. Number of Member States with tripartite mechanisms enabling the constituents to effectively engage in the implementation of international labour standards at the national level, including reporting to the supervisory bodies	
Observable change	Change occurs when <u>one or more</u> of the following situations is observed:

measured by the indicator	1. Voluntary conciliation with ILO assistance in the context of a representation under Article 24 of the ILO Constitution leads to a successful resolution of the underlying dispute and the closing of the representation concerned; 2. A new mechanism where the tripartite constituents effectively meet in order to plan and adopt normative action in the areas envisaged in Article 5 of Convention No. 144 is formally established during the biennium and meets at least once per year; 3. An existing mechanism for standards-related tripartite consultations that was not effective or operational in previous biennia is strengthened or starts operating in 2024 or in 2025, effectively meeting at least once per year. The strengthening of an existing mechanism should be demonstrated by evidence of tripartite consultations occurring more frequently; expanded representation of social partners within the mechanism; or expansion of the scope of regulatory issues considered by the mechanism.
Key technical definitions	Voluntary conciliation with ILO assistance has been introduced by the Governing Body as an avenue towards resolving article 24 representations at an early stage with a view to strengthening the ILO supervisory mechanism. See this note for further information and relevant forms. A mechanism is a body or a procedure in accordance with which effective consultations take place between the government and the social partners around the areas envisaged in C. 144 (ideally complemented by the areas in R. 150). Effective consultations means that: • Their purpose is not to lead to an agreement but to assist the governments in taking a decision on the matter (i.e., a ratification, a denunciation or the contents of a report); • Their outcome is meaningful and faithfully represented (e.g., in the report); • They must take place prior to finalizing the government's decision; • They must involve all most representative organizations of workers and employers. Areas envisaged in Article 5 of Convention No. 144 refer, in particular, to: • The communication to the ILO of government replies to questionnaires concerning items on the agenda of the International Labour Conference and government comments on proposed texts to be discussed by the Conference. For example, results include responses by the 3 constituents to the standard setting questionnaire on consolidation of instruments on chemical hazards (in 2026 for the 115th session (2027) of the ILC and in December 2027 for the 116th ILC session (2028)). A response by the government that incorporates the views of the most representative organizations of employers and workers also qualifies as a reportable result. • The implementation of ratified standards on the basis of the guidance provided by the ILO supervisory bodies and reporting thereon to the ILO supervisory bodies. For example, notable progress on the application of standards that rests on tripartite consultations (including tripartite validation of Technical Memoranda on labour law reform and expressions of interest rather than satisfaction by the CEACR). This includes the examination and validation of Office Technical Memoranda on draft labour law drawing upon the supervisory body comments and comparative labour law. • The proposals to be made to the competent authority or authorities in connection with the submission of Conventions and Recommendations pursuant to article 19 of the Constitution. Reportable results include tripartite consultations resulting in the submission of Conventions, Recommendations or

	Protocols which have been adopted by the ILC to the competent authority, most often the Parliament, for discussion and consideration of possible ratification where appropriate. Compliance with this obligation is regularly reviewed by the Committee of Experts and the Conference Committee. Special focus will be placed this biennium on countries that have a large backlog of instruments for submission. • The re-examination of unratified Conventions and Protocols as well as Recommendations to which effect has not yet been given, to consider what measures might be taken to promote their implementation and ratification notably following the findings of General Surveys released by the Committee of Experts and the relevant conclusions of the Conference Committee on the Application of Standards. This includes the examination and validation of gap analyses concerning the country's law and practice in relation to a specific instrument. • The steps to be taken to follow up on the recommendations of the SRM TWG including ratification of up-to-date standards and, if applicable, denunciation of outdated ones.
Means of verification	Official national documents and reports by ILO supervisory bodies, compiled in ILO normative databases.
Reporting of results	Results will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Output 1.4. Increased capacity of the constituents to advance the effective respect, promotion and realization of the fundamental principles and rights at work	
Indicator 1.4.1. Number of Member States with new or improved policies and programmes that address the mutually reinforcing nature of two or more fundamental principles and rights at work	
Observable change measured by the indicator	Change occurs when one or more of the following situations is observed: • The government, in consultation with the social partners, adopts or improves existing national or sub-national strategies, policies, programmes or coordination mechanisms to address or promote the mutually reinforcing nature of two or more categories of Fundamental Principles and Rights at Work (FPRW) together, with the aim of reducing FPRW deficits. At least one of the FPRW shall be in relation to a safe and healthy working environment, non-discrimination, or freedom of association and collective bargaining. • Employers' or workers' organizations adopt or improve national or sub-national strategies, policies, programmes or coordination mechanisms to address or promote the mutually reinforcing nature of two or more categories of Fundamental Principles and Rights at Work (FPRW) together, with the aim of reducing FPRW deficits. At least one of the FPRW shall be in relation to a safe and healthy working environment, non-discrimination, or freedom of association and collective bargaining.

	The strategy, policy or programme is considered <i>as adopted</i> when the relevant governmental entity or social partner formally approves it, in line with the policymaking process. The strategy, policy or programme is considered <i>as improved</i> when there is evidence (e.g., reports, budgetary or financial information, etc.) of a substantial development in terms of reach (expansion to new geographic areas, economic sectors, population groups) or scope (e.g., expanded goals, number and type of expected deliverables, financial resources available).
Key technical definitions	“Mutually reinforcing nature of two of more FPRW” means that addressing one FPRW ultimately lays the foundation or results in a positive outcome for the other(s). A specific example could be by addressing the root causes of discrimination which results in lower incidences of child labour or forced labour.
Means of verification	Official national reports and/or other documentation (such as official notifications, official circulars, official publications, official proclamations, including from employers’ and workers’ organizations) and ILO databases, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported when the observable change is achieved with ILO support including advocacy, awareness raising, capacity building or other catalytic action. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. For the purpose of the Implementation Report, the Office will clearly indicate results achieved by each of the constituents, separately. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will become part of the baseline for this indicator.
Indicator 1.4.2. Number of countries that have taken action on child labour, forced labour or trafficking in persons.	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. The government, in consultation with EBMOs and workers’ organizations, either at the national or sub-national level, adopts, improves or operationalizes policy measures to tackle forced labour, human trafficking, or child labour. 2. An employers’ or workers’ organization adopts, improves or operationalizes policy measures to tackle forced labour, human trafficking, or child labour. The policy measures are considered <i>as adopted</i> when the relevant governmental entity or social partner formally approves it, in line with the policymaking process. The policy measures are considered <i>as improved</i> when there is evidence (e.g., reports, budgetary or financial information, etc.) of a substantial development in terms of reach (expansion to new geographic areas, economic sectors, population groups) or scope (e.g., expanded goals, number and type of expected deliverables, financial resources available). <i>Operationalization</i> refers to the achievement of a high-level result as defined in the policy measure, e.g. a national or sub-national survey on child or forced labour or the establishment of a Child or Forced Labour Monitoring System, or an approved budget allocation for the relevant strategy, programme or plan of action. There should be evidence (e.g., official reports, budgetary or financial information, etc.) of this substantial development in terms of reach, scope, scale or impact.

Key technical definitions	Policy measures refer to strategies, programmes, regulatory or legal frameworks, or action plans, including Alliance 8.7 roadmaps, to tackle either forced labour, human trafficking, modern slavery, or child labour, aimed at accelerated action towards SDG target 8.7. In the case of Governments, such policy measures should be formally approved, following a whole-of-government and multi-stakeholder consultation. Stakeholders include workers' and employers' organizations, civil society, academia and other relevant parties. In the case of employers' or workers' organizations, such policy measures should be formally approved, in line with the respective decision-making process.
Means of verification	Official documents and reports or other records, including reports by ILO supervisory bodies and annual pathfinder progress reports of Alliance 8.7.
Reporting of results	The result will be reported in the biennium when the observable change, achieved with ILO support (including advocacy, awareness, capacity building or other action), occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the results are reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will become part of the baseline for this indicator.
Output 1.5. Increased capacity of the constituents to implement sectoral international labour standards, codes of practice, guidelines and tools	
Indicator 1.5.1. Number of Member States that have advanced a sectoral approach to decent work by applying ILO sectoral standards and sectoral codes of practice, guidelines and tools	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. A governmental entity adopts a new or revised sectoral initiative based on ILO sectoral standards and tools, or outcomes of sectoral meetings; 2. Sectoral employers' organizations or workers' organizations, on their own or in the context of bipartite or tripartite dialogue bodies, adopt a new or revised sectoral initiative based on ILO sectoral standards and tools or outcomes of sectoral meetings; 3. ILO sectoral standards and sectoral tools, or outcomes of sectoral meetings are integrated into approved national policy frameworks, development strategies, UN Cooperation Frameworks or Decent Work Country Programmes. The initiative is considered as <i>adopted</i> when the relevant governmental entity or social partners' organization formally approves it, in line with the established policymaking process. In the case of governmental initiatives, only those discussed with and validated by the social partners will be reported.
Key technical definitions	A governmental entity refers to labour or line national, provincial or local agencies responsible for labour or sector specific policies and programmes (in any of the 26 sectors covered by the ILO, e.g., agriculture, education, fishing, health, industry & manufacturing, maritime, mining, tourism, transport, water). Sectoral employers' or workers' organizations are national, regional or local employers' or workers' organizations related to sector-specific issues (e.g., agriculture, education, fishing, health, industry & manufacturing, maritime, mining, tourism, transport, water).

	A sectoral initiative is a national, regional or local policy, action plan, programme or piece of legislation to promote decent work in a specific sector that is explicitly based on ILO sectoral standards and tools, or outcomes of sectoral meetings. Sectoral standards and sectoral tools are available on the ILO website.
Means of verification	National / sectoral documents and reports, including from EBMOs and workers' organizations; reports by ILO supervisory bodies.
Reporting of results	The result will be reported when one of the observable changes, produced with ILO support, is observed. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator. In cases where change occurs within ILO work on wider topics, only the sectoral aspect will be reported under this indicator.

Policy outcome 2: Strong, representative and influential tripartite constituents, effective social dialogue and good governance of labour markets

Output 2.1. Increased institutional capacity of employer and business membership organizations to be strong, independent and representative

Indicator 2.1.1. Number of EBMOs with improved governance systems, strategies to widen representation and/or enhanced service provision

Observable change measured by the indicator

Change occurs when one or more of the following situations are observed:

1. The EBMO approves and initiates implementation of a **strategic plan**;
2. The EBMO adapts its **organizational structure / processes** in response to changes in the business environment or organizational needs;
3. The EBMO adopts a **membership strategy** through an **action/implementation plan** to increase its representation;
4. The EBMO delivers a **new or improved service**, accompanied by a **service sustainability plan** to meet the needs of its members.

The observable change is demonstrated by evidence that the ILO's support has helped to enhance the technical and/or functional capacities of the EBMO's Secretariat or Board to sustain the observable change(s) or reproduce similar outcomes.

Key technical definitions

Strategic plan: comprehensive and integrated set of priorities, objectives and measures in relation to the EBMO's institutional governance, functioning, development, continuity, resilience and growth. The EBMO initiates the implementation of the strategic plan when it carries out programmes, projects and other activities for this purpose and/or allocates financial or human resources for its implementation.

Organizational structure / processes: arrangements in composition, membership, working methods/operational procedures or governance/management structure of the EBMO, developed to make a more effective and efficient use of EBMO institutional capacities and mitigate risks. The adaptation is based on an analysis of strengths and weaknesses of the EBMO's structure/processes or an assessment of organizational needs, opportunities, and risks, and supports the EBMO to focus its resources on its strategic priorities and improve decision-making and accountability.

Membership strategy: coherent set of measures to deepen engagement with existing members or expand membership, particularly in under-represented sectors, regions or categories of enterprises. The **action/implementation plan** breaks down the membership strategy into actionable and time-bound steps that can be tracked, and clarifies resources required to reach the goal of membership engagement.

New or improved service: new or significantly upgraded activities, including through digital or other expandable means, aimed at providing services to members in a particular area in demand by enterprises. The service is aligned with the EBMO's strategic priorities and enables the EBMO to deepen its engagement with members, expand membership or reach under-represented categories of enterprises, increase service revenue, increase its reputation or have other positive impacts on the EBMO's organizational strength.

	Service sustainability plan: a plan of action intended to maintain the viability of the new or improved service, including through the allocation of financial or human resources; a cost-benefit analysis; a training of the EBMO's service-providing staff, if necessary; a dissemination or marketing plan; a partnership for delivery established with private or public institutions or companies, etc.
Means of verification	Reports, documented proceedings, service / training records, guides / manuals, and business plan / strategies of EBMOs; partnership agreements, media coverage; or other official documents.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the EBMO will be considered as part of the baseline for this indicator.
Indicator 2.1.2. Number of EBMOs that have produced analyses on the changing business environment and conduct advocacy activities to influence policymaking	
Observable change measured by the indicator	Change occurs when the EBMO conducts advocacy activities based on an analysis of the business environment or an assessment of employers' views on issues of interest to the business community. The observable change is demonstrated by evidence that the ILO's support has helped to enhance the technical and/or functional capacities of EBMO Secretariats or Boards to sustain the observable change(s) or reproduce similar outcomes.
Key technical definitions	Advocacy activities comprise: a) the development of strategies, campaigns or materials on policy issues that offer coordinated and unified representation of the private sector; <i>and</i> b) the systematic/continuous engagement on these policy issues with the government, workers' organizations or other stakeholders. Conducting advocacy activities should be accompanied by: a) building EBMO's in-house expertise related to the policy issue; b) training of relevant staff or board members on advocacy skills, including effective communication, lobbying and engagement with policy makers, and where appropriate; <i>or</i> c) establishing diverse strategic partnerships or alliances with like-minded organizations to collectively influence policy and amplify advocacy efforts. Advocacy materials may be developed in partnership with a competent research institution but should at least partially be developed by the EBMO's own staff to demonstrate EBMO's increased capacity to develop an evidence-base that can inform advocacy activities. The analysis /assessment can take the form of reports, briefs or papers based on enterprise surveys, qualitative interviews, quantitative analysis, focus group discussions or secondary research that articulate the organization's positions on current and emerging issues affecting business.

Means of verification	Reports, documented proceedings, policy positions, campaign materials, business strategies of employers and business membership organizations; partnership agreements; media coverage; or other official documents.
Reporting of results	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the EBMO will be considered as part of the baseline for this indicator.
Output 2.2. Increased institutional, technical, representational and policy impact capacities of workers' organizations	
Indicator 2.2.1. Number of Member States where workers' organizations have developed innovative and successful trade union strategies to attract new groups of workers and/or to improve their services	
Observable change measured by the indicator	Change occurs when <u>two or more</u> of the following situations is observed: 1. Workers' organization(s) in a specific country adopt a new or revised policy aimed at addressing gaps in governance, institutional/organizational strength, service provision and representativeness through a gender- and youth-sensitive lens. The new or revised policy is considered <i>adopted</i> when the union structures formally approve it. 2. Workers' organization(s) in a specific country implement an innovative strategy to attract different groups of workers, including through digital means and communication strategies, which is successful. 3. Workers' organization(s) in a specific country implement an innovative strategy to improve the services to attract new members or retain the existing ones, including through digital means and communication strategies.
Key technical definitions	The policy should cover at least one of the following groups: workers in the informal economy, in the rural economy, working on platforms and in supply chains, women, youth. An innovative strategy is a coherent set of measures on new or non-traditional approaches for outreach, mobilization, organization, bargaining or representation aimed at increasing the membership of the organization and the extension of its presence beyond established boundaries of representation. Examples of innovative strategies could include the use of targeted expert networks/committees to mobilize certain groups of workers; information and awareness raising campaigns using digital tools and different media tools and platforms; etc. They could also include the establishment of specific forums, either virtual or physical. Different groups of workers include workers in the formal and informal economy and in new and emerging sectors, occupations and economic activities. This may include, for example, young workers and women workers in the digital and platform economy and in diverse forms of work arrangements and occupations brought about by technological progress and economic and environmental transformations.

	The strategy is successful when workers' organization(s) can report on the establishment of a new or improved structure(s) or mechanisms within the union, members and non-members are availing of the new and/or improved service and additional members have signed up. An improved service may be one that was not available before, or an existing one that has been significantly upgraded in terms of scope, relevance or scale. Examples of services offered could include the extension of social protection and health insurance schemes; the provision of education, training and lifelong learning opportunities; legal advice; etc.
Means of verification	Congress or annual reports of workers' organizations; collective bargaining agreements; official reports and publications; media; national, regional and multilateral policies, laws and regulation; trade agreements; comments and reports of the ILO supervisory bodies.
Reporting of results	The result will be reported in the biennium when at least two of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State where the workers' organization is situated will be considered as part of the baseline for this indicator.
Indicator 2.2.2. Number of Member States where workers' organizations have developed innovative and successful trade union proposals considered in social dialogue mechanisms for policymaking	
Observable change measured by the indicator	Change occurs when an integrated, innovative and successful policy proposal on tackling decent work deficits of transitions in the world of work, prepared by a national workers' organization or trade union platform, is given recognition by a relevant inter-institutional mechanism for policymaking .
Key technical definitions	Integrated, innovative and successful policy proposals are documented products of collaborative thinking and joint action by national workers' organizations through sectoral, national, cross-border, sub-regional, regional and global trade union platforms to influence, shape and strengthen policies, programmes and processes, including in inter-governmental institutions at various levels. This can also include collective bargaining agreements. The proposals and agreements should be built on evaluations and assessments of prior participation in, and outcomes of, policies and programmes at all levels, including in multilateral frameworks and international financial institutions, to implement the 2030 Agenda. The proposal is successful when workers' organization(s) can report that their proposal/s have been taken into account/reflected in the decisions, recommendations, conclusions, etc of the inter-institutional mechanism for policymaking. Inter-institutional mechanisms for policymaking are established institutions or forums, including bipartite and tripartite mechanisms, which drive policy agendas at different levels. They may include bipartite and tripartite national/regional/sub-regional social dialogue structures, national SDG bodies, UN Sustainable Development Cooperation Framework processes, regional integration processes, trade negotiations, processes led by International Financial Institutions, etc.

Means of verification	Congress or annual reports of workers' organizations; collective bargaining agreements; official reports and publication; media; national, regional and multilateral policies, laws and regulation; trade agreements; comments and reports of the ILO supervisory bodies.
Reporting of results	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State where the workers' organization is situated will be considered as part of the baseline for this indicator.
Output 2.3. Increased capacity of Member States to make social dialogue more influential and labour relations and labour justice institutions and processes more effective	
Indicator 2.3.1. Number of Member States with newly established or strengthened institutions and processes for social dialogue	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: Social dialogue institutions / mechanisms are established, revitalized or reformed to enable governments, employers' and workers' organisations to respond to current and emerging challenges and opportunities in the world of work including crises and transitions (green, digital, demographic, etc.) and promote social justice and decent work for all. - The Government or relevant legislative body initiates new or revises regulation promoting social dialogue and tripartism or sound labour relations at national, regional, local or sectoral levels. The development of social dialogue institutions and mechanisms and related laws and regulations must be guided by international labour standards and carried out through consultations with employers' and workers' organizations.
Key technical definitions	Social dialogue institutions / mechanisms are bodies and/or processes involving representatives of employers and workers alongside those of government and or other public authorities in decision making, including at cross border level such as regional economic communities, in the broad area of social, labour or economic policy. This comprises also bodies for bipartite social dialogue including only the social partners at national inter-professional or sectoral levels involving consultations and negotiations on policy issues (social security, skills policies, etc.).¹ Social dialogue institutions or mechanisms are: Established when a new body (for instance a national council for social dialogue, a labour advisory council, an economic and social council, or a wage advisory board) or process for social dialogue (for instance, a series of tripartite consultations) involving representatives of employers and workers, alongside those of government or other public authorities in decision-making, is formally set up.

¹ Tripartite mechanisms where constituents effectively meet in order to plan and adopt normative action in the areas envisaged in Article 5 of Convention No. 144 should be reported under output indicator 1.3.2.

	• Revitalized when an existing body for social dialogue resumes meetings regularly after a period of inactivity, discusses and adopts a policy document (social pact, tripartite agreement, social charter, etc.), implements a plan of action aimed at enhancing its effectiveness or inclusiveness and/or evaluates the results of its plan of action to improve its implementation, or submits policy recommendations to the relevant authority, or when processes for social dialogue such as tripartite summits or conferences are resumed regularly. • Reformed when the legal, administrative, organizational, or financial framework of an existing body, mechanism or process (for instance, its founding document, procedural guidelines, etc..) is revised to enhance its effectiveness (for instance, to set up permanent sub-committees, improve the process for agenda-setting, change or expand the mandate or competency of the body) and / or inclusiveness (for instance, to improve gender-balance of the membership, as well as disability status and nationals of the state who possess ethnic, religious or linguistic characteristics differing from those of the rest of the population², promote diversity amongst the membership, ensure the concerns of marginalized workers are addressed and the like) to be able to better respond to persistent and emerging challenges and opportunities in the world of work.³ The government or legislative body: • Initiates new regulation promoting social dialogue and tripartism or sound labour relations when a proposal is prepared, consulted with social partners, and formally submitted to parliament or adopted by the executive to establish or modernize social dialogue legal and institutional frameworks. • Revises regulation promoting social dialogue and tripartism or sound labour relations when an amendment to an existing regulation is prepared, consulted with social partners, and formally submitted to parliament or adopted by the executive to enhance or improve social dialogue legal and institutional frameworks.
Means of verification	Official documents and reports, including from employers' and workers' organizations, or other records, including reports by ILO supervisory bodies.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable changes measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Indicator 2.3.2. Number of Member States with newly developed or strengthened policies or practices to promote: (a) collective bargaining; (b) workplace cooperation.	

² The definition of population groups as "nationals of the state who possess ethnic, religious or linguistic characteristics differing from those of the rest of the population" is based on SDG 16 indicator metadata. See [Metadata-16-07-01b.pdf](#), footnote 18, p. 19.

³ For more details see the [Self-Assessment Method of Social Dialogue Institutions](#).

Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. An institution, mechanism, procedure, policy or practice (including the signing of a new collective agreement) promoting voluntary collective bargaining at any level is developed or strengthened; 2. A policy, practice, institution or mechanism to support workplace cooperation that focuses on matters of mutual concern not within the scope of collective bargaining machinery and that does not undermine the role of trade unions, is developed or strengthened.
Key technical definitions	Collective bargaining is defined in the Collective Bargaining Convention, 1981 (No. 154), as <i>“all negotiations which take place between an employer, a group of employers or one or more employers’ organisations, on the one hand, and one or more workers’ organisations, on the other, for: (a) determining working conditions and terms of employment; and/or (b) regulating relations between employers and workers; and/or (c) regulating relations between employers or their organisations and a workers’ organisation or workers’ organisations.”</i>⁴ An institution, mechanism, procedure or policy promoting collective bargaining is: • Developed when a new policy, body, process, bipartite commitment, or “machinery for voluntary negotiation between employers⁵ or employers’ organizations and workers’ organizations, with a view to the regulation of terms and conditions of employment by means of collective agreements”⁶ is agreed through social dialogue. • Strengthened when: - the legal, administrative or financial framework of an existing body or existing process is revised to increase its inclusiveness or effectiveness, in line with relevant ILS; or - a budgeted training programme is implemented by national institutions to enhance the capacity and knowledge of social partners on collective bargaining policies and practices at any level, and links to gender equality, wage setting, inclusivity, among other topics; or - more or better sex-disaggregated data and statistics in the areas of collective bargaining and industrial relations are collected and analysed through improved information systems. - A new collective agreement is signed at any level. Workplace cooperation, as set out in the Co-operation at the Level of the Undertaking Recommendation, 1952 (No. 94), is the <i>“consultation and cooperation between employers and workers at the level of the undertaking on matters of mutual concern not within the scope of collective bargaining machinery, or not normally dealt with by other machinery concerned with the determination of terms and conditions of employment.”</i>⁷ A policy, practice, institution or mechanism promoting workplace cooperation is: • Developed when the public authorities or the social partners announce or publish new or amended legislation, regulations or other policy documents or guidelines supporting workplace cooperation, or establish new workplace cooperation bodies, in such a way that it respects collective bargaining and its outcomes and does not undermine the role of trade unions.

⁴ [Convention C154 - Collective Bargaining Convention, 1981 \(No. 154\)](#), Article 2.

⁵ This may include a role for the State as employer, in the case of collective bargaining in the public service in line with the Labour Relations (Public Service) Convention, 1978 (No. 151).

⁶ Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Article 4.

⁷ [Co-operation at the Level of the Undertaking Recommendation, 1952 \(No. 94\)](#), para 1

	Strengthened when existing policies, guidelines, institutions or mechanisms promoting workplace cooperation are made more effective, including by aligning laws and practice with comments made by ILO supervisory bodies. This can include fostering effective workplace cooperation that promotes information sharing and consultation and enhances constituents' capacity to manage transitions, adapt to new technologies and address other future of work challenges.
Means of verification	Official documents and reports, including from employers' and workers' organizations, or other records, including reports by ILO supervisory bodies.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable changes measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator. For the purpose of the Implementation Report, the Office will clearly distinguish results achieved in relation to collective bargaining and results achieved in relation to workplace cooperation.
Indicator 2.3.3. Number of Member States with newly established or reformed regulatory or institutional frameworks for the effective prevention and resolution of labour disputes	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: - The government in consultation with the social partners has adopted and submitted to the national legislature laws, regulations or policy aiming to improve access to labour justice; Labour dispute resolution institutions have introduced and applied a new procedure, method, tool or practice resulting in improved application of at least one principle of effectiveness; - Policies or procedural guidelines to facilitate the examination and resolution of grievances at the level of the enterprise, sector, region, industrial park or economic processing zones are developed or strengthened.
Key technical definitions	Labour dispute resolution institutions are judicial and non-judicial institutions that assist in the resolution of labour-related disputes, including consensus-based and adjudicative bodies. The term also covers, depending on the national context, other institutions including ministries and departments of labour, independent statutory bodies, courts, and shared arrangements between labour administration and the social partners. Generally accepted principles of effectiveness include efficiency, speediness, accountability, accessibility, independence, impartiality, fairness, equality, professionalism, and enforcement. In the case of non-judicial institutions, these principles also include voluntarism, confidentiality and prevention. Examples of policies, tools, means and methods⁸ aiming to improve effectiveness of labour dispute prevention and resolutions institutions and mechanisms are: regular use of case management systems,

⁸ For more details see the [Self-Assessment Method of Social Dialogue Institutions](#).

	- streamlined or shortened processes, - user-friendly means and policies to facilitate access of disadvantaged users, - earmarked fund allocation or proper budget, - complaint processing mechanisms, - permanent training programmes of professionals, - transparent and fair recruitment, - legal and technical means to assist disputing parties during collective bargaining processes, - legal and practical guarantees for effective enforcement of dispute settlement. A grievance may exist when a worker / workers believe that their existing rights and entitlements have been violated or have not been respected by their employer. The Examination of Grievances Recommendation, 1967 (No. 130) states that, "[a]ny worker who, acting individually or jointly with other workers, considers that he has grounds for a grievance should have the right—(a) to submit such grievance without suffering any prejudice whatsoever as a result; and (b) to have such grievance examined pursuant to an appropriate procedure." A policy or procedural guidelines to facilitate the examination and resolution of grievances at the enterprise-, industrial zone-, regional, or sectoral level are: Developed when formally approved by the government following a process of social dialogue, or when the social partners jointly announce or publish documentation aimed at facilitating the development of enterprise-, industrial zone- or sectoral-level grievance procedures, including in collective agreements, or when it is adopted in work rules⁸ or in other manner consistent with national practice; Strengthened when existing guidelines and policies are adjusted to promote conflict prevention, mutual trust and increase the accessibility efficiency or effectiveness of grievance mechanisms; to improve the capacity of such mechanisms to produce results; or to introduce or improve procedural fairness.
Means of verification	Official documents and reports, including from employers' and workers' organizations and by ILO supervisory bodies.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable changes measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Output 2.4. Increased institutional capacity of labour administration and labour inspection systems, and enhanced national regulatory frameworks for the good governance of work	
Indicator 2.4.1. Number of Member States in which labour administration policies and frameworks are improved, including through labour law reforms	
Observable change	Change occurs when <u>one or more</u> of the following situations is observed, in line with the provisions of the Labour Administration Convention, 1978 (No. 150), and considering the UN principles of effective governance:

measured by the indicator	1. The Ministry responsible for labour or the relevant institution formally adopts measures to improve its effectiveness through: a. The validation of a labour administration assessment and the identification of actions to implement the policy recommendations provided by the assessment. b. The strengthening of competences and skills of labour administration staff (excluding labour inspectors), through new training curricula or capacity building programmes. c. The development of a strategic plan, regulatory impact analysis or monitoring and evaluation mechanism. d. The strengthening of collaboration with other governmental actors or with social partners through network-based governance and multi-stakeholder partnerships to best address complex labour market issues or that require coordinated policy responses. 2. The structure of the labour administration system is improved so that specialized units are available to deal with the policies and programmes under the mandate of labour administration, and/or to ensure resources are more efficiently used, and/or to enhance the participation of social partners in the formulation of policies and programmes. 3. The Ministry responsible for labour formally adopts a policy, programme and/or plan of action to improve the accountability of the labour administration system through: a. The implementation of new or reviewed anti-corruption regulations, policies, or codes of practice. b. New measures for disclosure of non-confidential information, budget transparency, and open government data. c. The adoption of new arrangements for reviewing administrative decisions by courts or other bodies. 4. The Ministry responsible for labour formally adopts a policy, programme and/or plan of action for the promotion of labour workforce inclusiveness, diversity and the prohibition of discrimination, including for its own staff. 5. Regulatory or administrative measures are adopted for providing or improving local accessibility of labour administration services. 6. Labour law reforms are designed, adopted and/or operationalized in consultation with the social partners in order to create more and better jobs, to guarantee the effective realization of labour rights, to improve working conditions and ensure the right balance between workers' and enterprises' interests, and ultimately to align economic growth and social progress.
Key technical definitions	The terms effectiveness, accountability and inclusiveness are defined according to the ECOSOC Committee of Experts on Public Administration as follows: • Effectiveness refers to competence, sound policymaking and collaboration; • Accountability refers to integrity, transparency and independent oversight; • Inclusiveness refers to leaving no one behind, non-discrimination, participation, subsidiarity and intergenerational equity. A regulatory impact analysis is a tool or process that assists governments to assess the economic and social impact of new regulations.

	Open government data is a policy or set of measures that makes government data not protected under confidentiality accessible to the public for purposes of transparency, accountability and value creation. Labour laws are designed when there is evidence (official statement, tripartite agreement, national report, correspondence between ILO officials and constituents) that the policy objectives and purpose of a new or revised legislation are identified and developed in collaboration with the social partners and experts' opinions. A labour law reform is adopted when the public authorities, following a process of social dialogue, formally submit to the national legislator new or amended legislation, regulations, white papers or other policy documents supporting reformed policy goals. It is considered operationalized when there is evidence (implementation decrees, official statements, technical progress reports, others) of implementation measures and related provisions.
Means of verification	Official national reports and documentation, including gazettes (publication of laws) methodological information, data, and metadata, compiled in the ILO Strategic Management System and/or data disseminated on ILOSTAT, official statements, tripartite agreements, final draft of legislation duly submitted to the authorities, correspondence between ILO officials and constituents.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable changes measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Indicator 2.4.2. Number of Member States in which policies, strategies and labour inspectorates are strengthened for improved compliance with national labour legislations	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed, in line with the provisions of the Labour Inspection (Industry and Commerce) Convention, 1947 (No. 81), and the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and following the suggested action provided by the ILO Guidelines on General Principles of Labour Inspection: 1. The labour inspectorate formally adopts an institutional development plan aimed at improving internal management, procedures, and technical skills. 2. The labour inspectorate, in consultation with social partners, formally adopts and implements or starts implementation a plan of action or campaign to promote labour law compliance on a specific matter and/or in a particular sector, including strategic compliance planning. 3. The effectiveness of enforcement is improved through the review of standard operating procedures, dissuasiveness of sanctions and other inspection mechanisms, including incentives, with a view to increasing compliance with labour legislation. 4. The labour inspectorate adopts new methodologies and techniques for the identification, prevention and/or enforcement of labour legislation.

	5. The labour Inspectorate or the responsible ministerial department validates a roadmap/action plan to implement the recommendations of a labour inspection assessment conducted with the support of the ILO. 6. The labour inspectorate adopts or updates new tools and/or procedures to harness the potential of technology for enhanced compliance, namely through the use of electronic case management systems, applications, or web-based services.
Key technical definitions	An institutional development plan is a plan or programme with identified outputs, timeframe, responsibilities and required means, validated at the adequate government level that pursues the goal of increasing the resources available to the labour inspectorate or/and aims to strengthen the effectiveness and efficiency in the use of existing resources. A plan of action or campaign defines inspection actions aiming at achieving compliance with labour law in targeted sectors and/or topics, with identified interventions, measurement indicators, timeframes, resources, and co-implementation actors as required by the targeted sectors or topics, including strategic compliance plans⁹, tools and procedures.
Means of verification	Official national reports, methodological information, data and meta data, compiled in the ILO Strategic Management System and/or data disseminated on ILOSTAT.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable changes measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator. Standalone workshops, trainings or specific ILO activities that do not lead to observable institutional development as per the definitions of this indicator are not reportable.

⁹ A strategic compliance plan defines actions aiming at achieving compliance with labour law in targeted sectors or topics, with identified interventions, measurement indicators, timeframes, resources, and co-implementation actors as required by the targeted sectors or topics. It must include at least, but not exclusively, components on promotion of compliance and enforcement of labour law.

Policy outcome 3: Full and productive employment as a pathway for social justice

Output 3.1. Increased capacity of Member States to develop and implement comprehensive employment policy frameworks and to mainstream employment into economic and investment policies

Indicator 3.1.1. Number of Member States with current and effective comprehensive employment policy frameworks

Observable change measured by the indicator

Change occurs when one or more of the following situations is observed:

1. The government, in consultation with social partners, adopts a national or sub-national **comprehensive employment policy framework**, or reviews it to ensure that it is **current** and **effective**.
2. The government, in consultation with social partners, **embeds** decent employment outcomes into national or sub-national development policies and plans (including macroeconomic and other policies, such as sectoral, industrial, productivity, demographic and investment policies or strategies).
3. The government, in consultation with social partners, adopts a new or reviews an existing comprehensive employment recovery strategy in crisis, conflict and fragile settings.
4. Coordination structures including ministries responsible of labour or employment and social partners are established or strengthened to develop or operationalize employment policy frameworks, including with line ministries in charge of planning, finance or sectors, and central banks, supporting a whole of government approach.
5. The government, in consultation with social partners, integrates employment policy outcomes within its financing strategy, including through employment expenditure reviews, fiscal costing assessments, Integrated National Financing Framework or similar mechanisms.
6. The government, in consultation with social partners, generates relevant labour market information and analysis, disaggregated by sex, age and other relevant characteristics, that is incorporated as the evidence-base to formulate and monitor employment policy frameworks with special attention to employment and income security and equal access to decent and productive employment for all women and men.
7. The government, in consultation with social partners, develops and action plan / roadmap to implement an existing employment policy or establishes/reinforces a monitoring and evaluation system to measure outcomes of employment policies.

Key technical definitions

Comprehensive employment policy frameworks:

- Aim to generate full, productive and freely chosen employment and decent work, and contribute to social justice and a human-centred future of work that is inclusive, sustainable and resilient.
- Promote an integrated approach, addressing different employment dimensions in a coherent comprehensive framework, in line with the *Employment Policy Convention*, 1964 (No. 122), and can be implemented through different policies and strategies covering: a) standalone national employment policies; b) mainstreaming of employment in macroeconomic, industrial, sectoral,

	environmental, trade, productivity and/or in national or sub-national development plans/visions, and/or in public and private investment policies that facilitate inclusive structural transformation and create decent jobs, including in care, digital, circular and green economies fostering the transition to the formal economy; or c) implementation and financing mechanisms, such as action plans and financing strategies, as well as other measures as enumerated by the conclusions of the <i>Third Recurrent item discussion on employment</i> (2022). - Are <u>gender responsive</u> – that is, they: - explicitly pursue gender-equality and non-discrimination objectives; - are grounded in sex-disaggregated data and, where relevant, analysis of intersecting forms of discrimination; - assess different impacts on women and men; and - include targeted measures to address structural barriers such as the unequal distribution of unpaid care responsibilities while promoting decent work in the care economy and tackling occupational segregation, discrimination and violence and harassment in the world of work. - Are <u>based on social dialogue and informed by evidence</u> from employment diagnostics and impact assessments (see indicator 3.1.2), and utilise sound up-to-date labour market information and analysis. - Contribute to the efforts of the <u>Global Accelerator on Jobs and Social Protection for Just Transitions</u>, where relevant. A policy framework is considered current when it is actively in use, has been adopted or reviewed and affirmed as relevant, or has been integrated into broader national or sub-national development policies or plans. A policy framework is considered effective if the functionality and impact of the policy has been adopted, updated or adjusted. The term embed implies that employment-related objectives are explicitly incorporated into or linked to other policy frameworks, be it at national or sub-national level.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable changes measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Indicator 3.1.2. Number of Member States whose investment decisions and policies for the creation of more and better jobs are based on ILO-supported employment impact assessments	
Observable change	Change occurs when <u>one or more</u> of the following situations is observed:

measured by the indicator	1. The government, in consultation with social partners, validates an employment impact assessment and its recommendations for including further the employment dimension of existing investment policies, programmes or projects. 2. The government, in consultation with the social partners, takes measures to optimize the employment impact of its investment decisions and policies based on an impact assessment.
Key technical definitions	The aim of employment impact assessments (EmpIA) is to assess the employment potential (ex ante) and impacts (ex post) of investment and sectoral policies and initiatives. The rationale of these assessments is to anticipate and/or measure the potential or ex post impact of policies or interventions on jobs and job-related outcomes, in order to constantly improve the design and implementation of policy and programme options. Overall, EmpIA can contribute to improving the effectiveness of comprehensive employment policy frameworks. The ILO provides technical support to: i) ensure that EmpIA are pro-employment and comprehensive, ii) inform and ensure the participation of social partners in all steps of the EmpIA processes, iii) target not only the quantity but also to provide some insight into the quality of employment. The most common types of interventions analysed by the ILO are infrastructure projects, active labour market programmes, sectoral, trade and industrial policies, just transition and green economy initiatives, macroeconomic policies, laws and regulations and reforms. Measures to optimize the employment impact of investments include: a) the revision of existing investment policies and programmes; b) the introduction of employment considerations into the decision-making processes of key ministries on investments and related policies, including through inter-ministerial bodies; c) integrating lessons from an impact assessment into the planning and designing of new investments and policies.
Means of verification	Official national, regional or sectoral reports and other documentation compiled in the ILO Strategic Management System. ILO and constituents' official documents and reports.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator. Assessments that focus exclusively on the impact of digitalization of jobs, enterprises or skills are reported under indicator 8.1.1.
Output 3.2. Increased capacity of Member States to develop inclusive, sustainable and resilient skills and lifelong learning systems	
Indicator 3.2.1. Number of Member States with more inclusive policies, strategies, systems and governance mechanisms for skills and lifelong learning	

Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations occur: 1. The government, in consultation with the social partners, develops a new or revises the existing national, regional or sectoral policies, strategies, guidelines, models or methodologies to improve the inclusiveness and responsiveness to the labour market of TVET (technical and vocational education and training) and the pillars of the skills development and lifelong learning system. 2. Skills development is integrated or mainstreamed through the adoption of dedicated measures into other policies such as social protection, employment, growth, climate, industrial, economic, sectoral, local development policy or strategy; 3. The government or training providers take action to establish or strengthen a governance model or institutional arrangements for skills development and lifelong learning including cooperation between public organizations and industry stakeholders at national, regional, sectoral, local or training institute level. This includes management boards, councils, sector skills bodies, advisory committees or expert groups; 4. The government or training providers adopt digital technology or strengthen digital infrastructure to improve the planning, implementation, inclusiveness, monitoring or evaluation of skills policy, systems, institutions and programmes; 5. The government, social partners or a competent body carry out an evaluation of skills policy, systems or institutions, producing objective policy recommendations that are signalled for implementation. Policies, strategies, systems and governance mechanisms are considered “<i>inclusive</i>” if they explicitly consider and address the differentiated concerns of women and men, persons with disabilities OR other disadvantaged or vulnerable groups, through universal design or targeted approaches.
Key technical definitions	Skills development and lifelong learning systems cover the full range of formal and non-formal vocational, technical and skills-based education and training for employment or self-employment during a lifetime. This includes: pre-employment and livelihood education and training; TVET, dual training and apprenticeships as part of both secondary and tertiary education; training and education for employed workers, including in the workplace; employment and labour market oriented short courses for those seeking employment delivered through traditional, online learning, distance learning and blended learning modalities. The pillars of effective skills development and lifelong learning systems are: 1) governance and financing; 2) skills needs intelligence; 3) flexible learning programmes and pathways; 4) skills programmes for diverse needs of labour markets; and 5) quality apprenticeship and work-based learning for employability, productivity and sustainable enterprises (refer to the ILO strategy on skills and lifelong learning 2030). Governance models provide an overall framework and principles for the governance of the skills and lifelong learning system, consisting of diverse governance mechanisms which are specific tools and processes used to implement and enforce the overall governance model. Governance mechanisms include national, sectoral, regional or local institutions, frameworks and mechanisms put in place to guide the development and implementation of TVET and skills development, including in terms of policymaking, finance, quality assurance, apprenticeships, training delivery and assessment (including distance and online learning), recognition of prior learning, micro-credentials, qualifications, curriculum and certification. Institutional arrangements include national apex or inter-ministerial coordinating bodies, industry sector skills bodies, quality assurance and qualification agencies,

	institution management boards, national training funds, advisory committees, expert groups, TVET agencies and others according to country arrangements. The digital infrastructure necessary to develop digitally rich national skills systems includes telecommunication infrastructure, internet services and bandwidth, tools and standards and other relevant digital technologies. Digital infrastructure ensures adequate access to fundamental ICT services by users, including learners, TVET agencies and education and training institutions, enterprises and intermediary bodies. Digital infrastructure should provide equitable access to ICT to address gaps caused by socioeconomic, geographic, gender or other sources of inequality.
Means of verification	National, regional, sectoral or institutional reports, policies, strategies, guidelines, meeting minutes, administration notes and other documentation, led in the ILO Strategic Management System. Partnership agreements.
Reporting of results	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Indicator 3.2.2. Number of Member States with improved institutional capacity on:	
(a) skills needs anticipation and matching (b) skills and lifelong learning governance	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations occur: 1. Constituents have carried out initiatives in relation to skills needs anticipation and for the measurement of the skills mismatch at the national, regional, sectoral or industry levels, applying ILO methodologies and tools or other relevant approaches, leading to measurement of skills needs and mismatches that are reported in policy documents. 2. Constituents have established a mechanism, unit or team capable of performing skills needs anticipation and the measurement of skills mismatches. 3. The government or competent bodies introduce mechanisms, including guidelines and administrative guidance, to strengthen or expand the governance and financing of existing skill systems or elements therein. Such mechanisms may refer to labour market information systems, quality assurance, digitalization, qualification, assessment, certification, distance and online learning, dual training, recognition of prior learning, micro-credentials, apprenticeships or career development. 4. Constituents have improved their capacity to develop and implement better tripartite governance solutions for national, regional or sector skills institutions and organizations, including through the strengthening of technical skills and knowledge of staff and the improvement of management practices, leading to measurable and documented change at the institutional level.
Key technical definitions	Initiatives include policies, strategies, tripartite agreements, action plans, roadmaps, programmes, and legislation. Skills needs anticipation refers to activities to assess future skills needs in the labour market in a strategic way, using consistent and systematic methods. It aims

	to provide information to all labour market actors about potential future skills needs and imbalances, so that they can make informed decisions, develop measures and take actions with a view to meeting the needs and avoiding the imbalance (ILO Guidance Note 2015). Skills mismatch is an encompassing term referring to different types of skill gaps and imbalances such as over- or under-education, over-qualification, under-qualification, field of study mismatch, over- or under-skilling, skill gaps, skill shortages and surpluses and skills obsolescence. Skills mismatch can be both qualitative and quantitative, referring both to situations where a person does not meet the job requirements and where there is a shortage or surplus of persons with a specific skill. Skills mismatch can be identified at individual, employer, locality, sector or economy level (ETF, Cedefop, ILO. 2016-17. “Guide to anticipating and matching skills and jobs”, Volumes 1-6). ILO methodologies and tools include a diversity of methodologies, frameworks, guidelines, training programmes and other tools that can support the work of field specialists, project managers and constituents in gathering data, upgrading their governance mechanisms, improving and enhancing delivery of services and programmes as well as achieving better monitoring and evaluation. Examples include: • Skills for Trade Economic Diversification (STED), Skills for Productivity, Environment and Economic Diversification (SPEED), Greening TVET and Skills Development, and Skills Technology Foresight (STF). These methods rely on technical expertise in key economic sectors of a country and develop institutional capacities to build social dialogue at sectoral and national levels for the discussion of current and future business capabilities and related skill needs, conduct interviews, focus groups, round tables, Delphi methods, establishment surveys, foresight sessions and scenario development. • Training for Rural Economic Empowerment (TREE) helps to systematically identify employment and income generating opportunities at the community level, design and deliver appropriate training programmes with local public and private training providers; and provide the necessary post-training support, for example, facilitating access to markets and credit. • Global framework on core skills for life and work in the 21st century provides a terminology, taxonomy and definitions for core skills. • ILO Toolkit for Quality Apprenticeships is a resource to improve the design and implementation of apprenticeship systems and programmes. It provides a comprehensive but concise set of key information, guidance and practical tools for policy-makers and practitioners. • The Policy guidance note on digitalizing career guidance services provides practical advice to policy makers and services managers on how to develop and implement digital career guidance services. • The Resource Guide for Sector Skills Bodies (SSBs) provides concrete advice on and insights into steps to take and issues that need to be addressed when establishing and operating tripartite SSBs. • The ILO also offers a number of methodologies for the comprehensive assessment and development of national skills and lifelong learning systems and career development systems. These tools and guidelines represent a broad scope of methods and approaches with guidance on a quality approach and good practices. These quality and good practice principles are important to respect in the implementation. Financing can include but is not limited to national budget allocations; national or sectoral training funds; employer levies or taxes; training vouchers, broadband vouchers, learning accounts or learning entitlement systems for individuals;
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	rebates, credits or financial incentives for employers; program fee structures; and performance based or contestable funding for institutions. Recognition of Prior Learning is a process of identifying, documenting, assessing and certifying formal, non-formal and informal learning outcomes against standards used in formal education and training. Career development is a lifelong process which requires managing learning, work and leisure activities to achieve balanced professional and personal goals. This includes career guidance and counselling, career learning at school and in enterprises, work exposure, assessments, coaching, mentoring and employability and entrepreneurship skills training.
Means of verification	Reported results need to clearly demonstrate a link between capacity development activities and changes at institutional and governance level. Relevant information to be drawn from reports and guidance documents at national or sectoral level, national or sectoral strategies, recommendations to address current and future skill needs, meeting minutes or reports, evidence and number of learning activities implemented as part of ILO's projects, evidence of allocation of budgetary resources or other elements of sustainable and regular operationalisation of skills needs anticipation and matching function, compiled in the ILO Strategic Management System. National, regional or sectoral reports, guidelines, meeting minutes and other documentation, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator. The indicator captures the effects of relevant activities over the capacity of stakeholders to apply relevant methodologies, especially ILO methodologies and tools, and in terms of governance. The actual implementation of skills programmes based on relevant methodologies should be captured under indicator 3.2.3.
Indicator 3.2.3. Number of Member States with innovative, flexible and inclusive skills programmes, skills recognition, apprenticeships and work-based learning	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations occur: 1. A government entity, an employers' organization or a workers' organization develops, revises or implements innovative skills programmes and services that are inclusive, focusing on women, youth or persons in vulnerable situations, in the context of digitalization and climate change; 2. A government entity, an employers' organization or a workers' organization develops, revises or implements work-based learning programmes in the formal or informal economy, including quality apprenticeships; 3. A government entity, an employers' organization or a workers' organization develops, revises or implements programmes for skills and qualification recognition, including mutual recognition of skills and qualifications;

	4. A government entity, an employers' organization or a workers' organization digitalizes components of training and assessment; 5. A government entity, an employers' organization or a workers' organization evaluates the outcome of skills programmes, skills recognition, apprenticeships and work-based learning programmes, using ILO standards, approaches methodologies or tools.
Key technical definitions	Innovative skills programmes include on-line, distance or blended learning programmes, modular programmes, programmes with flexible delivery arrangements or other arrangements that represent an innovation in the existing systems of delivery, assessment and certification, including through the introduction or strengthening of core skills within programmes. They also include targeted career support to vulnerable groups. Programmes need to be inclusive, taking into account the concerns and differentiated needs of men and women and vulnerable groups. Depending on the country's needs, the focus may be on one or more target groups. Work-based learning refers to all forms of learning that occur in a work-related context. It encompasses activities that combine on-the-job training, practical experience, and theoretical instruction to develop knowledge, skills, and competencies relevant to a specific occupation or industry. Work-based learning can take various forms, such as formal or informal apprenticeships, internships or traineeship and on-the-job training. • Informal apprenticeship is broadly defined as an informal system of skills transfer for an occupation from a master craftsperson (MC) to a young apprentice, who acquires skills by way of observation, imitation and repetition while working with the MC. The transfer of competencies is based on an agreement (written or verbal) between MC and apprentice, in line with local community norms and practices, and such training is not regulated by law. • Internships or traineeships are increasingly common ways for jobseekers and workers to acquire work experience and improve employability. • On-the-job training refers to the learning that takes place in the normal work environment. It is the most common type of work-based learning throughout an individual's working life. This includes job shadowing in which students follow a mentor or worker and informal learning which takes places during the normal course of work. These forms of work-based learning can be enhanced through digital solutions including the use of simulations involving Augmented and/or Virtual Reality, and on-line programmes with a view to address the impact of COVID-19 that can be deployed for learners, teachers and trainers. Quality apprenticeships are a unique form of technical vocational education and training, combining on-the-job training and off-the-job learning, which enable learners from all walks of life to acquire the knowledge, skills and competencies required to carry out a specific occupation. They are regulated and financed by laws and collective agreements and policy decisions arising from social dialogue, require a written contract detailing the roles and responsibilities of the apprentice and the employer, and provide the apprentice with remuneration and standard social protection coverage. Following a structured period of training and the successful completion of a formal assessment, apprentices obtain a recognized qualification. Mutual recognition of qualifications refers to the process in which coherence between national qualifications are achieved by aligning national or regional qualifications, qualification systems or qualification frameworks.

Means of verification	National reports and documentation, as well as HR strategies compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator. It is important to note that this indicator captures changes at skills programme level and relevant associated institutional, policy or governance changes should be reported under indicator 3.2.1.
Output 3.3. Increased capacity of Member States to formulate and implement policies and strategies for creating decent work in rural areas	
Indicator 3.3.1. Number of Member States that have put in place measures for decent work in rural areas	
Observable change measured by the indicator	Change occurs when the government, an EMBO or a workers' organization adopts or operationalizes measures for decent work in rural areas, either as stand-alone initiatives or as part of wider plans or programmes. A measure is considered as <i>adopted</i> when the relevant governmental entity or social partners' organization formally approves it, in line with the policymaking process. Measures adopted by a government require prior consultation with and validation by the social partners. The measure is considered as <i>operationalized</i> when there is evidence (official statement, technical/financial progress report, others) of its implementation.
Key technical definitions	Measures for decent work in rural areas include policies, strategies, plans, programmes and agreements that encompass this objective. Such measures comprise, among others, rural development strategies and programmes as well as bipartite and tripartite agreements to promote decent work in the agri-food and other rural economy sectors. These measures should be gender-responsive, based on social dialogue, promote the ratification and effective implementation of relevant international labour standards, and leverage the ILO policy guidelines on the promotion of decent work in the agri-food sector. Measures must include <u>three or more</u> of the following characteristics: • promote all-of-government approach by involving different ministries (labour, agriculture, public works and infrastructure, rural development, planning, etc.); • be embedded in a wider context (employment or other relevant national policy, development strategy or plan, UN Cooperation Framework, DWCP, etc.); • strengthen the capacity of EBMOs and worker's organizations in the rural economy and related sectors; • build on synergies with strategic partners, in particular through the Coalition of action on decent work for equitable food systems, with a focus on the ILO's comparative advantage; • based on enhanced knowledge and data;

	- include innovative elements and address country-specific challenges such as food insecurity, climate and demographic change, technological progress and inequalities; - promote a just transition to environmental sustainability; - contribute to the efforts of the Global Accelerator on Jobs and Social Protection for Just Transitions.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System; Media coverage; ILO and social partners' official documents and reports.
Reporting of results	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Output 3.4. Increased capacity of Member States to develop and implement effective and efficient labour market programmes and services to support transitions, including through employment-intensive programmes	
Indicator 3.4.1. Number of Member States with strengthened and effective employment services and labour market programmes addressing transitions to decent work, including for women, youth and older persons	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: - The government adopts or substantially revises an inclusive and gender-responsive policy or legal framework on employment services and labour market programmes in line with up-to-date international labour standards; - The employment service or other responsible public agency develops and implements a new or scales up existing labour market programmes targeting youth, women, older workers and/or other priority groups; - The employment service defines and implements inclusive and gender-responsive measures to improve its organizational structure, management, work processes or methodologies in response to evolving labour market or institutional needs; - The employment service or a related institution defines and implements inclusive and gender-responsive measures to improve the coverage or quality of services provided to address the needs of workers, jobseekers and employers, in response to evolving labour markets in a rapidly changing world of work; - The employment service develops or strengthens inter- or intra-institutional inclusive and gender-responsive measures to improve service provision and labour market programmes and interventions addressing transitions to decent work.

Key technical definitions	Employment services include all publicly funded employment services, irrespective of how they are delivered (through public, private or third sector actors), including systems for collaboration with various employment service providers outside formal contract arrangements with a specific focus on youth, older workers, women and other priority groups. Labour market programmes refer to any publicly funded interventions aimed at supporting employment and employability, including labour market training; entrepreneurship, self-employment and formalization support; subsidized employment (wage or hire subsidies in various forms); public employment programmes aimed at increasing employability of beneficiaries; and making work pay (e.g., in work benefits to attract or keep workers in low paid jobs); employment retention programmes and supporting activation measures. Inclusive and gender-responsive measures to improve organizational structure, mandate, management, delivery channels, work processes or methodologies are actions designed to make a more effective and efficient use of institutional capacities, including for better production or analysis of data that can be applied in the planning, monitoring and evaluation of active labour market policies. They include plans of action aimed at institutional strengthening with objectives, timelines, definition of responsibilities and resources. Inclusive and gender-responsive measures to improve the coverage or quality of services include institutional policies, plans or new mechanisms developed: • to provide better advice to employers and jobseekers, including through digital technologies and tools (for example online matching systems and protocols); • to address emerging or persistent challenges in the world of work (e.g., difficult to reach or to place groups of jobseekers); • to ensure social dialogue and better involvement of social partners. Inter- or intra-institutional measures are strategies or institutional arrangements in support of: • partnerships and collaborations with public, private and third sector actors; • decentralization or local customization of employment services to support local development; • collaboration between different units within the same institution. Institutional and coordination framework includes the role played by the responsible government agency in defining interventions' scope, inter-ministerial coordination and evaluation mechanisms.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In subsequent biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once a result has been reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Indicator 3.4.2. Number of Member States that have formulated, implemented or evaluated inclusive employment intensive public investment programmes to create more and better jobs as well as improving livelihoods, including in crisis contexts	

Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations are observed: 1. National or local governments formulate and adopt new employment intensive public investment policies, frameworks and/or programmes. 2. The government, in consultation with social partners, mainstreams the employment intensive investment programmes (EIIP) approach into national (or sub-national) development plans, employment policies, national, local and sectoral investment policies or strategies. 3. National or local partners implement employment intensive works in the infrastructure, agriculture, environmental or other sectors to create job opportunities, measured in worker-days. The EIIP works may be implemented by the national or local partners with technical support by the ILO or directly by the ILO on behalf of the government. 4. National and local implementing bodies and social partners establish and strengthen institutional capacity to plan, design, coordinate, execute and monitor EIIP works, through targeted actions including training, establishment and strengthening of proper organizational structures. development of technical and managerial tools, quality management, etc. 5. National, sectoral or local partners put in place inclusive monitoring and evaluation systems to improve the productivity and effectiveness of EIIP works in terms of creating more and better jobs, as well as skills and enterprise development.
Key technical definitions	The EIIP is an approach that promotes employment creation, poverty reduction and local economic and social development through infrastructure development and other public investments. The EIIP promotes a rights-based approach to ensure equal opportunities and treatment for men and women, people with disabilities (PWDs). EIIP is implemented in an inclusive, gender-responsive and environmentally sustainable manner with due regard to fair working conditions and OSH. The EIIP programme promotes the use of local resources (increased local content) in order to maximise the creation of employment and income, save foreign currency and support local industry while building the capacity of local institutions. The EIIP is typically implemented in the infrastructure, agricultural and environmental sectors. Worker-days is defined as a day on which paid work is performed (or workday), multiplied by number of workers. The actual hours worked on a workday may vary according to the characteristics and arrangements of the EIIP programme or project.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System; media coverage, ILO project documents, progress reports, implementation agreements and contracts. Information from member states and partners implementing EIIPs for which the ILO provided policy support, technical assistance or capacity building and training.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes occur, with the support of the ILO. In future biennia, the ILO may report results aligned with one or more situations linked to the observable changes measured by this indicator only if they are substantially different to the ones already reported in a previous biennium.

	Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator. Results to be reported at the end of the biennium includes both the number of Member States and the number of workdays and worker-days generated in each of these countries. This only refers to the direct employment impact of EIIP at the programme or project level. It does not capture the indirect or induced employment effects of EIIP, which are economy-wide and generally assessed at the macro level. The workday and worker-days will be disaggregated by those generated directly through ILO projects and those generated by national partners that received ILO support. The number of workdays should also be disaggregated by sex and age (youth & adult).
Output 3.5. Increased capacity of Member States to promote decent work for youth	
Indicator 3.5.1. Number of Member States with youth employment strategies or action plans designed and/or implemented	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. The government, in consultation with social partners, adopts a new or updates an existing national or sub-national strategy, action plan or programme for youth employment; these are considered as <i>adopted, reviewed or updated</i> when the relevant entity formally approves them, in line with the established policymaking process. 2. The government, in consultation with social partners, implements a national or subnational strategy, action plan or programme for youth employment. Implementation by the government should occur in collaboration with social partners and may involve development actors and other organizations. Implementation takes place through programmes or initiatives identified in the strategy or action plan. A youth employment programme or initiative is considered <i>in implementation</i> when there is evidence (e.g., official reports, budgetary or financial information, etc.) of a substantial development in terms of reach, scope, scale or impact. 3. The government, in consultation with social partners, undertakes a review of a national or sub-national strategy, action plan or programme for youth employment or establishes / updates a monitoring and evaluation system to measure its outcomes. The monitoring and evaluation system and underlying inter-ministerial coordination structures are considered as <i>established</i> when there is evidence (official statement, technical reports, media reports, etc.) that they are in place and performing its functions. 4. Inter-ministerial coordination structures are established or revitalized to operationalize integrated programmes for youth employment, including dialogues between the ministries in charge of employment, social protection, youth issues, planning, finance, sectors, and other relevant entities, and social partners, with the meaningful engagement of youth.
Key technical definitions	A strategy, action plan or programme for youth employment: • Aims to enhance labour market outcomes of youth by improving the beneficiaries' prospect of finding productive employment and decent work or to otherwise increasing their earnings capacity; • Aims to attain the above-mentioned goal in the scope provided by the Youth Employment Action Plan 2020-30 (that combines the five areas of 2012

	Resolution on the Youth Employment Crisis and the human-centred approach). This comprises youth inclusive employment and economic policies (including sectors for job-rich growth for youth), employability (including skills training and apprenticeships), labour market policies (including wages, intermediation, hiring subsidies, public employment programmes, social protection), rights at work for youth, youth inclusive social dialogue, and entrepreneurship promotion for youth,, among others; • Targets young people as per the national definition of “youth”, or between 15-35 years old if such definition does not exist; • Is time-bound and has a concrete set of objectives and expected outcomes and outputs that are measurable and attainable (applicable to action plans and programmes); • Is evidence-based, build on and informed by social dialogue, data and assessments.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.

Policy outcome 4: Sustainable enterprises, competitiveness and productivity growth for decent work

Output 4.1. Increased capacity of the constituents to design, implement and monitor integrated policy frameworks for a conducive environment for sustainable enterprises

Indicator 4.1.1. Number of Member States that have put in place measures to promote policy frameworks conducive to sustainable enterprises, competitiveness and productivity growth for decent work

Observable change measured by the indicator

Change occurs when one or more of the following situations is observed:

1. The government, in consultation with social partners, adopts or operationalizes a policy, strategy, action plan, regulatory, legal or other measure, at the national, sectoral or sub-national level, to promote policy frameworks conducive to **sustainable enterprises, competitiveness and productivity growth** for decent work;
2. The government, in consultation with social partners, undertakes a review of an existing policy or establishes a **monitoring, evaluation and learning system** to measure outcomes of relevant policies on sustainable enterprises, competitiveness and productivity growth for decent work, such as SME performance;
3. Based on an analysis of the environment for sustainable enterprises, employers' and workers' organizations develop and/or implement **coordinated activities** to support policy frameworks conducive to sustainable enterprises, competitiveness and productivity growth for decent work;
4. **Inter-ministerial coordination** and tripartite coordination at national, sectoral and/or sub-national levels is enhanced to design, implement or monitor relevant policies, including dialogues between relevant Ministries, such as those in charge of labour, employment, trade and investment, SMEs, economy, finance, and other sectoral ministries;
5. An employers' or workers' organization adopts or operationalizes an action plan or puts in place **measures** to promote policy frameworks conducive to sustainable enterprises, competitiveness and productivity growth for decent work.

The policy, strategy, action plan or other measure is considered *as adopted* when the relevant entity formally approves it, in line with the established policymaking process. It is considered *as reviewed* when there is evidence (official statements, minutes of the meetings, technical report, media report, others) of its review and/or evaluation. It is considered *as operationalized* when there is evidence (official statements, minutes of the meetings, technical report, media report, others) of its implementation.

Key technical definitions

Sustainable enterprises balance the needs and interests of enterprise with the aspiration of society for a path of development that respects the values and principles of decent work, human dignity and environmental sustainability. They are a principal source of growth, wealth creation, employment and decent work. The promotion of sustainable enterprises is, therefore, a major tool for achieving decent work, sustainable development and innovation that improves standards of living and social conditions over time (see the [Conclusions concerning the promotion of](#)

	sustainable enterprises adopted by the International Labour Conference in June 2007). Sustainable competitiveness refers to the ability of economies and enterprises to achieve enduring productivity and economic performance in ways that advance social justice by promoting decent work. Sustainable productivity growth refers to sustained improvements in the efficiency and value creation of enterprises that are economically viable, environmentally responsible, and socially inclusive, and that ensure productivity gains are fairly distributed. A monitoring, evaluation and learning system consists of quantitative or qualitative methods to track the implementation and/or assess the impacts of legislation and associated regulations on the sustainability of enterprises. It involves a range of methodologies, anchored on dialogue and consultative approaches, engaging relevant stakeholders and social partners, allowing those who are impacted to assess and to make their voice heard, while offering alternative policy solutions and regulatory remedies. Coordinated activities are initiatives conducted together by employers' and workers' organizations to promote an enabling policy environment conducive to sustainable enterprises, including for example research, the preparation of a position paper, the publication of a report, or the development of an action plan. Inter-ministerial coordination are initiatives conducted by different ministries, agencies, and other public institutions, including national and sub-national entities, working towards policies that promote sustainable enterprises, competitiveness and productivity growth for decent work. Measures refer to policy advocacy activities undertaken by employers' or workers' organizations and to the provision of relevant services, which are rooted in the analysis of the environment for sustainable enterprises.
Means of verification	Official national reports and documentation, other official documents intergovernmental or international organizations documents, bipartite or tripartite agreements, media coverage, and training records, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, produced with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator. Results related to responsible business conduct, including in supply chains, in line with the guidance provided by the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), should be reported under indicator 4.2.1. Results related to the transition of informal enterprises and their workers to the formal economy should be reported under indicator 4.4.1. Results related to the promotion of the social and solidarity economy should be reported under indicator 4.5.1.

Output 4.2. Increased capacity of the constituents to promote and support responsible business conduct to advance sustainable enterprises and decent work, including in supply chains

Indicator 4.2.1. Number of Member States with policies or other measures to promote responsible business conduct for decent work, including in supply chains, in line with the guidance provided by the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. The government, employers' organizations or workers' organizations adopt or operationalize a strategy, a programme, an action plan, a roadmap, establish a working group (commission, platform, network or similar structure), or appoint national focal points to support the implementation of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration). 2. The government, employers' organizations or workers' organizations conduct a national dialogue on challenges and opportunities for the realization of decent work through supply chains based on the approach of the ILO MNE Declaration and agree on follow-up actions. 3. The government, employers' organizations or workers' organizations adopt or operationalize a strategy, a programme, an action plan / roadmap, or creates a working group on responsible business conduct to advocate for decent work outcomes of foreign direct investment, trade and supply chains, including in the context of a just transition. 4. The government, employers' organizations or workers' organizations adopt a strategy, a programme or an action plan / roadmap to encourage responsible business conduct for the realization of decent work in strategic sectors as defined at national level. 5. The government, employers' organizations or workers' organizations adopt a strategy, a programme or an action plan / roadmap to promote the inclusion and effective implementation of labour and responsible business conduct provisions consistent with international labour standards in trade and investment frameworks, including bilateral and regional trade agreements. The strategy, programme, action plan or roadmap is considered as <i>adopted</i> when the relevant entity formally endorses or approves it, in line with the established policymaking process. It is considered <i>operationalized</i> when there is evidence (official statement, technical/financial progress report, others) of its implementation.
Key technical definitions	Responsible business conduct carefully balances people, planet and profit objectives, is value-driven and looks at maximizing positive impacts and minimizing and resolving potential and existing negative impacts of business operations, including through due diligence processes in line with international instruments on this matter. Responsible business conduct chapters of expectations are increasingly included in trade and investment agreements.
Means of verification	Official national reports and documentation, other official documents, intergovernmental or international organizations documents, bipartite and tripartite agreements, statements and documents issued by ILO constituents, reports of ILO supervisory bodies, training records, workshop and dialogue reports,

	compiled in the ILO Strategic Management System, and through reporting by ILO field offices.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, produced with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator if additional (different) policies or measures are adopted or operationalized by the government or the social partners, as per the concept of continuous improvement. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for the indicator. Results related to the transition of informal enterprises and their workers to the formal economy should be reported under indicator 4.4.1. Results related to the promotion of the social and solidarity economy should be reported under indicator 4.5.1.
Output 4.3. Increased capacity of the constituents to facilitate the access of enterprises to business development and financial services, enhancing their sustainability and competitiveness for decent work	
Indicator 4.3.1. Number of Member States with effective interventions to support business development services and financial services for innovative and inclusive business models, productivity, competitiveness, entrepreneurship, and a just transition, with a focus on MSMEs.	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. The government, employers' organizations, workers' organizations or relevant supply chain actors design, adopt or operationalize a programme or an action plan promoting business development and/or financial services to foster enterprise sustainability, competitiveness and productivity growth for decent work. 2. The government, employers' organizations, workers' organizations or relevant supply chain actors design, adopt or operationalize interventions to promote entrepreneurship, employment creation or job quality in micro, small and medium-sized enterprises (MSMEs), market systems and supply chains, through innovative and inclusive business development and financial service provision. 3. The government, employers' organizations, workers' organizations or relevant financial sector actors design, adopt or operationalize a policy or programme that enhances access to business development and/or financial services for enterprises, notably MSMEs, or that supports environmentally efficient practices and decent work. 4. The government, employers' organizations, workers' organizations or relevant value chain actors design, adopt or operationalize business development and/or financial services for innovative business models that contribute to climate mitigation and adaptation, a greener economy and a just transition. 5. A local or national government agency or an established network of private providers design, adopt or operationalize innovative and inclusive forms of business development and/or financial service provision and related collaboration in support of start-ups, the self-employed, and MSMEs, including with a focus on women.

	The programme, action plan or strategy is considered as <i>adopted</i> when the relevant entity formally approves it, in line with the established policymaking process. It is considered as <i>designed</i> when a publication or official document specifies the design features and <i>operationalized</i> when there is evidence (official statement, technical/financial progress report, others) of its implementation.
Key technical definitions	Supply chain actors include all actors economically engaged in the production and value addition of a specific marketable product. These actors could be public or private business and financial service providers, public and private institutions that can influence rules, norms and regulations as well as importantly MSMEs that hold buying power or other types of influence on the supply chain such as important inputs suppliers, off-takers, exporters and intermediary buyers. The aim of the ILO intervention would be to develop new ways of working with these actors that can be scaled and sustainable in the long term while addressing key decent work deficits for small producers, MSMEs and workers. Financial services include credit and equity, payment and insurance services, savings, and guarantee schemes, among others. Innovative and inclusive business development and financial service provision: 1) analyse costs and benefits generated by a specific new service, product or internal process and demonstrate the ability to become financially sustainable in the long term; and 2) take due account of the specific needs of women, disadvantaged and marginalized groups, and persons in vulnerable situations, including youth, displaced populations and the poor.
Means of verification	Official reports and documentation, and other official documents, intergovernmental or international organizations documents, tripartite agreements, reports of ILO supervisory bodies compiled in the ILO Strategic Management System and through the ILO field offices.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, produced with ILO support, is observed. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator. Results related to the transition of informal enterprises and their workers to the formal economy should be reported under indicator 4.4.1. Results related to the promotion of the social and solidarity economy should be reported under indicator 4.5.1.
Output 4.4. Increased capacity of the constituents to facilitate the transition of enterprises to the formal economy	
Indicator 4.4.1. Number of Member States that have put in place measures that aim to facilitate the transition of enterprises and the workers they employ to formality	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. A diagnosis of barriers and drivers to formalize informal enterprises and the workers they employ is validated by the government, or by an employers'

	organization alone or with a workers' organization. If conducted by the government, it should include consultations with social partners. 2. A gender-responsive strategy, regulation, programme, institutional coordination mechanism or action plan is reviewed, adopted, operationalized or promoted by the government in consultation with the social partners, with the aim to enhance productivity, increase resilience, extend access to social protection and economic viability, and facilitate the transition to formality of enterprises and the workers they employ. 3. An employers' organization, a workers' organization or a private sector organization that contributes to enterprise development offers new or improved services to informal enterprises or own-account workers with a view to facilitating their transition to formality. 4. Capacities of national statistics authorities or other relevant public entities are strengthened to review, modify, adjust or expand data collection instruments and sources to improve the identification, measurement or estimation of informal enterprises for the publication of gender-sensitive and policy-relevant indicators aligned to the latest statistical labour standards. 5. A national social protection institution or agency, in consultation with social partners, collects data from small economic units (both informal and formal) to review, adopt, operationalize or promote voluntary or adapted sustainable social protection schemes, with a view to extending coverage to informal economic units, and the workers they employ, and to own-account workers, thereby facilitating their transition to formality and enhancing resilience. The policy, regulation, programme, mechanism or action plan is considered <i>as reviewed</i> when there is evidence (official statements minutes of the meetings, technical report, media reports, others) of its review. It is considered <i>as adopted</i> when the relevant entity organization formally approves it, in line with the established policymaking process. It is considered <i>as operationalized</i> when there is evidence (official statement, technical/financial progress report, others) of implementation of the measures and provisions related to it. An <i>improved</i> service may be one that was not available before, or an existing one that has been significantly upgraded in terms of scope or scale.
Key technical definitions	Informal enterprises are those economic units that do not comply or not fully comply with the registration requirements as defined in the national law. New or improved services to informal enterprises or own-account workers may include, for example: • self-checks on informality; • sensitization/training services; • information on incentives/opportunities for formal businesses, access to finance or business development support, registration support or referral services.
Means of verification	Official national reports and documentation, other official documents, intergovernmental or international organizations documents, bipartite or tripartite agreements, media coverage or training records, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, produced with ILO support, is observed.

	In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator. Results related to the transition to the formal economy of workers in households and formal enterprises should be reported under indicator 6.3.2. Integrated results comprising transition to formality of formal enterprises or households <u>and</u> transition to the formal economy of informal enterprises should be reported under indicator 9.2.1. Results related to the promotion of the social and solidarity economy should be reported under indicator 4.5.1.
Output 4.5. Increased capacity of the constituents to build a strong and resilient social and solidarity economy for decent work	
Indicator 4.5.1. Number of Member States that have put in place measures to promote enterprises, organizations and other entities in the social and solidarity economy	
Observable change measured by the indicator	Change occurs when a government entity, an employers' organization or a workers' organization adopts, revises or operationalizes a policy measure targeting one or more types of social and solidarity economy (SSE) entities, including, according to national circumstances, cooperatives, associations, mutual societies, foundations, social enterprises, self-help groups and other entities operating in accordance with the values and principles of the SSE, consistent with the Resolution concerning decent work and the social and solidarity economy (2022). A measure is considered as <i>adopted</i> when the relevant entity officially issues it, endorses it or approves it through an established procedure (for example, publication, official launch or adoptions through the relevant decision-making process). It is considered as <i>revised</i> when the relevant entity formally amends, extends or updates the measure, with evidence of a substantial change in reach, scope, scale, resourcing or implementation arrangements (e.g., official reports, budgetary, or financial information, etc.). It is considered as <i>operationalized</i> when there is evidence of its implementation (official statement, technical or financial progress report or other official documentation).
Key technical definitions	Policy measures include: • Legal and regulatory, including laws and acts, regulations, decrees, ordinances, standards and related instruments • Strategic and programmatic, including policies, strategies, declarations, workplans, plans, roadmaps and programmes, including capacity-building programmes • Institutional, coordination and social dialogue, including organizational structures, memoranda of understanding, inter-institutional coordination structures, consultative bodies, bipartite or tripartite agreements, and mechanisms for consultation or participation in policymaking and implementation • Financial and non-financial support to foster SSE entities' contributions to productive employment and decent working and living conditions, to decent work in the care economy, in supply chains, and in crisis and post-crisis situations, and to fair transitions through formalization, the just transition and inclusive digital transformation, including measures facilitating access to

	education, training and information, finance, markets, technology, infrastructure, public procurement, tax benefits and public works programmes. Statistical and measurement, including official statistical frameworks and methodological guidance, statistical governance and coordination arrangements, data sources and collection instruments, compilation products including thematic (satellite) accounts, statistical outputs, dissemination and reporting products, and constituent monitoring or reporting arrangements. Targeting means that the measure identifies one or more types of SSE entities as beneficiaries, eligible entities, regulated entities or implementing partners, either directly or by reference to a relevant framework or instrument. The term social and solidarity economy (SSE) refers to “enterprises, organizations and other entities that are engaged in economic, social, and environmental activities to serve the collective and/or general interest, which are based on the principles of voluntary cooperation and mutual aid, democratic and/or participatory governance, autonomy and independence, and the primacy of people and social purpose over capital in the distribution and use of surpluses and/or profits as well as assets. SSE entities aspire to long-term viability and sustainability, and to the transition from the informal to the formal economy and operate in all sectors of the economy. They put into practice a set of values which are intrinsic to their functioning and consistent with care for people and planet, equality and fairness, interdependence, self-governance, transparency and accountability, and the attainment of decent work and livelihoods. According to national circumstances, the SSE includes cooperatives, associations, mutual societies, foundations, social enterprises, self-help groups and other entities operating in accordance with the values and principles of the SSE” (ILO: Resolution concerning decent work and the social and solidarity economy, 2022). Cooperative means “an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratically controlled enterprise.” (ILO: Promotion of Cooperatives Recommendation, 2002 (No. 193)).
Means of verification	Official national reports and documentation compiled in the ILO Strategic Management System
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, produced with ILO support, is observed. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different from the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.

Policy outcome 5: Gender equality and equality of treatment and opportunities for all

Output 5.1. Increased capacity of Member States to design and implement a transformative agenda on gender equality, non-discrimination and inclusion

Indicator 5.1.1. Number of Member States with new or improved policies and legislation that contain measures to promote equality of opportunity and treatment between women and men in the world of work

Observable change measured by the indicator

Change occurs when one or more of the following situations is observed:

1. The government (in consultation with social partners), or employers and/or workers or their organizations, adopt, review or operationalize **measures** to advance **substantive equality** between women and men in the world of work, including through public awareness campaigns to address harmful gender stereotypes and biases; strengthening women's agency, voice and participation in leadership and decision-making instances; or special measures, including affirmative action, to address specific needs or the effects of past discrimination with a view to restoring a balance.
2. The government (in consultation with social partners), or employers and/or workers or their organizations, adopt, revise or operationalize measures providing for the right to **equal remuneration for work of equal value** including through objective job evaluation methods and advancing pay transparency; or addressing **vertical and horizontal occupational and sectoral segregation**.
3. The national statistics authorities review, modify, adjust, expand or publish indicators, data collection instruments or other data sources to improve the identification, measurement and estimation of gender inequalities in the world of work.

Legislation, policies and other measures are considered as *adopted* when the relevant governmental entity or social partners' organization formally approves them, in line with the specific policymaking process. They are considered as *operationalized* when there is evidence (official statement, technical/financial progress report, monitoring and evaluation report, others) of implementation of the related provisions.

Key technical definitions

Measures include legislation, policies, regulations, strategies, collective agreements, roadmaps, action plans, awareness or prevention programmes or institutionalized training programmes, at national, sectoral, enterprise or workplace level.

Substantive equality goes beyond formal equality, or equality before the law, and focuses on proactive measures to remove structural, social, economic and historical barriers that prevent equality in the world of work. It also includes measures aimed at increasing the representation of women and marginalized groups in decision making processes at all levels. Note that the revision of laws includes the repeal of discriminatory legislation (e.g., laws that prohibit women from working in certain jobs because of their sex, based on stereotypical assumptions about capabilities and roles).

Equal remuneration for work of equal value, commonly referred to as "equal pay", is the principle that men and women should receive equal pay for doing the same or a similar job and also when they do work that is entirely different but

	which, based on objective criteria, is of equal value. Equal value can apply where women and men have different job titles, functions or responsibilities, perform jobs which require different qualifications or skills, require different levels of effort, or for which such work is performed under different conditions and environments. Vertical occupational segregation refers to the overrepresentation or clustering of women and men into different work or job levels, with women typically underrepresented in senior-level and managerial positions but overrepresented in entry-level or junior positions. Horizontal occupational segregation is the overrepresentation or clustering of women and men across sectors, occupation or jobs (for example women are overrepresented in care jobs, whilst men are overrepresented in construction jobs).
Means of verification	Official gazette, national documents and reports, official diagnostic reports or tools, other published reports, action plans or tools, including from employers' and workers' organisations; final drafts of tripartite or collective agreements; final draft of legislation duly submitted to the authorities and reports compiled in the ILO Strategic Management System and by the ILO supervisory bodies.
Reporting of results	The result will be reported in the biennium when at least <u>one</u> of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Indicator 5.1.2. Number of Member States that have put in place measures to promote equality of opportunities and treatment for persons with disabilities or at least one of the following groups: indigenous and tribal peoples, people living with HIV or people facing discrimination on the grounds of race or sexual orientation and gender identity	
Observable change measured by the indicator	Change occurs when the government (in consultation with social partners), or employers and/or workers or their organizations, adopt or operationalize gender-responsive measures to ensure equal opportunities and treatment and address stigma and negative stereotypes for one or more of the following groups: • Persons with disabilities; • Indigenous and tribal peoples; • Ethnic or racial groups; • Persons living with HIV; or • People with diverse sexual orientation and gender identities. Legislation, policy measures and action plans are considered as <i>adopted</i> when the relevant governmental entity or social partners' organization formally approves them, in line with the specific policymaking process. They are considered as <i>operationalized</i> when there is evidence (official statement, technical/financial progress report, others) of implementation of the provisions related to them.
Key technical definitions	Gender-responsive measures include legislation, policies, regulations, strategies, collective agreements, roadmaps, action plans, awareness or prevention programmes or institutionalized training programmes, at national, sectoral, enterprise or workplace level, based on analysis of sex-disaggregated data where

	available, that formally and consistently promote gender equality and women's empowerment, including in their design, planning, implementation, reporting and monitoring. Measures that promote equal opportunity and treatment include, for example: • new prohibited grounds of discrimination; • special provision in favour of certain groups that address specific needs or the effects of past discrimination with a view to restoring a balance, including affirmative action; • measures for protection against discrimination based on disability or for inclusion of persons with disabilities, including provision of reasonable accommodation or the establishment of national business and disability networks; • support or social protection measures for persons with disabilities or persons living with HIV; • measures to promote health and well-being of workers in vulnerable situations, such as testing in relation to HIV/TB/non-communicable diseases and treatment for people living with HIV; • establishment of institutions, procedures and tools for consultation with and participation of indigenous and tribal peoples; • measures addressing intersectional discrimination; • new questions or modules to capture data related to disability status; HIV status; ethnicity or indigenous or tribal identity in Labour Force Surveys, other household surveys, population census, or other initiatives, including those promoted or led by the social partners such as collective agreements or workplace policies. Such measures include those envisaged under ILO instruments concerning equality and non-discrimination, in particular Conventions Nos. 111, 159, 169, and their respective Recommendations, and Recommendation No. 200, as well as related comments, general surveys, conclusions or recommendations by the ILO supervisory bodies. The measure may specifically target one or more groups favouring an intersectional approach, or be general measures that are inclusive of one or more of groups in areas such as youth employment, social protection, just transition, conflict settings, etc.
Means of verification	Official national reports and documentation, other official documents, intergovernmental or international organizations documents, reports by the ILO supervisory bodies, bipartite or tripartite agreements, media coverage or training records, published action plans, diagnostic reports or tools, reports compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when one observable change, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Output 5.2. Increased capacity of the constituents to advance decent work in and through the care economy	

Indicator 5.2.1. Number of Member States that have put in place integrated and coherent care policies and/or national care systems, grounded in international labour standards and social dialogue
Observable change measured by the indicator

Change occurs when one or more of the following situations is observed:

1. The government, in consultation with social partners, conducts a mapping exercise of existing care provision (including laws, policies, services at national, local, community levels, workforce, providers, etc.).
2. A diagnostic or analytical exercise grounded in the **5R Framework for Decent Care Work** is conducted to inform the design or implementation of **care policies** and/or **national care systems**, and its findings are formally submitted to, endorsed by, or integrated into recognized national, sectoral or tripartite policy processes. Such diagnostics may be undertaken by the government, by social partners or jointly, provided that they contribute to an institutionalized policy dialogue or reform process.
3. The government establishes or strengthens inter-ministerial coordination mechanisms, for example between the labour ministry and women's/gender ministry, and/or social dialogue mechanisms towards the design and implementation of **integrated and coherent** care policies and systems.
4. The government collects and disseminates data on unpaid and paid care work, for example through ILO labour force surveys and time-use measurement, based on the latest statistical standards.
5. **Measures** to address the undervaluation of paid and unpaid care work, e.g., through raising public awareness about the social and economic value of care, are taken by the government, social partners, or jointly, provided that they are embedded in, formally endorsed by, or contribute to recognized national or sectoral policy frameworks, social dialogue mechanisms, or care system reforms.
6. The government establishes or formally recognizes pilot innovative and culturally appropriate care solutions and support systems, including initiatives implemented in partnership with social partners, micro, small and medium-sized enterprises, care cooperatives, other social and solidarity economy entities, and other community-led care initiatives, including for workers in the informal economy, and for indigenous and tribal peoples and persons with disabilities, with the participation of the persons concerned.
7. The government, in consultation with social partners, takes measures to mainstream care into relevant public policies, such as national equality policies, employment, skills, macroeconomic, social and labour protection, migration and climate change adaptation and mitigation policies, amongst others, including by taking a disability-inclusive approach to increase access to employment opportunities.
8. The government, in consultation with social partners, designs and/or implements employment and macroeconomic policies that create decent jobs in the care economy, through supporting investments in high-quality, affordable, adequate and accessible care services, including childcare, health care and long-term care for all work workers, ensuring sufficient fiscal space for their implementation.
9. The government, in consultation with the social partners, supports the professionalization of care jobs and promote career development to attract and retain a skilled care workforce through active labour market policies, education

	and training, upskilling and re-skilling, skills recognition and skills certification, etc. 10. The government in consultation with social partners and, where they exist, organizations of domestic workers, community health and care workers, and of employers of domestic workers, takes measures to include domestic workers and community health and care workers, including community child care workers, as providers of care services in care policies or care systems, including in skills training, certification and recognition of prior learning programmes that aim to develop the care workforce. A measure is considered <i>as taken</i> when it is formally approved by the relevant governmental entity or social partner, in line with the relevant policymaking process, or adopted and/or endorsed at national, sectoral or workplace level, including through relevant social dialogue mechanisms at the appropriate level.
Key technical definitions	The 5R Framework for Decent Care Work (which calls for the recognition, reduction and redistribution of unpaid care work, rewards for care work and the representation of care workers) guides the design and implementation of integrated and coherent nationally defined strategies for the care economy, which promote decent work and enhance access to quality care. Care policies are national laws, policies and programmes, that can include a combination of leave, benefits (income security), and the provision of care services and infrastructure. National care systems are the set of comprehensive, rights-based public policy and regulatory frameworks, services, infrastructure, institutions, and financing mechanisms, which govern the provision and receipt of care throughout the life course, taking a whole-of-government approach. Care policies or systems are integrated and coherent when inter-ministerial coordination mechanisms are in place; when they are grounded on social dialogue, when they promote a life-course approach to care for all, promote gender equality and non-discrimination and decent work for care workers; and/or aim to integrate care into other relevant policies, including national equality policies, employment, skills, macroeconomic, social and labour protection, migration and environmental policies, amongst others. Measures include the revision of existing or the adoption of new laws and policies, regulations, strategies, collective agreements, and other initiatives – at national, sectoral, enterprise or workplace level – comprising guidelines or policy tools, road maps, action plans, awareness or prevention programmes, institutionalised training programme, among others. Measures taken by social partners to increase the voice and representation of care workers or organizations of employers of care workers in the design and implementation of care policies refer to formally recognized actions undertaken through established social dialogue or governance mechanisms that contribute to the development, adoption or monitoring of care-related policies and systems. Such measures may include: • Participation in tripartite or multi-stakeholder bodies established to design, review or oversee care policies and systems • Conclusion of collective agreements or bipartite instruments addressing working conditions, professional standards or service delivery in the care sector, where these operate within or complement national care policy frameworks • Submission of jointly agreed proposals or recommendations through recognized consultation processes related to care system reforms

	Engagement in implementation, monitoring or evaluation mechanisms linked to adopted care policies or regulatory frameworks.
Means of verification	Official national reports and documentation, other official documents, intergovernmental or international organizations documents, reports by the ILO supervisory bodies, bipartite or tripartite agreements, media coverage or training records, published action plans, diagnostic reports or tools, and reports compiled in the ILO Strategic Management System.
Reporting of results	The scope of this indicator covers integrated and coherent care policies and/or national care systems that encompass interventions in various decent work policy areas. However, policies, programmes and measures (including financing strategies) that focus predominantly on social protection should be reported under Outcome 7 (e.g., indicators 7.1.1 and 7.2.1). Policies, programmes, measures and efforts to extend labour protection or otherwise formalize the domestic workers and community health and care workers, including efforts at social dialogue to increase the effective voice and representation of domestic workers and their employers in social dialogue should be reported under indicator 6.3.1. Sectoral initiatives adopted for the promotion of decent work for workers in the health and education sectors should be reported under indicator 1.5.1. For the purposes of this indicator, measures taken by social partners refer to actions embedded within recognized institutional frameworks. Results that strengthen the internal organizational capacity, advocacy functions or service provision of employers' or workers' organizations are reported under indicator 2.1.1/2.1.2 or indicators 2.2.1/2.2.2. The result will be reported in the biennium when <u>at least one</u> of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Indicator 5.2.2. Number of Member States that have put in place measures aimed at more balanced sharing of family responsibilities between women and men	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: - The government, in consultation with the social partners, takes steps towards ratification of the Maternity Protection Convention, 2000 (No. 183) or the Workers with Family Responsibilities Convention, 1981 (No. 156) - The government, in consultation with the social partners, adopts or operationalizes laws, regulations, policies or other measures to promote maternity and paternity protection, encourage work-life balance and ensure non-discrimination and support for workers with family responsibilities, with a view to closing gender gaps at work; - Employers and workers or their organizations adopt or implement collective bargaining agreements, workplace policies, guidance, or other measures that ensure maternity and paternity protection, and/or encourage work-life balance and/or promote non-discrimination and equal opportunity and treatment for persons with family responsibilities, with a view to closing gender gaps at work.

	These laws, regulations, or other measures should be in line with relevant international labour standards and other ILO frameworks. Laws, regulations, policies or measures are considered <i>as adopted</i> when the relevant governmental entity or social partners' organization formally approves them, in line with the specific policymaking process, or when they are adopted and/or endorsed at national, sectoral or workplace level, including through relevant social dialogue mechanisms. They are considered as <i>operationalized</i> when there is evidence (official statement, technical/financial progress report, others) of implementation of the provisions related to them.
Key technical definitions	Steps towards ratification may include pre-ratification assessments or reviews and gaps analyses, adoption of strategies, road maps, action plans, awareness programmes, establishment of care and support systems, institutional reforms and policies, among others. Laws, regulations, policies or other measures include, for example, maternity protection (breastfeeding breaks, employment protection and non-discrimination etc.) childcare services and facilities, improved/flexible working time arrangements, care leave policies (maternity, paternity, parental, etc.), workplace/enterprise policies or measures, advocacy campaigns, action plans, research initiatives, or training programmes to promote maternity protection, work-family policies and the equal sharing of family responsibilities and influence laws and policies; and include the revision of existing laws or adoption of new laws, tripartite agreements, collective agreements, or tripartite action plans that are in line with relevant international labour standards and other ILO frameworks.
Means of verification	Official national reports and documentation, other official documents, intergovernmental or international organizations documents, reports by the ILO supervisory bodies, bipartite or tripartite agreements, media coverage or training records, published action plans, diagnostic reports or tools, and reports compiled in the ILO Strategic Management System.
Reporting of results	If as a result of ILO support in delivering output 5.2 the Member State ratifies Convention No. 156 or Convention No.183, the ratification will be reported under indicator 1.1.1. For the purposes of this indicator, measures taken by social partners refer to actions embedded within recognized institutional frameworks. Results that strengthen the internal organizational capacity and advocacy functions of employers' or workers' organizations are reported under indicator 2.1.2 or indicator 2.2.2. The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occur. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Output 5.3. Increased capacity of the constituents to prevent and address discrimination-based violence and harassment at work	

Indicator 5.3.1. Number of Member States that have put in place measures towards the ratification and implementation of Convention No. 190 and Recommendation No. 206	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: • The government, in consultation with the social partners, takes measures to address gaps in law and policies vis-à-vis Convention No. 190 and Recommendation No. 206, including as a follow-up to law and policy reviews undertaken with ILO support; • Employers' or workers' organizations take measures at national, sectoral, enterprise or workplace level in line with the key principles of the instruments. • The government, workers' or employers' organizations take measures to address the effects and impact of transformative changes in the world of work, such as technology, climate change and crises, on issues related to violence and harassment in the world of work.
Key technical definitions	Measures include the revision of existing or the adoption of new laws and policies, regulations, strategies, collective agreements, and other initiatives –at national, sectoral, enterprise or workplace level – comprising road maps, action plans, awareness or prevention programmes, institutionalised training programme, establishment of care and support systems, and policies, among others. A measure is considered <i>as taken</i> when it is formally approved by the relevant governmental entity or social partner, in line with the relevant policymaking process, or adopted and/or endorsed at national, sectoral or workplace level, including through relevant social dialogue mechanisms at the appropriate level.
Means of verification	Official national, regional, sectoral or workplace documents and reports, including from employers' and workers' organizations, or any other records, including reports by ILO supervisory bodies and documentation compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator. If, as a result of ILO support in delivering output 5.3, the Member State ratifies C.190, the ratification will be reported under indicator 1.1.1.

Policy outcome 6: Protection at work for all

Output 6.1. Increased capacity of the constituents to effectively realize safe and healthy working environments

Indicator 6.1.1. Number of Member States with national OSH frameworks

Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. The government, in consultation with employers' organizations and workers' organizations, validates OSH legislation, an up-to-date national OSH profile, a national OSH policy or a national OSH programme, improving the national governance of occupational safety and health and/or addressing specific occupational hazards. 2. The government, in consultation with employers' organizations and workers' organizations, operationalizes an up-to-date national OSH policy or a national OSH programme improving the national governance of occupational safety and health and/or addressing specific occupational hazards. 3. The government strengthens the national OSH system by setting up, expanding the scope or reinforcing an existing infrastructure with a mandate on safety and health at work. The profile, policy, programme, or legislation is considered as <i>validated</i> when it is formally approved by the relevant governmental entity or passed by the legislative body, in accordance with national circumstances. The policy or programme is considered as <i>operationalized</i> when there is evidence (official statement, technical/financial progress report) of implementation of the measures and provisions contained in it, with the support of the ILO. A national OSH system is <i>strengthened</i> when a new institution with a mandate on OSH is established, or its technical capacities are developed through new strategies, action programmes, procedures, enhanced use of technology, or capacity building programmes focused on specific knowledge and skills. This does not include standalone workshops or trainings.
Key technical definitions	OSH legislation may focus on general elements of prevention, specific sectors or groups of workers, or selected risk factors, namely the effects of violence and harassment, teleworking, changing weather patterns and extreme weather events, and technology on occupational safety and health. A national OSH profile is a situation analysis summarizing the features, strengths and weaknesses of the national OSH system and the progress made towards the achievement of a safe and healthy working environment, as defined and with the content identified by Section IV of the Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197). A national OSH policy refers to the national policy on occupational safety and health developed in accordance with the principles of Article 4 of the Occupational Safety and Health Convention, 1981 (No. 155). A national OSH programme refers to any programme or strategy that includes objectives to be achieved, in a predetermined timeframe, priorities, means of action, and means of action formulated to improve occupational safety and health, and means to assess progress.

	A national OSH system refers to the infrastructure which provides the main framework for implementing the national OSH policy and programme.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. Once the result is reported, the Member State will become part of the baseline for the indicator. Further significant changes produced with ILO support in line with the definition of the indicator would be reportable in future biennia as incremental progress within the country and the policy area.
Indicator 6.1.2. Number of Member States with strengthened recording and notification systems and occupational health services	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. The government, in consultation with employers' and workers' organizations, establishes or reviews requirements, practices and procedures for the recording and/or notification of occupational accidents and/or occupational diseases as defined by Article 1 (a) and (b) of Protocol No. 155; 2. The government, in consultation with employers' and workers' organizations, establishes or improves inter-institutional coordination mechanisms for the collection and/or analysis of data on occupational injuries and/or diseases; 3. The quality of available data provided by recording and notification systems is improved in a way to enable statistical offices to start publishing annual statistics on the incidence rates or frequency rates of fatal/not fatal occupational injuries disaggregated by sex and/or by migrant status; 4. The government, through the appropriate authorities, improves the periodicity and access to published statistics on occupational accidents and diseases. 5. The government adopts legislation, policies, programmes or other measures to develop or expand the reach of occupational health services for all workers, including those in the public sector and the members of co-operatives, in all branches of economic activity and all undertakings, in line with the provisions of the Occupational Health Services Convention, 1985 (No. 161).
Key technical definitions	The term occupational accident refers to occurrences arising out of, or in the course of work which results in fatal or non-fatal injury. The term occupational disease refers to any disease contracted as a result of an exposure to risk factors arising from work activity. Incidence rates are calculated as the number of new cases of occupational injury during the calendar year divided by the number of workers in the reference group during the year, multiplied by 100,000 workers. Frequency rates are calculated as the number of new cases of injury during the calendar year divided by the total number of hours workers by workers in the reference group during the year, multiplied by 1,000,000. The term occupational health services refers to services entrusted with essentially preventive functions and responsible for advising the employer, the workers and their representatives in the undertaking on the requirements for establishing and maintaining a safe and healthy working environment.

Means of verification	Official national reports, methodological information, data and meta data, compiled in the ILO Strategic Management System and/or data disseminated on ILOSTAT.
Reporting of results	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. Once the result is reported, the Member State will become part of the baseline for the indicator. In countries already producing incidence rates disaggregated by sex, the result will be reported when the national statistical office produces incidence rates disaggregated by migrant status, or frequency rates disaggregated by sex and, as far as possible, migrant status, as required by SDG indicator 8.8.1. Further significant changes produced with ILO support in line with the definition of the indicator would be reportable in future biennia as incremental progress within the country and the policy area.
Output 6.2. Increased capacity of Member States to set adequate wages and promote decent working time	
Indicator 6.2.1. Number of Member States in which the constituents have adopted evidence-based wage policies or measures, including adequate statutory or negotiated minimum wages	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: <i>In the case of statutory minimum wages</i> 1. The Government, in consultation with the social partners, adopts a new minimum wage, adjusts existing rate(s) or underlying parameters (i.e., formulas or criteria), or reviews the adequacy of existing minimum wage rates based on new evidence. 2. The Government, in consultation with the social partners, takes measures towards a more adequate minimum wage system, including strengthening the consultation or direct participation of social partners or independent experts; increasing the regularity or frequency of the adjustments; changing the number of rates and/or the groups of workers covered by each rate; or extending the coverage of minimum wage systems to previously non-covered groups of workers; 3. The government, or the social partners, take into account new and improved evidence when engaged in social dialogue on minimum wages; take measures to assess and/or improve compliance with the minimum wage; or strengthen mechanisms to monitor and evaluate the rate of compliance. <i>In the case of negotiated minimum wages</i> 4. Social partners collectively agree on wages, establishing wage floors or setting/adjusting wages or review the adequacy of existing collectively agreed wages based on new evidence. 5. The government, or the social partners, adopt measures that strengthen wage bargaining, such as extending the coverage of the collectively agreed wages to previously non-covered groups; improving the use of evidence-based criteria in wage bargaining; or improve the compliance with collectively agreed wages. <i>In the case of pay gaps</i> 6. The government, or the social partners, measure pay equity at the national, regional, or sectorial level between women and men, or migrants and

	nationals, or between more disadvantaged and less disadvantaged groups of workers; or revises national statistics and methods to improve the identification and measurement of pay gaps in the population. <i>In the case of other wage and labour income related policy measures</i> 7. The government or the social partners implement, strengthen, or evaluate measures to improve public sector pay; enhance efficiency as well as fairness of pay systems (e.g. piece rates); ensure the payment of wages (e.g., wage protection measures); or mitigate the negative impact of economic crisis on wages and employment (e.g., wage subsidies or diagnosis of wage policies at a time of crisis). 8. The Government strengthens institutional coherence in wage determination across employment programmes and other labour market interventions (e.g. by ensuring consistent payment rates across cash-for-work schemes) using evidence-based frameworks. <i>In the case of living wage initiatives</i> 9. The government or the social partners engage in estimating or adopt measures to operationalize living wages or similar initiatives for non-wage workers, in line with ILO Conclusions on wage policies, including living wages. This also includes the identification of root causes of low pay.
Key technical definitions	Minimum wage: a minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period. Minimum wages can be statutory or negotiated. Statutory minimum wage: a minimum wage set other than through collective agreements. This may include minimum wages set through the decision of a competent authority; wage boards or councils; or industrial or labour courts or tribunals for example. Adequate minimum wage system: this is defined by the five key principles of ILO Convention No.131: • a broad legal coverage, where exclusions should be kept to a minimum, • full consultation with social partners and of possible their direct participation on a basis of equality, • criteria for setting minimum wage levels that consider the needs of workers and their families and economic factors, • adjustments of the rate(s) from time to time; and • appropriate measures to ensure the effective application of minimum wages. Negotiated minimum wages: wage floors and scales negotiated through collective bargaining. Pay gaps: the difference in pay between two mutually exclusive groups of workers (e.g., women and men, migrants and nationals, mothers, and non-mothers, etc.) It is usually measured using a fixed time (e.g., per hour, per week, per month or every year) and although it is more common to use gross earnings (i.e., salaries paid directly to employees before income tax and social security contributions are deducted), the gap can also be estimated using net earnings (i.e., after social security contributions). Pay gaps, measurement: When estimating pay difference between two groups (e.g., group A and group B, where group A is less vulnerable than group B in matters of labour market outcomes) the raw pay gap is the average of median pay received by A minus that received by B as percentage of the average or median pay received by A.

	Living wage: the ILO denotes that the concept of the living wage is the wage level that is necessary to afford a decent standard of living for workers and their families, taking into account the country circumstances and calculated for the work performed during the normal hours of work; calculated in accordance with the ILO's principles of estimating the living wage; and to be achieved through wage-setting processes in line with ILO principles on wage setting. A living income considers the household as the unit of analysis, taking into account multiple sources of income that households combine to sustain their livelihoods. While wages refer specifically to compensation received through a formal or informal employment relationship between an employer and an employee, household income, as defined by the International Conference of Labour Statisticians (ICLS), includes all income received by all members of a household.
Means of verification	Official national documents and reports, including from employers' and workers organisations'; reports compiled in the ILO Strategic Management System and by the ILO supervisory bodies; as well as correspondence between ILO officials and constituents.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will become part of the baseline for the indicator. When compliance is driven by labour administration, results shall be reported under indicator 2.4.1. Results related to the adoption of legislation or policy measures providing for the right to equal remuneration for work of equal value shall be reported under indicator 5.1.1.
Indicator 6.2.2. Number of Member States in which the constituents have adopted policy, regulation or other measures on working hours, working time arrangements or work organization arrangements to meet the needs of both workers and employers	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. The government, in consultation with employers' organizations or workers' organizations, initiates, adopts or operationalizes new or revised regulation, policy or other measures to limit working hours including overtime; enhance the enforcement of working hours or overtime limits; promote predictable working hours; improve access to longer hours for involuntary part time work; improve access to rest periods. 2. The government, in consultation with employers' organizations or workers' organizations, initiates, adopts or operationalizes new or revised regulation, policy or other measures that establish or provide a framework for the development of balanced and flexible working time arrangements or work organization arrangements (e.g., telework, piece-rate work). 3. Employers, employers' organizations and/or workers' organizations, acting individually or jointly, adopt or implement measures to address working hours and rest periods, including scheduling of hours, or balanced flexible working

	time arrangements, or work organization arrangements (e.g., telework, piece-rate work). The government or relevant body <i>initiates</i> new or revised regulation, policies or other measures when a new proposal or an amendment to an existing text is prepared, consulted with social partners and formally submitted, as appropriate, to parliament. The policy or other measures (road maps, action plans, awareness programmes and training) are considered as <i>adopted</i> when the relevant governmental entity formally approves it, in line with the country's policymaking process. They are considered as <i>operationalized</i> when there is evidence (official statement, technical/financial progress report, others) of their implementation.
Key technical definitions	Working hours refers to the number of hours of work, not including rest periods, where the worker is at the disposal of the employer during a given period (e.g. day or week) and includes normal working hours, overtime, shift work (including night work and weekend work), standby or on-call working hours. Working time arrangements are methods of arranging or scheduling working hours and rest periods within legal limits and includes flexi-time, staggered working hours, compressed working hours or work weeks, hours averaging schemes, time-banking, standby or on-call arrangements, part-time arrangements (including job-sharing), work-sharing (including short-time work systems). Work organization arrangements are short or longer-term methods of organizing the work performed, including remote work/telework and hybrid forms of work – alternating work at the employer's premises and telework on a part-time basis (including protection of workers' disconnection) – and piece rate work. Rest periods are all designated periods where the worker is not at the disposal of the employer and include daily workplace rest breaks (such as meal breaks), daily rest (i.e. between work days), weekly rest (e.g. one day off per seven-day workweek), and leave periods.
Means of verification	Official national documents and reports, including from employers' or workers organisations', and reports compiled in the ILO Strategic Management System and by the ILO supervisory bodies.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will become part of the baseline for the indicator.
Output 6.3. Increased capacity of Member States to extend labour protection to workers at high risk of being excluded from adequate protection	
Indicator 6.3.1. Number of Member States with a validated diagnosis and/or regulations, policies or compliance mechanisms to extend labour protection to workers at high risk of being excluded from adequate protection and to support the transition to formality of informal workers in formal enterprises or in households	

Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. The government, in consultation with the social partners, validates a gender responsive diagnosis of decent work deficits for workers at high risk of being exclude from adequate protection due to their work arrangements or contractual status, or of the incidence, forms and drivers of informality of workers in informal employment engaged in formal enterprises and households, that includes proposed areas of action. 2. The government, in consultation with the social partners, adopts new or revised policies or regulations, or establishes a coordination body to extend labour protection to workers at high risk of exclusion due to their work arrangements or contractual status, or otherwise to facilitate the transition to formality of workers in informal employment engaged in formal enterprises and households. 3. The government, in consultation with social partners, adopts a strategy, roadmap or action plan to promote the transition to formality of workers in informal employment engaged in formal enterprises or households. 4. The government develops new or strengthens existing compliance measures, including by harnessing the potential of technology or strengthening cooperation between labour inspectorates, other authorities, social partners, and other relevant stakeholders, to make labour protection more effective for workers at high risk of exclusion due to their work arrangements or contractual status or to facilitate the transition to formality of workers in informal employment engaged in formal enterprises and households. 5. Employers' or workers' organizations, or organizations representative of domestic workers and those representative of employers of domestic workers, or organizations representative of some groups of informal own-account workers or of informal economy workers, take one of the following measures: a. Increase the effective representation of domestic workers or employers of domestic workers, of some groups of informal own-account workers, or of informal economy workers in formal enterprises, to ensure that regulations and policies are formulated through social dialogue, including collective agreements as appropriate, when decisions that concern them are taken, b. Implement campaigns to improve compliance with the law, policy or regulation. c. Provide new or expanded services or form alliances and that improve the protection of informal workers in formal enterprises or in households. A diagnosis is considered as <i>validated</i> when it went to, received comments from and reflects the views of employers' and workers' organizations, and includes time-bound proposals to improve labour protection of workers facing high risk of exclusion due to their work arrangements or contractual status. A policy or regulation is considered as <i>adopted</i> or a coordination body <i>established</i> when the relevant governmental entity or organization formally approves it, in line with established policymaking process. A policy, regulation, or coordination body is considered as <i>revised</i> when, after a formal procedure including consultations with the social partners as appropriate, it is changed in a manner that alters its nature (strategic orientation and priorities, membership, objectives, timelines, definitions of responsibilities, resources, etc.)
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Key technical definitions	Workers at high risk of being excluded from adequate protection include: • Those in work arrangements such as home-based work. Results concerning platform workers will not be reported under this indicator, but under output 8.2. • Those with specific contractual statuses such as: ◦ Temporary contracts (including casual work, seasonal work, fixed-term contracts) ◦ Part-time contracts (including work with hours below legal thresholds for employee benefits or social security) ◦ Multi-party employment relationships (including temporary agency work and subcontracted labour) ◦ Dependent self-employment or dependent contractors (depending on jurisdiction, these may have a specific legal category, distinct from employees and the self-employed) ◦ Community health and care workers ◦ Some groups of own-account workers, unregistered and of low income (e.g. waste pickers, market sellers, street vendors) Informal workers in formal enterprises or in households include: • Domestic workers. • Employees not registered in formal enterprises, including those in MSMEs (often called undeclared or underdeclared work in developed economies). • Workers not covered by the law, such as casual workers in many countries, or insufficiently protected by the laws, such as marginal part-time workers often excluded from social security. • Workers in unrecognized employment relationships (e.g. disguised or false self-employment). • The informalization of formal economy jobs may involve the informalization of formal enterprises that should also be considered. New or revised policies or regulations should aim to promote transition to formality of informal employment engaged in formal enterprises and households or extend labour protection to at least one of the groups mentioned above and could include, among others: • Laws • Programmes • Collective bargaining agreements A coordination body can include: • Interministerial coordination bodies • Bodies that span various levels of government • Tripartite technical working groups, which can include those that ensure that workers and economic units in the informal economy have a voice in the policies and programmes intended to address informality and support the transition to formality. Compliance measures should aim to enable transition to formality of informal employment engaged in formal enterprises and households or to ensure labour protection to at least one of the groups mentioned above and could include, among others: • Simplification of measures to apply laws and regulations or of procedures to comply with these • Formalized interinstitutional governance, coordination and collaboration with other stakeholders
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	• Incentives, subsidies and curative approaches, including amnesties, including fiscal incentives • Tools to promote compliance, such as model or standard contracts, institutional digitalization and interoperability • Awareness-raising and capacity-building • Fostering an enabling environment, including for sustainable enterprises Measures to increase effective representation can include a campaign to increase membership and enhance leadership and capacity to participate in social dialogue. Services or alliances that improve the protection of informal workers in formal enterprises or in households can include training on rights, occupational safety and health, violence and harassment; legal support to access justice; assistance in securing written contracts or other documentation associated with formal employment; skills and professionalization services; joint advocacy platforms; advocacy or service-provision partnerships.
Means of verification	Official Gazette; annual reports of government bodies; intergovernmental official documents; tripartite agreements; official diagnostic reports; other published documents, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will become part of the baseline for the indicator.
Output 6.4. Increased capacity of Member States to strengthen and implement fair and effective frameworks to govern labour migration	
Indicator 6.4.1. Number of Member States with labour migration frameworks or institutional mechanisms to protect the labour rights of migrant workers and refugees and promote coherence with employment, skills, social protection and other relevant policies	
Observable change measured by the indicator	Change occurs when the national government or local authorities adopt labour migration frameworks or institutional mechanisms to protect the labour rights of migrant workers or refugees and to promote policy and institutional coherence, including through the mainstreaming of labour migration into other policy frameworks (e.g. employment, social protection, skills development). The labour migration frameworks should be developed (as well as implemented, monitored and evaluated) in consultation with social partners and be guided by international labour standards and other ILO relevant guidance documents, such as the Multilateral Framework on Labour Migration or the General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs or the Guiding principles on the access of refugees and other forcibly displaced persons to the labour market. The frameworks or mechanisms are considered <i>as adopted</i> when the relevant governmental authority formally approves them, in line with the country's policymaking process.

Key technical definitions	Labour migration frameworks include relevant legislation (laws, rules, and regulations and other measures), policies, action plans and strategies. The scope of these frameworks may govern one or more aspects of labour migration, e.g., fair recruitment, employment, skills development and recognition of qualifications, social protection, occupational safety and health, socioeconomic reintegration, wage protection, or crisis response and/or recovery plans (including refugee labour migration inclusion), etc.; and may target specific populations or sectors. The frameworks should seek to promote coherence, including through mainstreaming, between labour migration policies and employment, skills, social protection, just transition, or other national policies such as those related to trade or national development policies. Institutional mechanisms include planning, enforcement or monitoring mechanisms (e.g., labour inspection, migrant worker committees), standard operating procedures, operations manuals, inter-agency working groups or task forces, statistical data collection systems, or mechanisms that support the implementation of programmes. These should be established in consultation with the social partners.
Means of verification	Official reports and other documentation produced by authoritative sources, and project implementation reports compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Indicator 6.4.2. Number of Member States with new or improved services to protect the labour rights of migrant workers and refugees	
Observable change measured by the indicator	Change occurs when relevant government institutions or social partners deliver new or improved inclusive, non-discriminatory, and gender-responsive services to promote decent work for migrant workers or refugees, including provision of social protection to migrant workers and their families, support in accessing justice mechanisms, and services that respond to needs arising due to crisis response or recovery. An existing service is considered as <i>improved</i> when there is evidence (e.g., reports, budgetary or financial information, etc.) of a substantial development in terms of reach (expansion to new geographic areas, capacity to address the needs or more workers, financial resources available), scope (number and type of services provided), or quality. There should also be evidence that the improvement is sustainable, for example through the existence of a service sustainability plan.
Key technical definitions	Services are a set of activities aimed at promoting decent work for migrant workers or refugees on a systematic and comprehensive basis, such as: • Information, training, and support services (pre-departure, post-arrival, during employment or upon return and reintegration), including related to labour rights, social protection benefits, occupational safety and health, skills, financial

	education, needs arising in the context crisis response or recovery (e.g., cash transfer), among others; • Legal assistance and language translation or interpretation services, including access to complaints or grievance mechanisms and their resolution (including for wage protection), or support provided by labour attaches or other recognized service providers; • Services that support organizing efforts of or for migrant workers; • Institutional services, e.g., public employment services, technical vocational education and training; • Capacity building of workers' and employers' organizations or their members to provide services to their existing or new members. A service sustainability plan is a dedicated strategy aimed at ensuring that the provision of the new or improved service is viable and can be sustained in the long term. This may be demonstrated through: • A documented commitment to the systematic allocation of institutional, financial or human resources, such as inclusion in a multi-year budget; • A dedicated partnership for delivery established with private and public institutions, companies, workers' organizations or other recognized service providers; or • The existence of a dissemination plan for the services that shows continuity of the service into the future and ensures the services are made widely known.
Means of verification	Official reports and other documentation produced by authoritative sources, and project implementation reports, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
Indicator 6.4.3. Number of bilateral or regional labour migration frameworks with monitoring and review mechanisms to protect the labour rights of migrant workers and refugees	
Observable change measured by the indicator	Change occurs when the government, workers' organizations or employers' organizations adopt new or revised bilateral, sub-regional, regional or interregional labour migration frameworks, with monitoring and review mechanisms to protect the labour rights of migrant workers or refugees. This includes bilateral, sub-regional, regional or interregional agreements that have been revised to include provisions related to crisis responses. The frameworks should be guided by international labour standards and ILO guidance documents, such as the Multilateral Framework on Labour Migration or the General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs and those frameworks developed by governments should be guided by consultation with the social partners, and where relevant Guiding Principles on Access to Labour Markets for Refugees and Other Forcibly Displaced Persons.

	The frameworks are considered as <i>adopted</i> when the relevant governmental or intergovernmental entity or social partners' organizations formally approves them.
Key technical definitions	Bilateral frameworks include bilateral labour migration agreements, platforms for dialogue, memoranda of understanding and bilateral social security agreements. Sub-regional, regional and interregional frameworks include migration for employment or labour migration policies, which can be aimed at migrant workers or refugee workers, recommendations, strategies, action plans, platforms for dialogue, regional free movement agreements and multilateral social security agreements. Sub-regional frameworks apply to Regional Economic Communities or Commissions. The monitoring and review mechanisms include binational or multi-stakeholder committees or platforms to review progress or provide for regular bilateral or multilateral dialogue. Social partners may also adopt national, bilateral, sub-regional, regional or interregional agreements, action plans or strategies (e.g., trade union to trade union, or business to business agreements, or those between trade unions and employers' organisations).
Means of verification	Official reports and other documentation produced by authoritative sources, and project implementation reports, compiled in the ILO Strategic Management System.
Reporting of results	Regarding bilateral agreements, a change can be reported only under one CPO (although two countries are involved). The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the specific framework will be considered as part of the baseline for this indicator.

Policy outcome 7: Universal social protection

Output 7.1. Increased capacity of Member States to develop social protection policies, strategies and legal frameworks that are sustainable, effective, inclusive and gender-responsive	
Indicator 7.1.1. Number of Member States with new or revised national social protection policies to extend coverage, enhance comprehensiveness and/or increase adequacy of benefits	
Observable change measured by the indicator	Change occurs when the government adopts a new or revised policy, developed in consultation with the social partners and guided by international labour standards, with the purpose of extension of coverage, enhancement of the comprehensiveness of social protection or increase of benefit and service adequacy. The new or revised policy is considered as <i>adopted</i> when the relevant governmental authority formally approves it, in line with the country's policymaking process.
Key technical definitions	Policies include national and sub-national strategies, legal frameworks, regulations, action plans, development plans, SDG implementation plans and white books. The social protection policy areas/benefits covered are the nine identified in C.102, namely healthcare, sickness, unemployment, old-age, invalidity/disability, survivorship, maternity, child/family, employment injury as well as social assistance plus child and long term care services and parental leave. Such policies might cover one or more of the following intervention areas: • Extension of coverage (horizontal extension), which happens when persons previously not covered are provided coverage for a specific benefit in line with international labour standards including C. 102, R.202 and R.204; • Enhancement of the comprehensiveness of social protection, which happens when persons previously covered for one area/benefit gain access to more branches of social security; • Increase of benefit and service adequacy (vertical extension) in line with C.102 and higher-level social security standards.
Means of verification	Official national reports and documentation, including gazettes (publication of laws), compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. It is desirable to monitor and report the quantitative effects of changes: • Number of people that are legally covered by the new or revised policy; • Number of people that have effective coverage for the benefit provided by the new or revised policy and reported for SDG indicators 1.3.1, 3.8.1 and 3.8.2; Data should, where possible, be disaggregated, for example by rural/urban, male/female, sector or category of worker, etc. In addition, it is important to monitor and report: • The increase in the level of benefits or quality of services;

	The increase in the comprehensiveness of benefits covered.
Output 7.2. Increased capacity of Member States to strengthen social protection systems and ensure sustainable and adequate financing and sound governance	
Indicator 7.2.1. Number of Member States with new or revised policy measures to strengthen the governance and/or financing of social protection systems to enable them to be sustainable and provide adequate benefits	
Observable change measured by the indicator	Change occurs when the government adopts or operationalizes policy measures that are developed in consultation with the social partners and guided by international labour standards, aimed at strengthening the governance and/or financing of social protection systems to ensure their sustainability. The policy measures are considered as <i>adopted</i> when the relevant governmental institution or a tripartite national body formally approves them in line with the country's policymaking process. Policy measures are considered as <i>operationalized</i> when there is evidence (official statement, technical/financial progress report, others) of their implementation.
Key technical definitions	Policy measures include regulations, guidelines, actuarial valuations, strategies, action plans, tools, delivery mechanisms and financing plans aimed at one or more of the following intervention areas: - Improvement of the financial governance of the social protection system, including through the adoption of actuarial valuation reports and their translation into concrete reforms; investment policies and governance; improved mechanisms for the setting and indexation of benefit levels to ensure adequacy; - Extension of fiscal space for investments in social protection; - Improvement of the management information and monitoring and evaluation systems; - Improvement of the statistical system, including completing the Social Security Inquiry and for the purpose of reporting on the relevant SDG indicators; - Improvement of the administrative infrastructure for more efficient service delivery, including a denser network of offices, single window services, more accessible and efficient administrative processes (registration, collection of contributions, payment of benefits, complaints and appeals); - Operationalization / strengthening of a national coordination mechanism or tripartite social security board to support the formulation, implementation and monitoring of national social protection policies and strategies, based on social dialogue, including workers' and employers organizations; - Implementation of a formal institutional or academic capacity-development strategy or certification.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs.

	In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. After the policy is adopted and during implementation, it would be relevant to monitor and report documented improvements in the financial situation and administrative capacity of the social security schemes, including the proportion of total government spending dedicated to social protection (reported through SDG indicators 8.B.1 and 1.A.2). Where measures are focussed on the digitalization of the public administration (in particular labour governance institutions, including labour inspection and social protection systems), such as through the introduction of digital tools, digital public infrastructure or digital public goods, the measures will be reported under 8.3.1.
Output 7.3. Increased capacity of Member States to use integrated policies to harness social protection for inclusive life and work transitions and structural transformations	
Indicator 7.3.1. Number of Member States with new or revised integrated policy responses including social protection to support and protect workers and employers during their life and work transitions	
Observable change measured by the indicator	Change occurs when the government adopts integrated policy responses, developed in consultation with the social partners and guided by international labour standards that extend social protection coverage while supporting life and work transitions for workers and employers, notably in contexts of labour market transformations, formalization, digital transformation, climate change, labour migrations, natural disasters and crises. Integrated policy responses are considered as <i>adopted</i> when the relevant governmental authority formally approves them, in line with the country's policymaking process.
Key technical definitions	Integrated policy responses include national and sub-national policies and strategies, legal frameworks, regulations, action plans, development plans, white books, administrative measures and the development of physical infrastructure (such as Single Window Services) or management information systems. These include: • Integrated or coordinated policy responses on social protection, employment, skills and care policies to facilitate life and work transitions of workers and employers; • Integrated policy responses to support transitions to the formal economy and the extension of social protection coverage to workers in diverse forms of work arrangements; • Integrated policy measures to protect people against the adverse effects of climate change, natural disasters, crises, conflict and other shocks and facilitate a just transition; • Integrated policy measures to protect public expenditure on social protection and public services during episodes of fiscal consolidation/austerity; • Unilateral measures and bilateral and multilateral agreements to facilitate access to social protection for migrant workers and their families and increase the portability of benefits; • Integrated policy measures on social protection contributions with policies on wage and taxes to increase financing for social protection and to reduce inequalities.

	Life and work transitions include transitions from school to work, and transition associated with labour mobility, active ageing, parenting, employment injury rehabilitation and return to work for victims of work accidents, just transitions in the context of climate change and transitions from the informal to the formal economy.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. After the policy is adopted and during implementation, it would be relevant to register documented improvements in social protection coverage and public expenditure to protect workers and employers during their life and work transitions. Integrated policies that focus on the extension of social security to support transitions from the informal to the formal economy should be reported under this indicator. Integrated policies to support transitions from the informal to the formal economy that encompass interventions in various decent work policy areas including the extension of social protection coverage are to be addressed and reported under indicator 9.2.2 when concerning workers in informal employment in the formal sector or in households. Bilateral and multilateral social security agreements that extend access to social protection for migrant workers and their families increasing the portability of benefits are to be addressed and reported primarily under this indicator. National frameworks, bilateral and multilateral agreements that include interventions in various decent work policy areas including social protection for migrant workers and their families are to be primarily addressed and reported under indicators 6.4.1 or 6.4.3. When policy and regulatory gaps are addressed through policies or regulations that specifically target workers whose protection is affected by digital technologies (for example, a law or policy focused on the impact of automation or work on digital labour platforms), these measures are to be reported under indicator 8.2.1.

Policy outcome 8: Digitalization for decent work and social justice

Output 8.1. Increased capacity of Member States to develop integrated policies and strategies to create decent job opportunities in the digital economy

Indicator 8.1.1. Number of Member States with an assessment of the impact of digitalization on jobs, enterprises and/or skills, validated by the tripartite constituents.

Observable change measured by the indicator	Change occurs when the government, in consultation with employers' and workers' organizations, validates an evidence-based assessment of how digitalization, including artificial intelligence (AI), is affecting employment and labour markets, covering jobs (quantity and quality), skills needs, and/or enterprise performance and competitiveness, including gender dimensions and sex-disaggregated evidence where available. An assessment is considered as validated when there is confirmation, through a documented tripartite process (government plus employers' and workers' organizations), that it is fit for purpose and can serve as a shared reference for policy dialogue and follow-up action.
Key technical definitions	An Assessment is a structured qualitative and/or quantitative analysis (e.g., diagnostic study, survey, labour market/skills assessment, modelling/forecasting) examining the effects of digital technologies on jobs, enterprises and/or skills, including distributional aspects such as the digital divide across gender, rural-urban, enterprise size and informality dimensions. Examples: • Employment diagnostic (national or sectoral) that identifies the actual or potential impact of digitalization/AI on employment (job creation, displacement/augmentation or task changes, job quality, labour market transitions). • Skills needs / skills anticipation assessment that identifies skills required for the digital economy transition (digital and complementary skills), skills gaps, upskilling/reskilling pathways, and priority occupations/sectors. • Sector-focused assessment that analyses how sector digitalization (including the use of digital tools, automation and AI) is changing productivity, skills needs and employment arrangements, and validates sector-specific priorities. • Modelling, forecasting, or scenario exercise (quantitative and/or qualitative) that estimates employment shifts (occupational composition, job creation/displacement, regional impacts) and or implications for social protection under different digital transformation pathways. • Enterprise and business environment diagnostics that identify digital readiness and constraints affecting digital adoption (such as infrastructure, finance, skills, management practices and data capabilities) and how these factors - including required complementary investments and organizational or workflow changes - influence productivity, competitiveness, employment outcomes and decent work. Digitalization refers to the widespread adoption of digital technologies – including AI systems; automation/robotics; data analytics and digital monitoring; internet of things; cloud and digital public services – that is reshaping how people work, interact, produce, govern, and create value. In the world of work, it refers to changes in the organization of work and labour markets driven by the diffusion and use of digital technologies and data (including

	AI), as described across ILO policy and research publications on digitalization and the future of work. Artificial intelligence is a broad field of computer science focused on creating systems that can perform tasks that would typically require human intelligence. AI systems often incorporate machine learning, enabling them to learn and improve.
Means of verification	Official Gazette; annual reports of government bodies; intergovernmental official documents; tripartite agreements; official statistical and diagnostic reports; national policies incorporating the assessment, other published documents, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when one the change, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium (for example, an assessment in a different sector). Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will become part of the baseline for the indicator. Assessments that focus primarily on the impact of digitalization on jobs, enterprises and/or skills should be reported under this indicator. Assessments whose primary purpose is to inform broader employment, investment or sectoral policies should be reported under indicator 3.1.2. In mixed cases, the result should be reported under the indicator that best reflects the main purpose of the assessment. The production of analytical reports, surveys or advocacy positions by employers' or workers' organizations, in the absence of formal government validation and adoption of the assessment through a tripartite process, is reported under Outputs 2.1 and 2.2 and not under this indicator.
Indicator 8.1.2. Number of Member States that have integrated employment, skills and decent job creation in national or sectoral policies related to the digital economy	
Observable change measured by the indicator	Change occurs when at least one of the following situations is observed: 1. The government, in consultation with employers' and workers' organizations, adopts, revises or operationalizes a national or sectoral policy related to the digital economy that explicitly integrates employment, skills, and/or enterprise development. 2. The government puts in place implementation arrangements for a policy related to the digital economy that include labour, employment of skills institutions or social partners.
Key technical definitions	A policy related to the digital economy is an officially validated national or sectoral strategy, plan or regulatory framework on digital transformation, AI, digital industrialization, digital public services, the platform economy, or closely related domains. The integration of employment, skills and enterprise development in a digital economy / digital transformation / AI policy, strategy or action plan, refers to the inclusion of explicit objectives and measures related to these domains. These may include:

	• Employment measures, such as job creation and job transition support, labour market adjustment policies, public employment services modernization, ALMPs or measures addressing informality in the digital economy. • Skills measures, such as national upskilling/reskilling priorities, TVET and lifelong learning reforms, recognition of skills and targeted measures to close digital skills gaps in the digital economy. • Enterprise development measures, such as incentives for technology uptake, advisory and extension services, support for MSMEs and cooperatives, formalization of enterprises and mechanisms to enhance firms' competitiveness and resilience in the digital economy. • Small and informal enterprises, cooperatives, and inclusion measures, such as reducing the digital divide and supporting women, youth, rural workers, migrants/refugees, persons with disabilities, with a credible resourcing pathway where feasible in the digital economy through job creation, skilling and enterprise development. • Digital adoption and upgrading measures linked to productivity and decent job creation, such as support for digital tools and management practices, business development services, access to digital markets/e-commerce, access to finance, with an explicit link to productivity growth and decent job creation. • Measures on sustainable investment and responsible business conduct in the digital economy, such as incentives/requirements for MNEs to deliver "more and better jobs" and mechanisms to track employment impacts. • Just transition measures for sustainable enterprises in the digital economy, such as targeted support for enterprises (especially MSMEs) to use digital solutions, linked to job retention/creation, skills development, and inclusion/formalization where relevant. The integration can be demonstrated by the inclusion of dedicated chapters, targets/indicators, budget/financing provisions or institutional responsibilities in the policy text, supported by documented tripartite consultation or endorsement. Implementation arrangements include assigning institutional responsibilities, inter-ministerial coordination mechanisms (e.g., labour ministry + digital/industry authorities), a structured tripartite consultation/participation mechanism, or a monitoring framework with indicators/targets for the digital economy.
Means of verification	Official Gazette; annual reports of government bodies; intergovernmental official documents; tripartite agreements; official diagnostic reports; other published documents, compiled in the ILO Strategic Management System or in the AI Policy tracker.
Reporting of results	The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs. Results should be reported under this indicator when the main purpose of the policy is to govern or shape the digital economy, and the policy explicitly integrates employment, skills and decent job creation. Results whose main purpose is broader employment policy reform should be reported under indicator 3.1.1. Results whose main purpose is skills and lifelong learning policy, systems or governance should be reported under Output 3.2 indicators, as relevant. In mixed cases, the result should be reported under the indicator that best reflects the main purpose of the policy. In future biennia, the ILO may report results aligned with one or more situations linked to the observable changes measured by this indicator only if they are substantially different to the ones already reported in a previous biennium.

	Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will become part of the baseline for the indicator.
Output 8.2. Increased capacity of Member States and the social partners to promote inclusive and effective governance for the digital economy	
Indicator 8.2.1. Number of Member States that have identified policy and regulatory gaps regarding technology's impact on workers' protection or on work quality and that have put in place measures to address them	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. The government, in consultation with employers' and workers' organizations, validates a diagnosis identifying policy or regulatory gaps related to technology's impact on workers' protection or on work quality. 2. The government, in consultation with employers' and workers' organizations, adopts, revises or operationalizes labour and social protection policies, regulations or guidelines addressing policy and regulatory gaps related to technology's impact on workers' protection or on work quality. 3. The government develops new or strengthens existing compliance or enforcement mechanisms to enhance workers' protection or work quality in contexts affected by the introduction or adoption of digital technologies. 4. Collective agreements or bipartite instruments to address technology-related labour protection gaps are concluded. 5. A diagnosis is considered as validated when there is confirmation, through a documented tripartite process (government plus employers' and workers' organizations), that it is fit for purpose and can serve as a shared reference for policy dialogue and follow-up action. The policies, regulations and measures are considered adopted when formally approved by the competent authority, in accordance with the national policymaking process.
Key technical definitions	Technology's impact on workers' protection or on work quality refers to the effects of the introduction and use of digital technologies in the world of work on the level, scope or effectiveness of labour and social protection, including policies related to wages, working time and work organization, maternity protection, occupational safety and health, employment protection, social security, and the protection of workers personal data, as well as on the conditions under which the work is performed. This may include, but is not limited, to the impact of: • the use of artificial intelligence or automated decision-making systems in the recruitment, organization and management of work; • work on digital labour platforms; • digital technologies used for monitoring or evaluation of workers' performance; • the collection, processing and use of workers' personal data enabled by digital technologies; • the use of automation and robotics in work processes. Such impacts may affect the effectiveness of labour and social protections and working conditions, including occupational safety and health, job security, social security and data protection. They might also interact with worker's rights,

	including rights related to privacy, equality, and non-discrimination, and influence overall the quality of work.
Means of verification	Official Gazette; annual reports of government bodies; intergovernmental official documents; tripartite agreements; statistical data; official diagnostic reports; other published documents, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will become part of the baseline for the indicator. When policy and regulatory gaps related to the impact of digital technologies (for example, impact of automation on social security financing or work on digital labour platforms) are addressed through comprehensive social protection policies, regulations or guidelines (such as a social protection strategy or a social security law), these measures will be reported under Indicator 7.3.1.
Output 8.3. Increased capacity of Member States and the social partners to take advantage of the digitalization of services for decent work	
Indicator 8.3.1. Number of Member States that have adopted, documented and/or shared good practices and innovations related to the use of digital technologies to deliver services for decent work	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed, including at least one situation under 1 or 2: 1. The ministry or the relevant institution responsible for labour and social protection has adopted, documented and/or shared measures to digitalize labour governance systems to improve effectiveness, transparency, accessibility and coordination in delivering services for decent work, including the following: a. The innovative use of digital technologies to deliver e-government by the labour administration system as a whole or any of its services, such as employment services, labour inspection, OSH authority, social security and others. b. The adoption of digital technology to reduce access barriers to the labour administration services (e.g., on-line availability of regulations, procedures, the e-disclosure of non-confidential information, budget transparency, e-registration/application for benefits or services, e-payments of benefits, online complaints and appeals mechanisms, online availability of information regarding benefits and services, c. The adoption and/or adaptation of Digital Public Infrastructure (DPI) components and/or Digital Public Goods (DPGs) to strengthen interoperability, transparency and the delivery of digital public services for labour administration (e.g., open standards, open-source building blocks, and reusable digital modules). d. The strengthening of collaboration with other governmental actors or with social partners through digital means and data sharing to address

	labour market and social protection issues that require coordinated policy responses. e. The digital registration of collective agreements. f. The design and implementation of digital services and tools, such as digital wage payments. g. The improvement of national statistical systems by the exploitation of electronic technologies and AI. h. Publishing appropriate labour administration datasets (e.g., anonymized inspection statistics, service performance, social protection coverage, comprehensiveness and adequacy statistics, backlogs, regulatory information) to strengthen transparency and accountability, while respecting confidentiality. 2. The Ministry of labour and other relevant public administrations have adopted, documented and/or shared measures to improve the transition from the informal to the formal economy and support SMEs through digital technologies that reduce administrative burdens and facilitate registration, compliance and access to social protection, including: a. Making available to employers and workers digital tools tailored to address the multiple causes of informality. b. Removing administrative burdens to the employers by the introduction of digital-based workers' registration to the public employment service, social security, labour inspection or other relevant authority. c. Introducing digital-based grievance handling addressing informality including possible complementarities between labour administration, inspection and social dialogue. 3. EBMOs and workers' organizations have engaged in, influenced or utilized digital governance processes to strengthen representation and social dialogue, including and through: a. Participating in the design, testing or oversight of digital labour administration systems (e.g. inspection case management, digital grievance systems, digital wage payments). b. Using digital labour market data, inspection statistics or open government data to inform policy advocacy. c. Engage in tripartite or bipartite processes on digitalization of labour governance. d. Monitoring implementation of digital systems affecting workers and enterprises.
Key technical definitions	E-government in labour administration systems, including social protection, refers to the use of information and communication technologies by public labour authorities to deliver information and services, manage administrative processes, and interact electronically with workers, employers, and social partners, with the aim of improving efficiency, transparency, accessibility, and compliance in the implementation of labour or social protection laws and policies. Open government data is a policy or set of measures that makes data not protected under confidentiality accessible to the public for purposes of transparency, accountability and value creation. Digital Public Infrastructure (DPI): foundational digital systems that forms the backbone of modern societies and enables secure and seamless interactions

	between people, businesses and governments. Examples include: digital identity and authentication; digital payments systems; data exchange and interoperability layers (including registries where appropriate); and enabling governance, standards and safeguards that allow these systems to work together. Digital Public Goods (DPG): open-source software, open data, open AI models, open standards and open content that adhere to privacy and other applicable laws and best practices, do no harm, and help attain the SDGs. Examples include: open-source software platforms and reusable modules; open standards (e.g., interoperability standards); open datasets and metadata; open educational content; and open AI models/tools released under open licences. Interoperability of digital services in labour administration or social protection systems refers to the ability of digital systems used by labour or social protection authorities to discover, access, exchange, interpret, and use data and functions seamlessly and securely across institutions, levels of government, and service domains, in order to support coordinated service delivery, effective enforcement of labour laws, and evidence-based policymaking and monitoring. Data sharing: according to the UN principles of effective governance, is the interoperability and responsible exchange of data across labour inspection, employment services, OSH, social security, business registries, courts/ADR, etc., to enable evidence-based targeting and service integration—while protecting privacy. In practice, this is often enabled through DPI components such as digital identity/authentication, data exchange platforms or digital payments, built on shared standards and governance Improvement of national statistical systems: strengthening the statistical foundations and data governance that make statistical indicators and administrative data (e.g., inspection, disputes, permits, contributions, social protection benefits) in labour market information systems usable for policy and operational decisions.
Means of verification	Official national reports and documentation, including gazettes (publication of laws) methodological information, data, and metadata, compiled in the ILO Strategic Management System and/or data disseminated on ILOSTAT, official statements, tripartite agreements, final draft of legislation duly submitted to the authorities, correspondence between ILO officials and constituents. Where relevant and publicly shareable, verification may also include documentation of adopted open standards, published technical interoperability specifications/APIs, and references to open-source solutions or DPG-aligned modules used to deliver labour administration services.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable changes measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator. Where policy change is focussed on the extension of social protection and improving the governance of social security schemes, including through digitalising the administrative infrastructure for more accessible and efficient service delivery, the measures will be reported under 7.2.1.

Policy coherence outcome 9: Enhanced policy coherence and amplified action for social justice through decent work

Output 9.1. Improved coherence in multilateral support for the development and financing of integrated policy responses for social justice through decent work	
Indicator 9.1.1. Number of joint initiatives implemented or funded by partners of the Global Coalition for Social Justice to advance social justice and decent work	
Observable change measured by the indicator	Change occurs when one or several partners of the Global Coalition for Social Justice implement, fund, and/or carry out one or more joint activities aimed at advancing social justice and decent work at the country, regional or global level.
Key technical definitions	Partners of the Coalition include: • Governments; • Employers' organizations; • Workers' organizations; • Regional organizations and bodies, local authorities, and other similar entities; • Enterprises and business networks; • International non-governmental organizations; and • Academia. Un updated list of partners can be found here. Joint activities are collaborative efforts undertaken by two or more partners from any of the above categories to advance the objectives of the Coalition through its means of interventions: a) promotion concrete actions and policy coherence; b) agenda-setting, advocacy and Communications; and c) knowledge generation and dissemination. Joint activities can be implemented and/or co-implemented by Coalition partners and include actions taken in contribution to the key interventions pursued under the Coalition. The nature and scale of these initiatives may vary, depending on the capacity and priorities of the partners involved.
Means of verification	Reports on progress on the implementation of the Global Coalition for Social Justice.
Reporting of results	It is not necessary to link Country Programme Outcomes to this indicator The total number of joint initiatives implemented will be reported at the end of the biennium by the Secretariat of the Coalition.
Indicator 9.1.2. Number of roadmaps for the implementation of the Global Accelerator on Jobs and Social Protection for Just Transitions integrating employment and social protection interventions for just transitions, developed and operationalized at the country level with the involvement of the ILO's constituents and partners	
Observable change	Change occurs when governments, in consultation with the social partners and through a participatory approach, develop and operationalize a national Global Accelerator roadmap, that considers the need for coherence, integration and

measured by the indicator	financing across a broad range of policy areas in facilitating the extension of social protection for all and the creation of decent jobs. A roadmap is considered as <i>developed</i> when the national steering committee of the Global Accelerator and/or relevant governmental entity formally endorses it, in line with the country's policymaking process, after it has been consulted with social partners. A roadmap is considered as <i>operationalized</i> when there is evidence (official statement, technical/financial progress report, others) of implementation of one or several of its measures and provisions.
Key technical definitions	A Global Accelerator roadmap is a policy document that identifies priority policy interventions and concrete acceleration points to achieve the objectives of the Global Accelerator, namely the extension of social protection and the creation of decent jobs, in line with the guidance for developing national roadmaps.
Means of verification	Official gazette, national reports and documentation of government bodies, tripartite agreements, intergovernmental or international organization documents, Global Accelerator Steering Committee meeting minutes, compiled in the monitoring system of the Global Accelerator.
Reporting of results	The result will be reported in the biennium when at least the observable change, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium.
Indicator 9.1.3. Amount of financing leveraged to support the implementation of Global Accelerator roadmaps	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations related to financial leverage is observed: 1. Governments allocate or increase budget for the implementation and/or expansion of policy interventions, programmes or projects prioritized in national Global Accelerator roadmaps. This includes the allocation of general government budget, budget from public institutions, or the allocation and alignment of public investments to relevant projects. 2. Public revenues from national social protection systems are increased, through increased coverage of contributors, enhanced compliance to contributory obligations, or increases in contribution levels – in line with policy interventions, programmes or projects prioritized in national Global Accelerator roadmaps. 3. Public financing for skills development is increased and allocated/dispensed to implement national Global Accelerator roadmap measures (e.g., expanded training provision, apprenticeships, Recognition of Prior Learning, employer co-financing, targeted upskilling), through national budgets, training levies, or dedicated skills funds. 4. Resources are mobilized through financing mechanisms that support, partially or fully, the implementation of policy interventions, programmes or projects prioritized in national Global Accelerator roadmaps. This includes capital mobilized through IFIs, ODA, impact bonds and funds, private sector investments, climate financing facilities, and other finance instruments.

	5. Allocation of new funding to development cooperation projects directly for the ILO and/or its partners to support policy interventions, programmes or projects prioritized in national Global Accelerator roadmaps.
Key technical definitions	Financial leverage are the amounts (in USD) allocated to the implementation of policy measures, programmes, projects and interventions prioritized in national Global Accelerator roadmaps, through the relevant channels, with ILO's support. Financial leverage can originate from multiple sources: • Public sector resources through national and sub-national government budgets. • Multilateral and bilateral development financing. • International financial institution lending and investment. • Private sector investment and commercial finance. • Philanthropic and civil society contributions. • Blended finance combining public and private capital. Financial leverage can be direct, or indirect: • Direct leverage encompasses resources that are directed to the ILO and/or its partners for the implementation of policy interventions, programmes or projects prioritized by national Global Accelerator roadmaps. These demonstrate a clear causal relationship between the Global Accelerator intervention and resource mobilization, such as co-funding arrangements, matching funds, and direct investment commitments. • Indirect Leverage refers to resources mobilized through Global Accelerator-supported interventions or third-party partners actions including mobilization of financing from government budgets and public investments, UN agencies, private sector, IFIs or other bilateral/multilateral donors.
Means of verification	Official gazette, government budget documents, national reports and documentation of government bodies. Project documents, financing agreements, and similar programmatic documents. Global Accelerator Steering Committee meeting minutes.
Reporting of results	Results for this indicator will be reported by the Technical Support Facility of the Global Accelerator.
Output 9.2. Improved coherence in support and action to facilitate transition from the informal to the formal economy	
Indicator 9.2.1. Number of cross-Office initiatives implemented by the ILO that have resulted in integrated and coherent action to facilitate the transition from the informal to the formal economy, at the global, regional or national levels	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. Cross-Office initiatives employ coordinated implementation modalities to deliver integrated, coherent and effective ILO support that enables constituents to address informality and support the transition to formality for decent work in line with Recommendation No. 204. 2. Coordinated cross-Office action produces integrated deliverables that support constituents in their efforts to adopt or strengthen policies, institutions or practices addressing informality and promoting the transition to formality for decent work.

	3. Strategic partnerships and joint policy initiatives with other UN entities and international and regional institutions, including IFIs, result in the ILO's mandate and normative framework being reflected in multilateral processes and policy outcomes or enhance a coherent, multi-agency approach related to the transition to formality for decent work, in line with Recommendation No. 204 and instrumental to the follow-up mechanism of the Doha Political Declaration.
Key technical definitions	Coordinated implementation modalities refer to integrated approaches and policy framework through which two or more ILO Departments or DWT/COs plan, resource and implement an initiative collectively, ensuring alignment of efforts, efficient use of resources and consistent delivery of support and/or advice. Examples include joint action or workplans from different Policy Departments and DWTs' specialists, pooled or aligned resources, and shared monitoring. Integrated deliverables refer to products produced through cross-Office collaboration that are jointly developed, mutually reinforcing and designed to function as a coherent package, rather than as stand-alone products, to advance gradual integrated formalization processes. Strategic partnerships and joint policy initiatives refer to collaboration with UN entities and international/regional institutions at country, subregional or global level through which the ILO contributes its mandate, expertise, and normative framework to shape multilateral agendas, frameworks, and policy outcomes related to the transition to formality.
Means of verification	Approved joint programme or project documents identifying two or more ILO Departments and/or Offices and technical specialists within Decent Work Technical Teams (DWTs), including a shared results framework referencing the promotion of the transition to formality. Joint workplans, governance arrangements or coordination records (e.g. steering committee terms of reference, inter-departmental agreements, meeting minutes) demonstrating coordinated implementation modalities. Integrated deliverables (e.g. jointly developed policy guidance, tools, trainings, knowledge products, knowledge platforms, country support packages) explicitly identified, branded or referenced as cross-Office outputs. Progress, monitoring and completion reports evidencing coherent, integrated action, including documented contributions to gradual integrated formalization processes.
Reporting of results	This indicator will capture cross-office initiatives and international partnerships implemented by the ILO that have resulted in integrated, coherent and effective support to constituents to advance decent work outcomes through addressing informality and promoting transition to formality at global, regional, national and sectoral levels. Results will be reported by the Action Programme coordination team.
Indicator 9.2.2. Number of Member States that have implemented an integrated strategy/approach on formalization	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. The government, in consultation with social partners, validates a gender-responsive diagnosis at national or sectoral level assessing the incidence, forms

	and drivers of the informal economy in informal enterprises as well as in formal enterprises and households. - The government, in consultation with the social partners, adopts or operationalizes an integrated strategy of formalization that takes into account the need for coherence across a broad range of policy areas in facilitating the transition to the formal economy and/or the prevention of informalization. - The government, in consultation with the social partners, establishes coordination mechanisms or others institutional arrangements to ensure coordination, coherence and synergies between distinct policy interventions with the view to facilitate transition to the formal economy. - The government, employers' organizations or workers' organizations establish a gender-responsive monitoring system to assess progress towards formalization of informal employment in informal enterprises as well as in formal enterprises and households. A diagnosis is considered as <i>validated</i> when it went to, received comments from and reflects the views of employers' and workers' organizations, and includes time-bound proposals to promote an integrated strategy on formalization. An integrated strategy is considered as <i>adopted</i> when the relevant governmental entity formally approves it, in line with the country's policymaking process, after it has been consulted with social partners. An integrated strategy is considered as <i>operationalized</i> when there is evidence (official statement, technical/financial progress report, others) of implementation of one or several of its measures and provisions.
Key technical definitions	An integrated strategy of formalization is a combination of policies, regulations and/or compliance mechanisms related to different policy areas, that tackle several drivers of informality, in line with Recommendation 204. Coordination mechanisms or others institutional arrangements to ensure coordination refer to dedicated inter-institutional bodies created to promote dialogue and to maximize their policy coherence and organizational effectiveness in relation to the transition to formality. The government can also decide to include such responsibility in an existing working arrangement that has been set to ensure coordination among ministerial bodies and other public institutions.
Means of verification	Official gazette, national reports and documentation of government bodies, tripartite agreements, intergovernmental or international organization documents, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator. Integrated results comprising transition to formality of formal enterprises or households <u>and</u> transition to the formal economy of informal enterprises should be reported under this indicator. When results only relate to informality in informal enterprises, they should be reported under indicator 4.4.1. When results only refer

	to informality in the formal sector or households, they should be reported under indicator 6.3.1.
Output 9.3. Improved coherence in support and action to facilitate a just transition towards environmentally sustainable economies and societies for all	
Indicator 9.3.1. Number of cross-Office initiatives implemented by the ILO that have resulted in integrated and coherent action on a just transition towards environmentally sustainable economies and societies for all, at the global, regional or national levels	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. Cross-Office initiatives apply coordinated implementation modalities resulting in coherent, integrated, and non-duplicative ILO support to just transition in line with ILC.111/Resolution V and adopted strategy. 2. Constituents adopt and apply cross-Office integrated deliverables to strengthen just transition-related policies, governance, and practices. 3. Strategic partnerships and joint policy initiatives with other UN entities and international and regional institutions result in the ILO's mandate and normative framework being reflected in multilateral processes and policy outcomes related to just transition.
Key technical definitions	Coordinated implementation modalities refer to integrated approaches and policy framework through which two or more ILO Departments or DWT/COs plan, resource and implement an initiative collectively, ensuring alignment of efforts, efficient use of resources and consistent delivery of support and/or advice. Examples include joint action or workplans, pooled or aligned resources, and shared monitoring. Integrated deliverables refer to products produced through cross-Office collaboration that are jointly developed, mutually reinforcing and designed to function as a coherent package, rather than as stand-alone products, to advance just transition related policies, governance, and practices. Examples include knowledge products, gateways and tools. Strategic partnerships and joint policy initiatives refer to formalized collaboration with UN entities and international/regional institutions through which the ILO contributes its mandate, expertise, and normative framework to shape multilateral agendas, frameworks, and policy outcomes related to just transition.
Means of verification	Approved joint programme or project documents identifying two or more ILO Departments and/or Offices, including a shared results framework referencing just transition. Joint workplans, governance arrangements, or coordination records (e.g. steering committee TORs, inter-departmental agreements, meeting minutes) demonstrating coordinated implementation modalities. Integrated deliverables (e.g. jointly developed policy guidance, tools, knowledge products, knowledge platforms, country support packages) explicitly identified, branded, or referenced as Cross-Office outputs. Progress, monitoring, and completion reports evidencing coherent, integrated action, including documented contributions to just transition-related outcomes.
Reporting of results	This indicator will capture cross-office initiatives (projects, task forces, etc.) and international partnerships implemented by the ILO that have resulted in integrated

	and coherent support to constituents to advance just transitions at global, regional, national and sectoral levels. Results will be reported by the Action Programme coordination team.
Indicator 9.3.2. Number of Member States with integrated policy measures to facilitate a just transition towards environmentally sustainable economies and societies through decent work	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. The government, in consultation with social partners, adopts policy measures or policy mechanisms, at the national, sub-national, sectoral or local levels, drawing on the “ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all”, with the objective of promoting decent work while taking action to address environmental and climate change, in accordance with development priorities; 2. The government, in consultation with the social partners, adopts an environmental policy that integrates decent work and just transition considerations or a labour policy that integrates environmental change and just transition considerations. The policy measure is considered as <i>adopted</i> when the relevant governmental entity formally approves it, in line with the country's policymaking process, after it has been discussed with and validated by the social partners.
Key technical definitions	Policy measures refer to policies, strategies, action plans, tripartite agreements reached through social dialogue or capacity development programmes funded by the government or by the social partners. These measures are developed with the purpose of ensuring a just transition in the implementation of climate change or environmental policies, in accordance with nationally defined development priorities. They can be embedded in comprehensive or sector-specific initiatives such as sustainable development strategies; national employment policies; green jobs, green work, green works or green skills strategies; blue economy job policies; nature-based solutions strategies; a circular economy policy; labour migration or migration policies and internally displaced person policies; sub-national sustainable development policies (e.g. subnational administrative areas; urban or rural areas); strategies supporting indigenous peoples; gender equality strategies; social protection or occupational safety and health strategies. Policy mechanisms refer to initiatives that facilitate social dialogue and stakeholder consultation and that are institutionalised in the context of promoting a just transition, with a focus on implementation (e.g. a coal transition tripartite forum; a sectoral body dedicated to just energy transition; a just transition pact at local level; etc.) Just transition towards environmentally sustainable economies and societies for all: A just transition promotes environmentally sustainable economies in a way that is inclusive, by creating decent work opportunities, reducing inequality and by leaving no one behind. It involves activities and initiatives that aim to maximise the social and economic opportunities of climate and environmental action, including an enabling environment for sustainable enterprises, while minimising and carefully managing challenges. It should be based on effective social dialogue, respect for fundamental principles and rights at work, and be in accordance with international labour standards.
Means of verification	Official national reports and documentation, documented proceedings, official statistical analyses following international statistical standards and best practices,

	documents of sectoral programmes or initiatives, media coverage, compiled in the ILO Strategic Management System.
Reporting of results	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium the Member State will be considered as part of the baseline for this indicator.
Output 9.4. Improved coherence in support and action to advance decent work outcomes in supply chains	
Indicator 9.4.1. Number of cross-Office initiatives implemented by the ILO that have resulted in integrated and coherent action to advance decent work outcomes in supply chains at global, regional or national levels	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. Cross-Office initiatives employ coordinated implementation modalities deliver integrated, coherent and effective ILO support that enables constituents to advance decent work in supply chains at global, regional or national levels. 2. Coordinated cross-Office action produces integrated deliverables that support constituents in their efforts to adopt or strengthen policies, institutions or practices promoting decent work in supply chains. 3. Strategic partnerships and joint policy initiatives with other UN entities and international and regional institutions, including IFIs, result in the ILO's mandate and normative framework being reflected in multilateral processes and policy outcomes related to decent work in supply chains, in line with the ILO's Decent Work in Supply Chains Strategy.
Key technical definitions	Coordinated implementation modalities refer to integrated structured approaches and policy frameworks through which two or more ILO Departments, DWTs and/or Country Offices plan, resource and implement an initiative collectively, ensuring alignment of efforts, efficient use of resources and consistent delivery of support and/or advice. Examples include joint action or workplans from different Policy Departments and DWTs' specialists, pooled or aligned resources, and shared monitoring. Integrated deliverables refer to products produced through cross-Office collaboration that are jointly developed, mutually reinforcing and designed to function as a coherent package, rather than as stand-alone products, to advance decent work outcomes in supply chains. Strategic partnerships and joint policy initiatives refer to formalized collaboration with UN entities and international/regional institutions through which the ILO contributes its mandate, expertise, and normative framework to shape multilateral agendas, frameworks, and policy outcomes related to decent work in supply chains.

Means of verification	Approved joint programme or project documents engaging two or more ILO Departments, DWT and/or COs with a shared results framework on supply chains; joint workplans, governance arrangements or coordination records (e.g. steering committee terms of reference, meeting minutes) confirming coordinated implementation. Integrated deliverables (e.g. joint policy guidance, tools and trainings, country support packages) explicitly branded or referenced as cross-Office outputs. Progress and completion reports demonstrating coherent action and documented contributions to decent work outcomes in supply chains.
Reporting of results	This indicator will capture cross-office initiatives (projects, task forces, etc.) and international partnerships implemented by the ILO that have resulted in integrated, coherent and effective support to constituents to advance decent work outcomes in supply chains at global, regional, national and sectoral levels. Results will be reported by the Action Programme coordination team.
Indicator 9.4.2. Number of Member States with an integrated approach to decent work in supply chains in line with the ILO strategy on decent work in supply chains (2023–27)	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: 1. The government, employers' organizations or workers' organizations adopts, operationalizes or improves a policy measure, operational procedure, tool, strategy, programme or action plan to address decent work deficits in supply chains, in line with the ILO's strategy on decent work in supply chains. 2. The government, in consultation with the social partners, adopts, operationalizes or improves a policy measure, operational procedure, tool, strategy, programme or action linked to a trade, investment, or industrial policy initiative. 3. The government, in consultation with the social partners, establishes a new or strengthens existing coordination mechanisms or other institutional arrangements to operationalize integrated approaches, joint priority-setting, information-sharing and follow-up among public authorities, and social partners and supply-chain actors, when relevant, to advance decent work in supply chains. The policy, strategy, programme or action plan is considered as <i>adopted</i> when the relevant governmental entity or social partner formally approves it, in line with the policymaking process; it is considered as <i>improved</i> when there is evidence (e.g., reports, budgetary or financial information, etc.) of a substantial development in terms of reach (expansion to new geographic areas, economic sectors, population groups) or scope (e.g., expanded goals, number and type of expected deliverables, financial resources available).
Key technical definitions	The ILO's strategy on decent work in supply chains sets out a comprehensive, coordinated approach to help Member States and tripartite constituents promote decent work in supply chains by using all available ILO means of action (international labour standards, the promotion of the MNE Declaration, enabling rights, research and advocacy, development cooperation, and international policy coherence on trade and investment). Integrated approaches refer to measures, policies, strategies, action plans, coordination mechanisms, tripartite agreements reached through social dialogue and/or capacity development programmes funded by the government and/or by the social partners, tackling the nexus of labour issues and trade, investment,

	supply chains and industrial policies. As foreseen by the ILO strategy, these may entail a smart mix of national and international mandatory and voluntary measures to optimize the impact of the ILO's work to ensure decent work in supply chains, building on its tripartite structure and international labour standards system and using all available ILO means of action ((international labour standards, the promotion of the MNE Declaration, enabling rights, research and advocacy, development cooperation, and international policy coherence on trade and investment). Multilateral dimension refers to policy coherence on decent work across the UN System and among multilateral organizations, and other relevant partners, necessary to support the establishment and implementation of the integrated approaches.
Means of verification	Official reports, publications, and documentation, documented meeting proceedings, documents of sectoral programmes or initiatives, UN reports and documents, media coverage.
Reporting of results	This indicator captures results of Member States implementing integrated approaches to realize decent work in supply chains (mobilizing more than one means of action of the ILO strategy on decent work in supply chains). The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different to the ones already reported in a previous biennium. Once the result is reported and if no different results achieved with ILO support are expected in the following biennium the Member State will be considered as part of the baseline for this indicator. Results focused solely on the respect, promotion and advancing of Fundamental Principles and Rights at Work should be reported under indicators 1.4.1 or 1.4.2. Results focused specifically on the promotion of the MNE Declaration and responsible business conduct should be reported under indicator 4.2.1.
Output 9.5. Improved coherence in support and action to promote inclusive, peaceful, stable and resilient societies through decent work and social justice in contexts of crisis, post-crisis and fragility	
Indicator 9.5.1. Number of cross-Office initiatives implemented by the ILO that have resulted in integrated and coherent action to promote inclusive, peaceful, stable and resilient societies through decent work and social justice in contexts of crisis, post crisis and fragility, at the global, regional or national levels	
Observable change measured by the indicator	Change occurs when one or more of the following situations is observed: 1. Cross-Office initiatives, including in relation to Office internal governance protocols employ coordinated implementation modalities and strategies to position decent work across the humanitarian-development-peace nexus, delivering coherent, integrated and timely ILO support that enables constituents to promote socio-economic stabilisation, social justice and social cohesion, and resilience through decent work in contexts of crisis, post-crisis and fragility at global, regional or national levels.

	2. Coordinated cross-Office action produces integrated deliverables related to crisis prevention, preparedness and recovery strategies, including programmes, policy advice, tools, training, research, and data analytics that support constituents in their efforts to implement targeted initiatives and to strengthen institutional capacity or practices promoting decent work in context of crisis, post crisis and fragility. 3. Strategic partnerships and joint programming with UN entities, relevant national actors and IFIs result in positioning ILO constituents and Decent Work promotion in crisis recovery and prevention processes, policy outcomes and programs in contexts of crisis, post crisis and fragility.
Key technical definitions	Coordinated implementation modalities and strategies refer to structured approaches through which two or more ILO Departments, Regional Offices or DWT/COs plan, resource and implement an initiative collectively, ensuring alignment of efforts in crisis response and prevention, efficient use of resources and consistent delivery of support and/or advice. Examples include joint programs, action or workplans from different Policy Departments and DWTs' specialists, pooled or aligned resources, shared monitoring and knowledge exchange initiatives. Integrated deliverables refer to products produced through cross-Office collaboration that are jointly developed, mutually reinforcing and designed to function as a coherent multi-disciplinary package, rather than as stand-alone products, to advance decent work positioning and direct outcomes in contexts of crisis, post crisis and fragility. Such deliverables are adapted to fragile settings and are conflict-sensitive. Strategic partnerships and joint programming refer to collaboration with UN, IFIs, and relevant national actors at country, subregional or global level through which the ILO contributes to position its normative framework and its constituents to shape multilateral agendas, crisis recovery and prevention, as well as joint programmes and strategic frameworks related to contexts of crisis, post crisis and fragility
Means of verification	Approved joint programme or project documents identifying two or more ILO Departments, Field Offices and technical specialists within DWTs, and/or in collaboration with UN agencies, relevant national actors or IFIs, with a shared results framework on decent work in crisis response or prevention Joint workplans, strategies governance arrangements or coordination records (e.g. steering committee terms of reference, meeting minutes) confirming coordinated implementation Integrated deliverables (e.g. joint policy guidance, tools and trainings, country support packages) explicitly branded or referenced as cross-Office outputs; progress and completion reports demonstrating coordinated action and documented contributions to decent work outcomes in contexts of crisis, post crisis and fragility.
Reporting of results	This indicator captures results focused on cross-office initiatives (projects, taskforces, etc.) and international partnerships implemented by the ILO that have resulted in integrated and coherent support to constituents to advance decent work in contexts of crisis, post crisis and fragility at global, regional or national levels. Results will be reported by the Action Programme coordination team.

Indicator 9.5.2. Number of Member States with decent work policies or programmes strengthening the capacity of national actors for crisis prevention, preparedness, response and recovery	
Observable change measured by the indicator	Change occurs when the government, employers' organizations or workers' organizations implement a policy, a programme or a project (including joint initiatives with other UN entities or IFIs) with the purpose of strengthening national capacities to prevent, prepare to respond, and recover from crises. Such policy or programme should include decent work measures across the humanitarian-development-peace nexus, including building evidence on the role of decent work as a driver of socio-economic stabilisation, social inclusion and cohesion, social justice, peace and resilience, in line with R.205 (2017). Implementation is confirmed when there is evidence (official statement, technical/financial progress report, legislation/policies adopted and effectively applied, etc.) of the increased constituents' capacity to be involved and execute decent work-related initiatives in contexts of crisis, post-crisis and fragility for crisis prevention.
Key technical definitions	Decent work measures to prevent, respond and recover from crises consist in a variety of conflict-sensitive, gender and peace-responsive policies, strategies, plans or programmes, promoted with direct involvement of ILO's constituents. Social dialogue and relevant international labour standards, especially R.205, are key instruments to address the root causes of crises, promote social justice, peace, stability and resilience through all ILO's policy and normative areas. • In (post) conflict settings and protracted crises, these measures are designed/implemented based on socio-economic conflict analyses and with a specific peace responsiveness focus. • In disaster settings and disaster-prone countries, these measures are designed/implemented based on crisis socio-economic recovery and include disaster risk reduction and climate change adaptation objectives. • In fragile settings, tackling fragility means emphasising prevention and preparedness measures to mitigate the effects of internal or external shocks and enhance resilience. Labour market data analysis generated through innovative digital tools, evidence-based information, and forecasting capacity is the basis for developing strategies and actions to respond, minimise, and prevent crisis' impact on the world of work. In all cases, reportable decent work measures should be a direct contribution of ILO's constituents in crisis settings across the humanitarian-development-peace nexus, with a focus on investing in institutional capacity for crisis prevention/recovery and by working in partnerships with other actors such as UN entities and/or IFIs early on in the crisis response.
Means of verification	Official national reports, including policies and legislation; inter-governmental official documents; UN and IFIs reports or other published documents by institutional sources.
Reporting of results	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. In future biennia, the ILO may report results aligned with one or more situations linked to the observable change measured by this indicator only if they are substantially different from those already reported in a previous biennium.

	Once the result is reported and if no different results achieved with ILO support are expected in the following biennium, the Member State will be considered as part of the baseline for this indicator.
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Enabling outcome A: Enhanced knowledge, communication, partnerships and platforms for innovation and capacity development

Output A.1. Enhanced labour statistics supported by international statistical standards and reliable labour market information systems

Indicator A.1.1. Number of Member States with strengthened labour market statistics, standards and information systems based on improved statistical surveys and use of other statistical sources.

Observable change measured by the indicator

Change occurs when the relevant national authority (ministry of labour, national statistical office or other competent authority):

- a) carries out **statistical surveys** following latest **statistical standards** and methods and improved questionnaires; or
- b) improves labour modules in **other statistical sources**, by introducing the new standards adopted by the ICLS; or
- c) improves the measurement and analysis of **special topics** through **statistical instruments** modules integrated into household surveys, population censuses, or through stand-alone specific statistical surveys; or
- d) establishes **Labour Market Information Systems** at the national level.

and makes the above information publicly available and verifiable.

Key technical definitions

Statistical surveys include national level household surveys such as labour force surveys, integrated household surveys, household income and expenditure surveys, specialized migration surveys, working conditions and worker safety surveys, as well as establishment surveys. Pilot test surveys conducted with a limited number of observations will not be reported as such, unless in exceptional cases where they require a substantial effort from the Office and are not followed by a full survey within the same biennium.

Statistical standards are the resolutions and guidelines agreed by the International Conference of Labour Statisticians. Countries adopt these standards by improving their existing measurement methods, including surveys (questionnaire and sampling design, training to enumerators and improved methods in fieldwork, etc.), censuses and other sources, or initiate them where no sources were available.

Other statistical sources include population and economic censuses, as well as administrative registries and records.

Special topics cover any aspect of the Decent Work Agenda and Social Justice, provided they are not reported under policy outcomes. Examples of special topics include but not limited to child labour, workplace violence and harassment, occupational safety and health, industrial relations, international labour mobility, and recruitment costs for migrants.

Statistical instruments include stand-alone surveys, modules included in other surveys, in population censuses, questionnaire design and sampling.

Labour Market Information Systems (LMIS) are a set of various existing indicators combined, harmonized and placed in an IT repository of information to be used by policy makers to plan and monitor their labour policies. They include multiple data sources, document them and make them easily available for searching and combining towards various policy goals (tracking labour supply, demand, vulnerable groups, targeted populations, etc.).

Means of verification	ILOSTAT, survey questionnaires, quality assurance of micro-data from household surveys, survey reports and results, population censuses' questionnaires, administrative forms, LMIS established and used by constituents, field missions and tracking of training activities including academies, press releases by constituents acknowledging ILO's support, workshops and seminars for governments and social partners.
Reporting of results	Biennial results will be captured and reported through the Country Programme Outcomes (CPOs) in IRIS linked to this indicator. The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the Member State will become part of the baseline for this indicator. Further significant changes produced with ILO support in future biennia, for example in relation to the other elements measured by this indicator or the inclusion of additional standards in the surveys, would be reportable as incremental progress within the country and the policy area.
Indicator A.1.2. Percentage increase in the annual data reported to the UN for SDG indicators that the ILO is custodian.	
Observable change measured by the indicator	Change occurs when, based on information provided by countries through questionnaires or microdata files, the ILO increases the percentage of data in relation to the ILO custodian SDG indicators that it reports to the UN Statistics Division (UNSD). For the result to be achieved the percentage increase is to be minimum 5% in data points for years 2024 and 2025 combined (over data points for years 2022 and 2023 combined, reported in 2025) reported to the UN in the 2027 SDG Indicators Global Database.
Key technical definitions	ILO custodian SDG indicators are those defined in the Global Indicator Framework to monitor the SDGs. The ILO is sole or joint custodian of 14 indicators: 1.3.1, 5.5.2, 8.2.1, 8.3.1, 8.5.1, 8.5.2, 8.6.1, 8.7.1, 8.8.1, 8.8.2, 8.b.1, 10.4.1, 10.7.1 and 14.c.1. In addition to these indicators, the ILO also reports on indicators 1.1.1 and 9.2.2. All the latest information on the SDG indicators can be found at: https://unstats.un.org/sdgs/iaeg-sdgs/tier-classification/.
Means of verification	ILOSTAT, ILO report on SDG indicators data to the UN Statistics Division (UNSD) in February 2027.
Reporting of results	Information on this indicator will be compiled and reported by the ILO Department of Statistics to the UNSD in February 2027 based on questionnaires filled and microdata provided by countries. Country Programme Outcomes do not need to be linked to the indicator. Any country reporting data for the ILO custodian SDG indicators for 2024 and 2025 (to be reported by the ILO in 2027), will be counted towards the target of 5%, even if the ILO has not provided direct support.