

Summary Report

The workshop on **Good practices - Decent work and the informal economy** – took place at the International Training Centre of the ILO, Turin, on 30-31 August 2004. The **outcomes** were:

- (1) Greater familiarity of ILO staff from the Regions and Headquarters of the conclusions on decent work and the informal economy that were adopted by the International Labour Conference in 2002, of generic criteria to identify good practices, and of how to show impact;
- (2) Consensus on the main criteria for identifying good practices in relation to decent work and the informal economy;
- (3) A range of creative ideas for the knowledge fair on decent work and the informal economy, planned for 2005;
- (4) Exposure to the knowledge sharing techniques of story-telling and peer assist.

The workshop was organised as part of a series of cross-office knowledge sharing initiatives under the ILO/DfID (United Kingdom Department for International Development) project on the informal economy led by the Policy Integration Department (INTEGRATION).¹ This project is a follow-up to the **2002 International Labour Conference (ILC) conclusions** on decent work and the informal economy, as well as a **strategic framework** that was developed at an ILO staff workshop in February 2003 on the basis of these conclusions (using conceptual categories of governance, macro policies, productivity/market enhancement/employment, representation and voice, and addressing vulnerabilities/social protection).

The purpose of the workshop was to identify criteria for **good practices** in relation to decent work and the informal economy and to exchange views and gain capacity on **how to show impact** of ILO projects in this area. The selection of participants ensured a broad representation across sectors and regions, as well as relevant experience from the informal economy and/or knowledge sharing initiatives. The workshop was organised in preparation for a **knowledge fair** on decent work and the informal economy that is being planned for 2005. The knowledge fair aims at demonstrating good practices of the ILO and its constituents in relation to the informal economy to the wider development community.

On the **first day** of the workshop, the need for knowledge sharing about good practices in relation to the informal economy within and outside the ILO was endorsed by the participants. The morning presentations focused on ways to identify good practices. The participants were introduced to generic **criteria for the identification of good practice**, as well recent experience in this area by the International Programme for the Elimination of Child Labour (IPEC) and the Bureau for Gender Equality (GENDER).

¹ Most of the workshop participants were self-funded. The DfID project paid for the facilities and substantive support at the Turin Centre, the consultants and other administrative costs.

A discussion took place around 12 possible criteria and their definitions. Of these 12 criteria, **Relevance, impact and sustainability** were identified by the participants as the top three priority criteria for good practice. The importance of integrated approaches and awareness of linkages between different intervention levels were pointed out. As part of the knowledge sharing initiative, a new **informal economy resource database** was presented.² Participants were encouraged to provide relevant information to include in the database.

The afternoon session opened with presentations on the difference between, the methods for and usefulness of, impact assessment and evaluation. This touched upon the criteria for identifying good practice, as well as the importance of context. The discussion noted the need for the ILO to identify its comparative advantage in doing impact assessment. Examples of good practices in current ILO projects addressing the informal economy were presented by selected participants. The presentations covered a wide range of issues and different types of interventions from various regions and indicated the wide variety of work being done in relation to the informal economy and the usefulness of sharing good practices.

The **second day** of the workshop opened with a presentation of **story-telling and peer assist** as tools for identifying challenges and solving problems in informal economy projects. This was followed by a chance for the participants to use these tools as well as the strategic framework. The participants recognised both the usefulness of these tools for identifying and finding solutions to challenges, as well as the relevance of the strategic framework for a wide range of interventions.

The workshop continued with a discussion on the **best ways to use good practices to have an impact** (and especially how to use them in projects and how to reach the wider development community with this knowledge). The discussion noted the need for co-operation both internally and externally to learn in the best ways from experiences. In relation to this, the plans for the up-coming **knowledge fair** were presented. The participants were asked to contribute ideas on how to visualize good practices at the fair. A brainstorming resulted in a number of **good ideas for the fair**, and more ideas from across the office and the regions are welcome. It was suggested that the brainstorming continue through the use of the **Virtual Forum**³ that has been created under other knowledge.

² The Informal Economy Resource Database: www.ilo.org/dyn/infoecon, which is linked to a database on local economic development and poverty reduction. For suggestions of additional entries or search functions, please contact iedintegration@ilo.org.

³ The Virtual Forum: <http://bboard.ilo.org/emp/ubbthreads/ubbthreads.php?Cat=>. For more details, please contact Rafael Diez de Medina (moderator for the informal economy): diez@ilo.org, Peter van Rooij: vanrooij@ilo.org or Alim Khan: gtemp_sfu@ilo.org.

Annex 1

Programme of the workshop

Sunday, 29 August: departure from the ILO at **16.30** with short stop to eat en route.

DAY 1 (Monday 30 August)

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|-------------|---|
| 9.00-9.15 | Welcome – Turin Centre |
| 9.15-9.30 | Introduction to the workshop: Background, purpose and goals
Anne Trebilcock |
| 9.30-09.45 | Introduction of participants |
| 9.45-10.45 | Introduction to identifying good practice in the ILO
Simel Esim and Peter Wichmand |
| 10.45-11.15 | Coffee |
| 11.15-12.15 | Presentation on criteria for good practice and discussion
Barbara Collins |
| 12.15-12.30 | Presentation of informal economy database
Joanna Jackson |

***12.30-14.00 Lunch offered by seminar organizers
Turin Centre restaurant***

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|-------------|---|
| 14.00-14.30 | Presentation on impact assessment and degree of substantiation
Rafael Diez de Medina and Burt Perrin |
| 14.30-15.00 | Discussion on levels of substantiation required for different criteria |

- 15.00-16.00 Presentations by participants:
Heidi Solheim Johansen
Ronald Berghuys
Ginette Forgues
Angela Mwaikambo
Sara Silveira
Mario Tueros
- 16.00-16.30 Coffee
- 16.30-17.15 Presentation by participants (continued)
- 17.15-17.30 Wrap up and announcements

DAY 2 (Tuesday 31 August)

- 9.00-9.30 Presentation of storytelling and peer assist process as tools for identifying and solving challenges/problems/strengths.
Rafael Diez de Medina
- 9.30-10.30 Group work: This exercise will be based on presentations of good practice from the previous day. The purpose is for participants to share experiences and insights with the presenter. Some finished projects will serve as storytelling examples and some on-going ones will do so with peer assistance.
- 10.30-11.00 Coffee
- 11.00-11.30 Group work (cont'd)
- 11.30-12.30 Groups report back

12.30-14.00 Lunch

- 14.00-15.00 Best ways to use good practices to have an impact
Rafael Diez de Medina, Catherine Vaillancourt-Laflamme and Alim Khan
- 15.00-15.30 Coffee

15.30-16.30 Presentation and discussion on knowledge fair
Barbara Collins

16.30 Next steps and closing remarks
Anne Trebilcock

17.30 Departure for Geneva

Annex 2

List of participants at the workshop

	NAME	
1	Sriani Ameratunga	GENPROM
2	Ronald Berghuys	IPEC - Bangladesh
3	Barbara Collins	INTEGRATION
4	José Luis Daza	IFP-DIALOGUE
5	Rafael Diez de Medina	INTEGRATION
6	Ümit Efendioglu	INTEGRATION/IPG
7	Simel Esim	ILO ROAS, Beirut
8	Ginette Forgues	ILO SOR, Bangkok
9	Maria Gallotti	GENPROM
10	Pierre Guillet de Monthoux	Consultant
11	Joanna Jackson	Consultant
12	Christian Jacquier	STEP
13	Heidi Solheim Johansen	INTEGRATION
14	Alim Khan	EMP/SFP
15	Vincent Lubasi	SYNDICOOP
16	Angela Mwaikambo	ILO Dar-es-salaam
17	Flora Nyambo-Minja	ILO Dar-es-salaam
18	Burt Perrin	Consultant
19	Huseyin Polat	SYNDICOOP
20	Peter Poschen	INTEGRATION/NPG
21	Peter van Rooij	EMP/SFP
22	Sara Silveira	CINTERFOR
23	Alagandram Sivananthiram	IFP-DIALOGUE
24	Anne Trebilcock	INTEGRATION
25	Mito Tsukamoto	CODEV
26	Mario Tueros	ILO SRO, Lima
27	Catherine Vaillancourt-Laflamme	INTEGRATION
28	Peter Wichmand	IPEC

Annex 3

Criteria for good practice

Criteria for good practice

🌟 Relevance

Relevance is about how closely a practice is applicable to the context and the people. Factors like cultural traditions, political system or economic organization are usually included insofar as they affect those in the informal economy.

🌟 Impact

The practice should demonstrate a positive and tangible impact, either direct or indirect, on improving the situation of people in the informal economy and/or improving public policies. It should not have unintended negative consequences. Desirable spill-over effects would include unintended positive impact on other groups of influence at a macro level.

Criteria for good practice

🌟 Sustainability

Sustainability is the ability of a practice to continue, and to continue being effective; it should result in lasting changes. In particular, the question must be asked whether an activity will continue to be effective if it loses all or some external funding. Building in participation of institutions facilitates this. The practices should also allow for adjustments over time to continue to adapt to changes in framework conditions. The degree to which a practice is able to respond to changing conditions and demands will contribute to its continued usefulness.

Criteria for good practice

🌟 Evidence of effectiveness

Effectiveness refers to an activity's overall success in producing the desired outcomes and attaining its overall objectives.

Criteria for good practice

☀ **Empowerment**

The practice should result in the empowerment of the people in the informal economy. It should include participation of the constituents.

☀ **Responsiveness**

The practice being implemented should be in response to a need, respectful of the interests and desires of the beneficiaries.

Criteria for good practice

☀ **Innovative/creative**

What is special about this practice that makes it of potential interest to others? A practice need not be new to fit this criterion. It may, for example, be an approach that has been in use for some time at one setting, but not widely known or applied elsewhere. It could be the result of self-learning.

Criteria for good practice

☀ **Transferability**

Best practices, almost by definition, need to be transferable or adaptable to other similar circumstances..

☀ **Replicability**

Best practices, almost by definition, need to be adaptable to other similar circumstances. Where similar concepts or principles can be found in the policies of more than one country (or region), it is possible to assume that these principles are recognized as worthwhile. Thus, in this context, best practice could be a concept or principle rather than a specific initiative

Criteria for good practice

☀ Efficiency

Efficiency is maximum benefit and minimum cost. It is about the capacity to produce desired results with a minimum of expenditure of energy, time or resources. After comparing costs and results, the efficiency of some practices under consideration may not be high, but they may be the only practices that work under the circumstances. Other activities, however useful, may not produce a substantial enough benefit to justify the cost in terms of money or other resources.

Criteria for good practice

☀ Ease of implementation

Would it be easy for others to carry out the action?
Would it be readily accepted by the actors involved (constituents, other staff, etc.)?

Criteria for good practice

☀ Ethical soundness

An ethical practice is one that follows or does not violate principles of social and professional conduct. It should be in keeping with ILO labour standards.

☀ Gender aspect

The practice should be sensitive to gender issues and promote gender equality.

