



International
Labour
Organization

► Programme and Budget for 2024-25

Updated results and
measurement frameworks

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Explanatory note

During the discussion of the Director-General's Programme and Budget proposals for 2024-25 in March 2023, the Office committed to updating the preliminary baseline and target data presented in the results framework, based on information available in December 2022. 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, as revised by the end of 2023 considering progress in decent work trends and in the implementation of the ILO's programme during the 2022-23 biennium. These data supersede those included in the published [Programme and Budget for 2024-25](#).

Part II contains the **measurement framework** for the output indicators of the eight policy outcomes. 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, January 2024*

Updated results framework for 2024–25

Table 1. Long-term impact

Social justice through decent work: A fair, inclusive and secure future of work with full, productive and freely chosen employment and decent work for all			
Impact indicators	Means of verification	Baseline	Target
Proportion of employed population below the international poverty line, by sex, age and geographical location (urban/rural) (working poverty rate, subcomponent of SDG indicator 1.1.1).	ILOSTAT	7.1% (2022) 6.9% (2023)	Eradicate extreme poverty for all people everywhere (SDG target 1.1).
Annual growth in average real monthly earnings of employees (linked to SDG indicator 8.5.1).	ILOSTAT	0.6% (2022) -0.7% (2023)	Full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value (SDG target 8.5).
Unemployment rate, by sex, age and persons with disabilities (SDG indicator 8.5.2).	ILOSTAT	6.3% (2022) 5.1% (2023)	Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality (SDG target 10.4).
Labour share of GDP (SDG indicator 10.4.1).	ILOSTAT	53.8% (2020)	

Table 2. Policy outcomes

Impact indicators	Means of verification	Baseline*	Target
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 is 4.5 on a scale of 0 to 10 (0 being the best and 10 the worst) for 2020 and 2021.	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- ILOSTAT	9.5%, equivalent to 160 million children, of which 63 million are girls (2020).	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, by 2025, 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).	

* The baseline of the output indicators corresponds to results in similar indicators reported in 2022-23, unless otherwise indicated.

Impact indicators	Means of verification	Baseline*	Target
Output 1.1. Increased capacity of Member States to ratify international labour standards			
1.1.1. Number of ratifications of:	ILO Information System on International Labour Standards (NORMLEX)	(a) 2,078 (December 2023) (b) 2,389 (December 2023)	(a) 35 additional ratifications (9 in Africa, 5 in the Americas, 2 in the Arab States, 15 in Asia and the Pacific, and 4 in Europe and Central Asia). (b) 70 additional ratifications (18 in Africa, 14 in the Americas, 4 in the Arab States, 20 in Asia and the Pacific, and 14 in Europe and Central Asia).
(a) fundamental and governance Conventions/ Protocols;			
(b) up-to-date technical Conventions.			
Output 1.2. Increased capacity of constituents to drive effective application of international labour standards			
1.2.1. Number of cases of progress in the application of ratified Conventions noted with satisfaction by the supervisory bodies.	Reports by ILO supervisory bodies compiled in NORMLEX.	50 cases of progress.	50 cases of progress.
1.2.2. Percentage of new UN Cooperation Frameworks that include measures to address issues raised by the ILO supervisory bodies.	UN Cooperation Framework documents; UN Development Coordination Office.	11 UNSDCF.	30% (equivalent to 12 UNSDCF).
Output 1.3. Increased capacity of constituents, partners and stakeholders to engage with normative action			
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.	NORMLEX	40%	40% in 2024 40% in 2025
1.3.2. Number of Member States with tripartite mechanisms enabling 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 by ILO supervisory bodies.	14 Member States (5 in Africa, 3 in the Americas, 1 in Arab States, 4 in Asia and the Pacific, 1 in Europe and Central Asia).	20 Member States (5 in Africa, 6 in the Americas, 1 in Arab States, 6 in Asia and the Pacific, 2 in Europe and Central Asia).
Output 1.4. Increased capacity of constituents, partners and stakeholders to respect, promote and realize fundamental principles and rights at work			
1.4.1. Number of Member States in which there are 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.	Not applicable (new indicator).	20 Member States (5 in Africa, 8 in the Americas, 6 in Asia and the Pacific, 1 in Europe and Central Asia).

Impact indicators	Means of verification	Baseline*	Target
1.4.2. Number of Alliance 8.7 Pathfinder countries that have taken action on child labour, forced labour or trafficking in persons.	Alliance 8.7 information platform and official national reports compiled in the ILO Strategic Management System.	Not applicable (new indicator).	17 Member States (7 in Africa, 4 in the Americas, 5 in Asia and the Pacific, 1 in Europe and Central Asia).

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

1.5.1. Number of Member States with new or improved initiatives to apply ILO sectoral standards and sectoral codes of practice and guidelines endorsed by the Governing Body.	National documents and reports, including from EBMOs and workers' organizations, compiled through the ILO Sectoral Coordination Mechanism; reports by ILO supervisory bodies.	15 Member States (8 in Africa, 2 in Arab States, 5 in Asia and the Pacific).	13 Member States (4 in Africa, 3 in the Americas, 1 in Arab States, 5 in Asia and the Pacific).
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2. Strong, representative and influential tripartite constituents and effective social dialogue

Outcome indicator to be developed.

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, document proceedings, service/training records, guides/manuals, and business plans/strategies of EBMOs; partnership agreements, media coverage or other official documents.	36 organizations (13 in Africa, 10 in the Americas, 4 in Arab States, 6 in Asia and the Pacific, 3 in Europe and Central Asia).	36 organizations (10 in Africa, 13 in the Americas, 1 in Arab States, 8 in Asia and the Pacific, 4 in Europe and Central Asia).
2.1.2. Number of EBMOs that produce analyses on the changing business environment and conduct advocacy activities to influence policymaking.	Reports, document proceedings, service/training records, guides/manuals, and business plans/strategies of EBMOs; partnership agreements, media coverage or other official documents.	23 organizations (7 in Africa, 6 in the Americas, 6 in Asia and the Pacific, 4 in Europe and Central Asia).	24 organizations (9 in Africa, 6 in the Americas, 1 in Arab States, 5 in Asia and the Pacific, 3 in Europe and Central Asia).

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

2.2.1. Number of national workers' organizations with innovative 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; media; national, regional and multilateral policies, laws and regulation; trade agreements; comments and reports of the ILO supervisory bodies.	35 organizations (14 in Africa, 6 in the Americas, 4 in Arab States, 9 in Asia and the Pacific, 2 in Europe and Central Asia).	38 organizations (13 in Africa, 8 in the Americas, 4 in Arab States, 10 in Asia and the Pacific, 3 in Europe and Central Asia).
2.2.2. Number of workers' organizations that produce proposals considered in social dialogue mechanisms for policymaking.	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.	35 organizations (12 in Africa, 10 in the Americas, 4 in Arab States, 6 in Asia and the Pacific, 3 in Europe and Central Asia).	38 organizations (15 in Africa, 8 in the Americas, 3 in Arab States, 10 in Asia and the Pacific, 2 in Europe and Central Asia).

Impact indicators	Means of verification	Baseline*	Target
Output 2.3. Increased capacity of Member States to make social dialogue more influential and labour relations institutions and processes more effective			
2.3.1. Number of Member States in which there are newly established or strengthened institutions and processes for social dialogue.	Official national documents and reports, including from employers' and workers' organizations, and reports by ILO supervisory bodies.	37 Member States (12 in Africa, 5 in the Americas, 3 in Arab States, 8 in Asia and the Pacific, 9 in Europe and Central Asia).	34 Member States (13 in Africa, 4 in the Americas, 3 in Arab States, 10 in Asia and the Pacific, 4 in Europe and Central Asia).
2.3.2. Number of Member States in which there are 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 by ILO supervisory bodies.	(a) Collective bargaining: 11 Member States (6 in Africa, 4 in Asia and the Pacific, 1 in Europe and Central Asia). (b) Workplace cooperation: 10 Member States (1 in Africa, 1 in the Americas, 8 in Asia and the Pacific).	(a) Collective bargaining: 19 Member States (8 in Africa, 1 in the Americas, 2 in Arab States, 5 in Asia and the Pacific, 3 in Europe and Central Asia). (b) Workplace cooperation: 8 Member States (3 in the Americas, 2 in Arab States, 3 in Asia and the Pacific).
2.3.3. Number of Member States in which there are 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 by ILO supervisory bodies.	Not applicable (new indicator).	19 Member States (6 in Africa, 3 in the Americas, 1 in Arab States, 6 in Asia and the Pacific, 3 in Europe and Central Asia).
Output 2.4. Increased institutional capacity of labour administrations			
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 by ILO supervisory bodies.	24 Member States (7 in Africa, 8 in the Americas, 2 in Arab States, 4 in Asia and the Pacific, 3 in Europe and Central Asia).	20 Member States (6 in Africa, 6 in the Americas, 6 in Asia and the Pacific, 2 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 by ILO supervisory bodies.	38 Member States (15 in Africa, 10 in the Americas, 3 in Arab States, 6 in Asia and the Pacific, 4 in Europe and Central Asia).	36 Member States (13 in Africa, 8 in the Americas, 4 in Arab States, 8 in Asia and the Pacific, 3 in Europe and Central Asia).

Impact indicators	Means of verification	Baseline*	Target
3. Full and productive employment for just transitions			
Proportion of informal employment in total employment, by sex (SDG indicator 8.3.1).	ILOSTAT	Female: 54.8% (2022) 55.4% (2023) Male: 59.8% (2022) 59.8% (2023) Total: 57.8% (2022) 58.0% (2023)	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: 45.2% (2022) 46.1% (2023) Male: 69.1% (2022) 69.4% (2023) Total: 57.1% (2022) 57.7% (2023)	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	Total: 21.7% (2022) 21.7% (2023)	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.	43 Member States with a developed and operationalized strategy for youth employment (2021). ¹	
Output 3.1. Increased capacity of Member States to develop and implement comprehensive employment policy frameworks			
3.1.1. Number of Member States with comprehensive employment policy frameworks.	Official national reports and documentation compiled in the ILO Strategic Management System.	26 Member States (10 in Africa, 5 in the Americas, 4 in Arab States, 5 in Asia and the Pacific, 2 in Europe and Central Asia).	29 Member States (13 in Africa, 3 in the Americas, 2 in Arab States, 10 in Asia and the Pacific, 1 in Europe and Central Asia).
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 reports and documentation compiled in the ILO Strategic Management System.	Not applicable (new indicator).	9 Member States (6 in Africa, 3 in Asia and the Pacific).

Impact indicators	Means of verification	Baseline*	Target
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.	6 Member States (1 in Africa, 1 in Arab States, 3 in Asia and the Pacific, 1 in Europe and Central Asia).	16 Member States (4 in Africa, 4 in the Americas, 3 in Arab States, 5 in Asia and the Pacific).
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.	21 Member States (12 in Africa, 2 in the Americas, 1 in Arab States, 6 in Asia and the Pacific).	23 Member States (8 in Africa, 5 in the Americas, 3 in Arab States, 6 in Asia and the Pacific, 1 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.	25 Member States (12 in Africa, 1 in the Americas, 3 in Arab States, 7 in Asia and the Pacific, 2 in Europe and Central Asia).	24 Member States (8 in Africa, 1 in the Americas, 3 in Arab States, 9 in Asia and the Pacific, 3 in Europe and Central Asia).
3.2.4. Number of people who benefited from skills and lifelong learning services with ILO support.	ILO Skills Tracker initiative.	Not applicable (new indicator).	400,000 persons (200,000 in Africa, 60,000 in the Americas, 45,000 in Arab States, 60,000 in Asia and the Pacific, 35,000 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 with measures for decent work in rural areas.	Official national reports and documentation compiled in the ILO Strategic Management System.	26 Member States (10 in Africa, 6 in the Americas, 3 in Arab States, 9 in Asia and the Pacific, 2 in Europe and Central Asia).	21 Member States (7 in Africa, 6 in the Americas, 1 in Arab States, 5 in Asia and the Pacific, 2 in Europe and Central Asia).
Output 3.4. Increased capacity of Member States to develop effective and efficient labour market programmes and services to support transitions			
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.	21 Member States (8 in Africa, 7 in the Americas, 1 in Arab States, 2 in Asia and the Pacific, 3 in Europe and Central Asia).	18 Member States (4 in Africa, 6 in the Americas, 1 in Arab States, 3 in Asia and the Pacific, 4 in Europe and Central Asia).
3.4.2. Number of workdays generated with ILO support through inclusive employment-intensive investment programmes to create more and better jobs.	Project information compiled in the ILO Strategic Management System.	Not applicable (new indicator).	At least 1 million workdays.

Impact indicators	Means of verification	Baseline*	Target
Output 3.5. Increased capacity of Member States to promote decent employment for youth			
3.5.1. Number of Member States with integrated employment and skills programmes for youth, including with a focus on green, digital, care and other emerging sectors.	Official national reports and documentation compiled in the ILO Strategic Management System.	Not applicable (new indicator).	10 Member States (4 in Africa, 2 in the Americas, 1 in Arab States, 2 in Asia and the Pacific, 1 in Europe and Central Asia).
4. Sustainable enterprises for inclusive growth and decent work			
Annual growth rate of real GDP per employed person (SDG indicator 8.2.1).	ILOSTAT	0.6% (2022) 0.7% (2023)	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).
Output 4.1. Increased capacity of constituents to create enabling environments for entrepreneurship, sustainable enterprises, decent work and productivity growth			
4.1.1. Number of Member States with a strategy and/or action plan to improve the enabling environment for sustainable enterprises' creation and growth.	Official national reports and documentation compiled in the ILO Strategic Management System.	14 Member States (7 in Africa, 2 in Arab States, 4 in Asia and the Pacific, 1 in Europe and Central Asia).	11 Member States (5 in Africa, 2 in the Americas, 2 in Arab States, 2 in Asia and the Pacific).
Output 4.2. Increased capacity of constituents to develop more resilient, inclusive and sustainable enterprises in supply chains and responsible business conduct for decent work			
4.2.1. Number of Member States with policies and measures to promote responsible business conduct for decent work, including in supply chains, based on 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.	17 Member States (5 in Africa, 7 in the Americas, 1 in Arab States, 3 in Asia and the Pacific, 1 in Europe and Central Asia).	22 Member States (6 in Africa, 7 in the Americas, 1 in Arab States, 7 in Asia and the Pacific, 1 in Europe and Central Asia).
Output 4.3. Increased support for enterprises – especially MSMEs – to achieve decent work and improve productivity			
4.3.1. Number of Member States with effective interventions to support productivity, entrepreneurship and green business models.	Official national reports and documentation compiled in the ILO Strategic Management System.	43 Member States (20 in Africa, 7 in the Americas, 3 in Arab States, 10 in Asia and the Pacific, 3 in Europe and Central Asia).	36 Member States (17 in Africa, 7 in the Americas, 3 in Arab States, 7 in Asia and the Pacific, 2 in Europe and Central Asia).

Impact indicators	Means of verification	Baseline*	Target
Output 4.4. Increased capacity of 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 of enterprises and the workers they employ to formality.	Official national reports and documentation compiled in the ILO Strategic Management System.	17 Member States (7 in Africa, 4 in the Americas, 1 in Arab States, 4 in Asia and the Pacific, 1 in Europe and Central Asia).	17 Member States (8 in Africa, 4 in the Americas, 1 in Arab States, 4 in Asia and the Pacific).
Output 4.5. Increased capacity of constituents to build a strong and resilient social and solidarity economy for decent work			
4.5.1. Number of Member States that have incorporated social and solidarity economy elements into new or existing policies or legislation.	Official national reports and documentation compiled in the ILO Strategic Management System.	Not applicable (new indicator).	6 Member States (1 in Africa, 3 in the Americas, 1 in Arab States, 1 in Asia and the Pacific).
5. Gender equality and equality of treatment and opportunities for all			
Proportion of women in managerial positions (SDG indicator 5.5.2).	ILOSTAT	27.9% (2019) 28.1% (2021)	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).
Share of informal employment among women.	ILOSTAT	54.8% (2022) 55.4% (2023)	Significantly increase women in formal employment.
Output 5.1. Increased capacity of Member States to design and implement a transformative agenda on 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.	13 Member States (2 in Africa, 3 in the Americas, 4 in the Arab States, 1 in Asia and the Pacific, 3 in Europe and Central Asia).	21 Member States (5 in Africa, 4 in the Americas, 2 in Arab States, 5 in Asia and the Pacific, 5 in Europe and Central Asia).
5.1.2. Number of Member States that have taken 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.	23 Member States (13 in Africa, 4 in the Americas, 1 in Arab States, 4 in Asia and the Pacific, 1 in Europe and Central Asia).	22 Member States (9 in Africa, 4 in the Americas, 1 in Arab States, 6 in Asia and the Pacific, 2 in Europe and Central Asia).

Impact indicators	Means of verification	Baseline*	Target
Output 5.2. Increased capacity of constituents to promote investments and decent work in the care economy			
5.2.1. Number of Member States with gender-responsive macro-economic policies or strategies to finance the expansion of care-related infrastructure, social protection, public care services, or care policy packages that support decent employment.	Official national reports and documentation compiled in the ILO Strategic Management System.	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).	10 Member States (1 in Africa, 1 in the Americas, 1 in Arab States, 5 in Asia and the Pacific, 2 in Europe and Central Asia).
5.2.2. Number of Member States with laws, policies and measures to improve labour rights and working conditions of care workers, including domestic workers.	Official national reports and documentation compiled in the ILO Strategic Management System.	12 Member States (1 in Africa, 5 in the Americas, 3 in Arab States, 1 in Asia and the Pacific, 2 in Europe and Central Asia).	16 Member States (2 in Africa, 4 in the Americas, 2 in Arab States, 4 in Asia and the Pacific, 4 in Europe and Central Asia).
5.2.3. Number of care workers covered by measures aimed at improving labour rights and working conditions.	Official national reports, documentation and project information compiled in the ILO Strategic Management System.	Not applicable (new indicator).	To be determined by April 2024.
5.2.4. Number of Member States that have measures aimed at more balanced sharing of family responsibilities between women and men.	Official national reports and documentation compiled in the ILO Strategic Management System.	11 Member States (2 in Africa, 3 in the Americas, 1 in the Arab States, 1 in Asia and the Pacific, 4 in Europe and Central Asia).	6 Member States (1 in Africa, 1 in the Americas, 1 in Arab States, 1 in Asia and the Pacific, 2 in Europe and Central Asia).
Output 5.3. Increased capacity of constituents to prevent and address discrimination-based violence and harassment at work			
5.3.1. Number of Member States that have taken 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.	29 Member States (10 in Africa, 6 in the Americas, 2 in Arab States, 5 in Asia and the Pacific, 6 in Europe and Central Asia).	29 Member States (10 in Africa, 3 in the Americas, 1 in Arab States, 10 in Asia and the Pacific, 5 in Europe and Central Asia).
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 71 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.

Impact indicators	Means of verification	Baseline*	Target
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 Member States for the realization of a safe and healthy working environment			
6.1.1. Number of Member States with improved governance of occupational safety and health through new policies, programmes or strengthened institutions.	Official national reports and documentation compiled in the ILO Strategic Management System.	30 Member States (14 in Africa, 8 in the Americas, 4 in Arab States, 3 in Asia and the Pacific, 1 in Europe and Central Asia).	38 Member States (19 in Africa, 5 in the Americas, 3 in Arab States, 9 in Asia and the Pacific, 2 in Europe and Central Asia).
6.1.2. Number of Member States with national recording and notification systems that allow the regular reporting against SDG indicator 8.8.1.	Official national reports and documentation compiled in the ILO Strategic Management System	3 Member States (1 in the Americas, 2 in Arab States).	8 Member States (2 in Africa, 1 in the Americas, 1 in Arab States, 3 in Asia and the Pacific, 1 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 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.	14 Member States (7 in Africa, 1 in Arab States, 4 in Asia and the Pacific, 2 in Europe and Central Asia).	15 Member States (5 in Africa, 2 in the Americas, 2 in Arab States, 5 in Asia and the Pacific, 1 in Europe and Central Asia).
6.2.2. Number of Member States in which 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.	8 Member States (4 in the Americas, 3 in Asia and the Pacific, 1 in Europe and Central Asia).	6 Member States (1 in Africa, 2 in the Americas, 2 in Asia and the Pacific, 1 in Europe and Central Asia).
Output 6.3. Increased capacity of Member States to extend labour protection to groups of workers facing a high risk of exclusion			
6.3.1. Number of Member States with a validated diagnosis and/or regulations, policies or compliance mechanisms to extend labour protection to workers facing a high risk of exclusion due to their work arrangements.	Official national reports and documentation compiled in the ILO Strategic Management System.	9 Member States (5 in Africa, 1 in the Americas, 3 in Europe and Central Asia).	8 Member States (1 in Africa, 4 in the Americas, 1 in Arab States, 1 in Asia and the Pacific, 1 in Europe and Central Asia).

Impact indicators	Means of verification	Baseline*	Target
6.3.2. Number of Member States with a validated diagnosis of the informal economy and/or policies, regulations or compliance mechanisms 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.	20 Member States (3 in Africa, 4 in the Americas, 3 in Arab States, 2 in Asia and the Pacific, 8 in Europe and Central Asia).	10 Member States (2 in Africa, 4 in the Americas, 1 in Arab States, 2 in Asia and the Pacific, 1 in Europe and Central Asia).
Output 6.4. Increased capacity of Member States to develop fair and effective labour migration frameworks			
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.	19 Member States (3 in Africa, 4 in the Americas, 1 in Arab States, 11 in Asia and the Pacific).	23 Member States (7 in Africa, 8 in the Americas, 1 in Arab States, 7 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.	28 Member States (5 in Africa, 10 in the Americas, 2 in Arab States, 10 in Asia and the Pacific, 1 in Europe and Central Asia).	28 Member States (7 in Africa, 9 in the Americas, 1 in Arab States, 10 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.	9 frameworks (5 in Africa, 1 in Arab States, 3 in Asia and the Pacific).	12 frameworks (4 in Africa, 2 in the Americas, 5 in Asia and the Pacific, 1 in Europe and Central Asia).
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> .	Female: 49.6% (2022) 49.8% (2023) Male: 53.9% (2022) 54.0% (2023) Total: 51.8% (2022) 51.9% (2023)	Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable (SDG target 1.3).
Number of people who benefit from social protection legal coverage or are legally entitled to more adequate benefits through ILO support.	ILO Social Protection Results Monitoring Tool and official national reports and documentation compiled in the ILO Strategic Management System.	Not applicable (new indicator).	At least 10 million persons (50% female).

Impact indicators	Means of verification	Baseline*	Target
Output 7.1. Increased capacity of Member States to develop social protection strategies, policies and legal frameworks that are inclusive, gender-responsive and sustainable			
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.	32 Member States (10 in Africa, 5 in the Americas, 3 in Arab States, 9 in Asia and the Pacific, 5 in Europe and Central Asia).	36 Member States (12 in Africa, 9 in the Americas, 3 in Arab States, 9 in Asia and the Pacific, 3 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 (17 in Africa, 7 in the Americas, 4 in Arab States, 7 in Asia and the Pacific, 3 in Europe and Central Asia).	31 Member States (16 in Africa, 3 in the Americas, 2 in Arab States, 6 in Asia and the Pacific, 4 in Europe and Central Asia).
Output 7.3. Increased capacity of Member States 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.	9 Member States (1 in Africa, 1 in the Americas, 2 in Arab States, 3 in Asia and the Pacific, 2 in Europe and Central Asia).	13 Member States (4 in Africa, 1 in the Americas, 2 in Arab States, 4 in Asia and the Pacific, 2 in Europe and Central Asia).
8. Integrated policy and institutional responses for social justice through decent work			
Share of international financial flows for decent work.	DAC-OECD, Creditor Reporting System.	0.9% of Official Development Assistance and Other Official Flows to developing countries disbursed by donor countries with decent work purposes (2019). 3.6% of Official Development Assistance and Other Official Flows to developing countries disbursed by multilateral agencies with decent work purposes (2019).	Mobilize additional financial resources for developing countries to achieve social justice through decent work.

Impact indicators	Means of verification	Baseline*	Target
Output 8.1. Improved coherence in multilateral support for the development and financing of integrated policy responses for social justice through decent work			
8.1.1. Number of Member States where tripartite constituents who participated in ILO capacity-building initiatives engaged in the development of the UN Cooperation Framework. ²	Training and evaluation reports; UN Cooperation Framework minutes and related documents.	34 Member States.	35 Member States.
8.1.2. Number of Member States with pathfinder status under the Global Accelerator on Jobs and Social Protection for Just Transitions.	Reports on progress in implementation of the Global Accelerator.	4 Member States.	16 Member States.
8.1.3. Number of partners joining the Global Coalition for Social Justice.	Reports on progress in implementation of the Global Coalition for Social Justice.	Not applicable (new indicator).	25 partners.
Output 8.2. Improved coherence in support and action to facilitate transition from the informal to the formal economy			
8.2.1. Number of Member States that implement an integrated strategy/approach on formalization.	Official national reports and documentation compiled in the ILO Strategic Management System.	Not applicable (new indicator).	8 Member States (4 in Africa, 3 in the Americas, 1 in Asia and the Pacific).
Output 8.3. Improved coherence in support and action to facilitate just transitions towards environmentally sustainable economies and societies			
8.3.1. 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.	19 Member States (10 in Africa, 4 in the Americas, 1 in Arab States, 4 in Asia and the Pacific).	21 Member States (6 in Africa, 10 in the Americas, 2 in Arab States, 2 in Asia and the Pacific, 1 in Europe and Central Asia).
Output 8.4. Improved coherence in support and action to advance decent work outcomes in supply chains			
8.4.1. Number of Member States with an integrated approach to decent work in supply chains in line with the ILO strategy.	Official national reports and documentation compiled in the ILO Strategic Management System.	Not applicable (new indicator).	11 Member States (2 in Africa, 3 in the Americas, 2 in Arab States, 3 in Asia and the Pacific, 1 in Europe and Central Asia).
Output 8.5. Improved coherence in support and action to promote decent work in crises and post-crisis situations			
8.5.1. 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.	Not applicable (new indicator).	20 Member States (5 in Africa, 4 in the Americas, 3 in Arab States, 6 in Asia and the Pacific, 2 in Europe and Central Asia).

¹ 137 Member States with data as of February 2022. ² Indicator corresponding to the ILO Development Cooperation Strategy 2020–25.

Table 3. Enablers

Indicators	Means of verification	Baseline*	Target
A. Enhanced knowledge, innovation, cooperation and communication to advance social justice			
Output A.1. More and better statistics with 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.	28 Member States.	20 Member States.
A.1.2. Percentage increase in the annual data reported to the UN for SDG indicators that the ILO is custodian of.	ILOSTAT, annual ILO reporting of SDG data to the UN.	Data points for the years 2020 and 2021 reported to the UN SDG Indicators Global Database in 2023.	5% increase over the baseline.
Output A.2. Evidence-based research to promote the human-centred approach			
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.	Publications, platforms, databases and web pages of the ILO and partner institutions.	186	10% increase over the baseline.
A.2.2. References to ILO research and knowledge products in:	Global forums, UN entities and international financial institution web pages and publications; ILO citation tracking system; ILO media tracking system and web page analytics, including document downloads.	(a) (a) 768 (b) 807 (c) 2,539 (d) 573 (e) 997 (WESO Trends)	5% increase over the baseline in each category.
(a) declarations and outcome documents of global forums, including UN General Assembly and summits of G20, G7 and BRICS;			
(b) UN entities and international financial institution reports;			
(c) peer-reviewed academic journals;			
(d) documents produced by constituent organizations;			
(e) the media.			
Output A.3. Innovative approaches to promote social justice through decent work identified, promoted and scaled up			
A.3.1. Number of active networks and communities of practice on knowledge management and innovation.	Reports on progress in implementation of the ILO Strategy on knowledge and innovation.	Not applicable (new indicator).	5

* The baseline of the output indicators corresponds to results in similar indicators reported in 2022-23, unless otherwise indicated.

Indicators	Means of verification	Baseline*	Target
Output A.4. Expanded partnerships and development cooperation in support of the policy outcomes			
A.4.1. Share and composition of voluntary contributions. ¹	ILO financial statements.	Voluntary contributions represent 48.9% of available resources.	50%
		Unearmarked (RBSA) and lightly earmarked voluntary contributions represent 20.6% of voluntary contributions.	15%
		UN funding (Multi-partner Trust Fund and funding from UN entities) represents 6.3% of voluntary contributions.	15%
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. ¹	Memoranda of understanding, letters of intent, road maps or other formal agreements.	11 partnerships.	6 new partnerships.
Output A.5. Enhanced communication for strengthened outreach and advocacy			
A.5.1. Increase in audience size across main ILO global public online channels.	Data collected from across social media and web channels using Google analytics and other means.	Newsletter: +11% X: +13% LinkedIn: +61% Facebook: +16% ILO Newsroom: -17%	10% increase on ILO audience size overall.
A.5.2. Number of communication partnerships to extend ILO audience reach.	Data on partnerships and audience reach from partners' channels.	Not applicable (new indicator).	4 new communication partnerships.
B. Improved leadership and governance			
Output B.1. Enhanced leadership and strategic direction to ensure organizational impact			
B.1.1. Authoritative policy guidance by ILO governing organs to ensure organizational leadership in driving a human-centred approach for social justice and decent work based on the ILO Centenary Declaration.	Official records of ILO governing organs; UN General Assembly; boards of UN and other multilateral entities; memoranda of understanding and agreements with partners.	See results under indicator B.1.1 in Programme Implementation Report 2022-23.	All policy-related outcome documents adopted by the International Labour Conference as per the agenda. Support by the UN, multilateral organizations and development partners for policy-related outcome documents adopted by the International Labour Conference – same as or above the baseline.

Indicators	Means of verification	Baseline*	Target
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. ¹	DWCP documents, reports from Resident Coordinators' Offices, and records of DWCP steering committee meetings.	100%	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 official documents are published electronically on time.	100% of official documents are published electronically on time.
B.2.2. Percentage reduction in the length of reports containing the summary of proceedings of Conference committees.	Reports posted on the International Labour Conference web page.	To be determined.	20% reduction.
B.2.3. Percentage reduction in the length of papers produced for Governing Body sessions.	Papers posted on the Governing Body web page.	To be determined.	5% reduction.
Output B.3. Strengthened oversight, evaluation and risk management to ensure transparency, accountability and learning			
B.3.1. The 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.	The average time to provide action plans was 3.6 months.	All units responsible for implementing oversight recommendations provide their action plans within 3 months of the audit report being issued.
		99.2% of audit recommendations accepted by management were either fully implemented (65.6% or in progress (33.6%)).	95% of audit recommendations accepted by management are satisfactorily addressed within 6 months of the report's date.
B.3.3. Percentage of mandatory and corporate evaluations completed in a timely manner and in accordance with UNEG quality standards and ILO's specific learning needs.	i-eval Discovery data.	97% of independent evaluations were completed in a timely manner.	95% (maintained or exceeded in response to changes in portfolio).

Indicators	Means of verification	Baseline*	Target
B.3.4. Percentage of actionable recommendations fully or partially implemented within 12 months of completion of the evaluation.	Automated Management Response system.	71% of recommendations were fully or partially implemented.	95%
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% (2022)	100%
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.	Partial development of guidelines for project design and employment-intensive investments.	50%

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

Output C.1. An improved digital environment and physical infrastructure 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.	19,057 tCO ₂ (2018–19).	Reduction of 10% against 2018–19 baseline.
C.1.2. Number of existing applications migrated to the new Integrated Workplace Management System.	Applications database and progress report of project to develop the new system.	In 2023, eight out of 12 legacy applications (highest priority) migrated to the new system.	100% of applications migrated.
C.1.3. Number of publication types produced through the digital publishing production platforms.	Performance reporting from headquarters publication production service.	30% of publications identified for migration to digital publishing converted.	40% of publications identified for migration to digital publishing converted.
C.1.4. Percentage of flagship headquarters publications produced with minimum accessibility standards. ²	Performance reporting from headquarters publication production service.	100% of flagship reports produced with at least minimum accessibility standards.	100% of flagship reports produced with at least minimum accessibility standards.

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. ¹	IATI portal and OECD–DAC and UN reports.	52% (2022)	90% of ILO financial data is covered in the ILO's IATI publication.
	ILO data quality assessment mechanism.	18 data quality issues identified by end 2023.	Reduction in the number of data quality issues by 70%.
C.2.2. Percentage of results achieved through integrated use of funding.	ILO Programme Implementation Report and Decent Work Results dashboard.	72%	At least 80% across all regions.

Indicators	Means of verification	Baseline*	Target
Output C.3. Improved policies and processes to ensure a diverse, motivated and high-performing workforce			
C.3.1. Percentage of staff on regular budget positions who change position or duty station for one year or more. ³	Staff data in the ILO's Integrated Resource Information System.	15% (by end of 2023).	5% increase over baseline.
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. ³	The Performance Management module of ILO People.	83% (by end of 2023).	5% increase over baseline.
<p>¹ Indicator corresponding to the ILO Development Cooperation Strategy 2020–25.</p> <p>² Indicator corresponding to the ILO Disability Inclusion Policy and Strategy 2020–23.</p> <p>³ Indicator corresponding to the ILO Human Resources Strategy 2020–25.</p>			

Measurement framework for the outputs of the policy outcomes for 2024-25

Outcome 1: Strong, modernized normative action for social justice

Output 1.1. Increased capacity of Member States to ratify international labour standards	
<p>Indicator 1.1.1. Number of ratifications of:</p> <p>(a) fundamental and governance Conventions/Protocols</p> <p>(b) up-to-date technical Conventions/Protocols.</p>	
<p>Observable change measured by the indicator</p>	<p>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.</p>
<p>Key technical definitions</p>	<p>Fundamental Conventions and associated Protocols include:</p> <ul style="list-style-type: none"> • 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) <p>Governance Conventions include:</p> <ul style="list-style-type: none"> • 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) <p>Technical Conventions and associated Protocols include all other international labour Conventions and Protocols.</p> <p>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).</p> <p>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:</p>

	<ul style="list-style-type: none"> • C160 on labour statistics (related to C63 and C2, which are outdated) • MLC and C188 (related to a range of outdated maritime and fishing instruments) • C176 on safety and health in mines (related to C45, outdated) • C167 on safety and health in construction (related to C62, outdated) • C181 on private employment agencies (related to C34 and C96, outdated) • C81 and C129 on labour inspection (related to C85, outdated) • C88 on public employment services (related to employment policy) • C102 on social security (minimum standards) (related to a range of outdated social protection instruments) • C183 on maternity protection (related to C3 and C103, outdated)
Means of verification	<p>Official national documents and reports by ILO supervisory bodies, compiled in the ILO's Information System on International Labour Standards (NORMLEX).</p> <p>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.</p>
Reporting of results	<p>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).</p> <p>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.</p> <p>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.</p> <p>Once reported, ratifications are added to the baseline for the indicator.</p>
Output 1.2. Increased capacity of constituents to drive effective application of international labour standards	
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	<p>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.</p> <p>Information on the cases for which the CEACR has expressed satisfaction will be provided in the general part of the CEACR report published in 2025 or in 2026 (regardless of when the actual progress took place). The report published in 2025 reflects the outcome of the CEACR session of November-December 2024 and the report published in 2026 reflects the CEACR session of November-December 2025.</p>
Key technical definitions	<p>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</p>

	<p>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.</p> <p>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.</p>
<p>Means of verification</p>	<p>Official national documents and reports by ILO supervisory bodies, compiled in in ILO's Information System on International Labour Standards (NORMLEX).</p> <p>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.</p>
<p>Reporting of results</p>	<p>To be reported as a result, the ILO must have supported constituents in the Member State in relation to the progress noted by the supervisory bodies. In many cases, the support may have taken place over more than one biennium. A significant gap may exist between the time when a 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 support 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.</p> <p>The total number of cases reported in the biennium will become the baseline for the indicator.</p> <p>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.</p> <p>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.</p> <p>Reports of the supervisory bodies normally include follow-up requests to the Government to track longer-term effects of the supervisory process.</p>
<p>Indicator 1.2.2. Percentage of new UN Cooperation Frameworks that include measures to address standards-related issues, in particular issues raised by the ILO supervisory bodies</p>	
<p>Observable change measured by the indicator</p>	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. A formally adopted UN Sustainable Development Cooperation Framework 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.

<p>Key technical definitions</p>	<p>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, 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.</p> <p>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.</p> <p>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.</p> <p>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 also include additional outcomes that are not in the Cooperation Framework, on an exceptional basis, to capture normative and standard-setting activities not prioritized in the UN Cooperation Framework.</p>
<p>Means of verification</p>	<p>Official national documents and reports by ILO supervisory bodies, compiled in ILO normative databases.</p> <p>Database of UN Cooperation Frameworks and accompanying documents, and PROGRAM’s database of DWCPs.</p>
<p>Reporting of results</p>	<p>The result achieved during the biennium will be reported as the percentage of Cooperation Frameworks adopted in 2024-25 that include measures responding to issues raised by the supervisory bodies.</p> <p>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.</p> <p>The result reported in 2024-25 will become the baseline for the indicator.</p>

Output 1.3. Increased capacity of constituents, partners and stakeholders to engage with 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	<p>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.</p> <p>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.</p> <p>After the first reports, any report qualifies as “received” when it contains a reply to the relevant supervisory body’s comments.</p>
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	<p>Results are reported as an aggregate figure, irrespective of ILO support. To achieve the target set for the indicator, however, the ILO should focus on capacity building on reporting obligations, especially in those Member States that lag behind in terms of reporting.</p> <p>The result reported in 2024-25 will become the baseline for the indicator.</p>
Indicator 1.3.2 Number of Member States with tripartite mechanisms enabling constituents to effectively engage in the implementation of international labour standards at the national level, including reporting to the supervisory bodies	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 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. <p>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.</p>
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

	<p>with a view to strengthening the ILO supervisory mechanism. See this note for further information and relevant forms.</p> <p>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).</p> <p>Effective consultations means that:</p> <ul style="list-style-type: none"> • Their purpose is not to lead to an agreement but to assisting 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. <p>Areas envisaged in Article 5 of Convention No. 144 refer, in particular, to:</p> <ul style="list-style-type: none"> • 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, responses by the 3 constituents to the standard setting questionnaire on apprenticeships (in 2020 for the ILC 2021 or “brown report” in December 2021) or a response by the government that incorporates the views of the most representative organizations of employers and workers qualify 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; • 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.
<p>Means of verification</p>	<p>Official national documents and reports by ILO supervisory bodies, compiled in ILO normative databases.</p>
<p>Reporting of results</p>	<p>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.</p>

	<p>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.</p>
<p>Output 1.4. Increased capacity of constituents, partners and stakeholders to respect, promote and realize fundamental principles and rights at work</p>	
<p>Indicator 1.4.1. Number of Member States in which there are new or improved policies and programmes that address the mutually reinforcing nature of two or more fundamental principles and rights at work</p>	
<p>Observable change measured by the indicator</p>	<p>Change occurs when one or more of the following situations is observed:</p> <ul style="list-style-type: none"> • The government, in consultation with the social partners, adopts or improves existing strategies, policies or programmes 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 strategies, policies or programmes 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 government, in consultation with the social partners, adopts or improves integrated strategies, policies or programmes to promote all 5 categories of Fundamental Principles and Rights at Work (FPRW). • Employers’ or workers’ organizations adopt or improve integrated strategies, policies or programmes to promote all 5 categories of Fundamental Principles and Rights at Work (FPRW) <p>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.</p> <p>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).</p>
<p>Key technical definitions</p>	<p>“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.</p>
<p>Means of verification</p>	<p>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.</p>

<p>Reporting of results</p>	<p>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.</p> <p>For the purpose of the Implementation Report, the Office will clearly indicate results achieved by each of the constituents, separately.</p> <p>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.</p>
<p>Indicator 1.4.2. Number of Alliance 8.7 Pathfinder countries that have taken action on child labour, forced labour or trafficking in persons.</p>	
<p>Observable change measured by the indicator</p>	<p>Change occurs when a Pathfinder Country has implemented one or more of the measures stipulated in the adopted roadmap.</p>
<p>Key technical definitions</p>	<p>A Pathfinder Country is an ILO Member State which has been granted pathfinder status by the Alliance 8.7 Global Coordinating Group.</p> <p>An adopted roadmap is a national policy document for accelerated action to achieve SDG target 8.7 approved by the Government, following a whole-of-government and multi-stakeholder consultation process. Stakeholders include workers' and employers' organizations and civil society, academia and other relevant parties. The adopted roadmap identifies national priorities, strategies and action to tackle either forced labour, human trafficking, modern slavery, or child labour.</p>
<p>Means of verification</p>	<p>Annual Pathfinder Progress Reports which are submitted to the Alliance 8.7 Secretariat and reviewed by the Alliance's SDG 8.7 monitoring working group.</p>
<p>Reporting of results</p>	<p>The result will be reported in the biennium when the observable change, achieved with ILO support (including advocacy, awareness raising, capacity building or other catalytic 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.</p> <p>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.</p>
<p>Output 1.5. Increased capacity of constituents, partners and stakeholders to implement sectoral international labour standards, codes of practice, guidelines and tools</p>	
<p>Indicator 1.5.1. Number of Member States with new or improved initiatives to apply ILO sectoral standards and sectoral codes of practice and guidelines endorsed by the Governing Body</p>	
<p>Observable change measured by the indicator</p>	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 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

	<p>revised sectoral initiative based on ILO sectoral standards and tools or outcomes of sectoral meetings;</p> <p>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.</p> <p>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.</p>
<p>Key technical definitions</p>	<p>A governmental entity refers to labour or line national, provincial or local agencies responsible for labour or sector specific policies and programmes (e.g., agriculture, education, fishing, health, industry & manufacturing, maritime, mining, tourism, transport, water).</p> <p>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).</p> <p>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.</p> <p>Sectoral standards are listed at the end of this section.</p> <p>Sectoral tools are codes of practices and guidelines endorsed by the Governing Body (also listed at the end of this section).</p>
<p>Means of verification</p>	<p>National / sectoral documents and reports, including from employers' and workers' organizations; reports by ILO supervisory bodies; reports of ILO sectoral meetings; reports and recommendations from the Sectoral Advisory Bodies; surveys of participants to sectoral meetings; database of UN Cooperation Frameworks and accompanying documents, and ILO-database of DWCPs.</p>
<p>Reporting of results</p>	<p>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.</p> <p>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.</p> <p>In cases where change occurs within ILO work on wider topics, only the sectoral aspect will be reported under this indicator.</p>

SECTORS	CONVENTIONS AND RECOMMENDATIONS (up-to-date only)
AGRICULTURE, PLANTATIONS, OTHER RURAL SECTORS	<ul style="list-style-type: none"> • Safety and Health in Agriculture Convention, 2001 (No.184) and its accompanying Recommendation, 2001 (No. 192) • Rural Workers’ Organizations Convention, 1975 (No.141) and its accompanying Recommendation, 1975 (N° 149) • Labour Inspection (Agriculture) Convention, 1969 (N°129) and its accompanying Recommendation, 1969 (No. 133) • Plantations Convention, 1958 (N° 110), its accompanying Recommendation, 1958 (No.110) and Protocol of 1982 to the Plantations Convention, 1958 (N° 110)
COMMERCE	<ul style="list-style-type: none"> • C120 - Hygiene (Commerce and Offices) Convention, 1964 (No. 120) and its accompanying Recommendation, 1964 (No. 120) • C 106 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) and its accompanying Recommendation, 1957 (No. 103)
CONSTRUCTION & INFRASTRUCTURE	<ul style="list-style-type: none"> • Safety and Health in Construction Convention, 1988 (No. 167) and its accompanying Recommendation, 1988 (No. 175)
EDUCATION AND RESEARCH	<ul style="list-style-type: none"> • ILO/UNESCO Recommendation concerning the Status of Teachers, 1966 • UNESCO Recommendation concerning the Status of Higher Education (1997)
FORESTRY, WOOD, PULP, PAPER	<ul style="list-style-type: none"> • Safety and Health in Agriculture Convention, 2001 (No.184) and its accompanying Recommendation, 2001 (No. 192)
HEALTH SERVICES	<ul style="list-style-type: none"> • Nursing Personnel Convention, 1977 (No.149) and its accompanying Recommendation, 1977 (No. 157)
HOTELS, CATERING AND TOURISM	<ul style="list-style-type: none"> • Working Conditions (Hotels and Restaurants) Convention (N° 172), 1991 and its accompanying Recommendation, 1991 (No. 179)
MARITIME (FISHING)	<ul style="list-style-type: none"> • Work in Fishing Convention, 2007 (No. 188) and its accompanying Recommendation, 2007 (No. 199)
MARITIME (PORTS)	<ul style="list-style-type: none"> • Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152) and its accompanying Recommendation, 1979 (No. 160) • Dock Work Convention, 1973 (No.137)
MARITIME (SHIPPING)	<ul style="list-style-type: none"> • Maritime Labour Convention, 2006, as amended • Seafarers’ Identity Documents Convention (Revised), 2003 (No.185)
MEDIA, CULTURE, GRAPHICAL	<ul style="list-style-type: none"> • ILO/UNESCO/WIPO International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations (Rome Convention), 1961
MINING	<ul style="list-style-type: none"> • Safety and Health in Mines Convention, 1995 (No. 176) and its accompanying Recommendation, 1995 (No. 183) • Medical Examination of Young Persons (Underground Work) Convention, 1965 (No.124) and its accompanying Recommendation, 1965 (N° 125)
PUBLIC SERVICES	<ul style="list-style-type: none"> • Labour Clauses (Public Contracts) Convention, 1949 (No. 94) and its accompanying Recommendation, 1949 (N° 84)

SECTORS	CONVENTIONS AND RECOMMENDATIONS (up-to-date only)
	<ul style="list-style-type: none"> Labour Relations (Public Service) Convention, 1978 (No. 151) and its accompanying Recommendation, 1978 (No. 159)

SECTORS	GB ENDORSED TOOLS (codes of practice and guidelines)
AGRICULTURE, PLANTATIONS, OTHER RURAL SECTORS	<ul style="list-style-type: none"> Code of Practice on safety and health in agriculture, 2010¹ Policy guidelines for the promotion of decent work in the agri-food sector, 2023²
BASIC METAL PRODUCTION	<ul style="list-style-type: none"> Code of Practice on safety and health in the iron and steel industry, 2005 Code of Practice on safety and health in the non-ferrous metals industries, 2001
CHEMICAL AND PHARMACEUTICAL INDUSTRIES	<ul style="list-style-type: none"> Code of Practice on safety in the use of chemicals at work, 1993
CONSTRUCTION & INFRASTRUCTURE	<ul style="list-style-type: none"> Code of Practice on safety and health in construction, 1992 Revised Code of Practice on safety and health in construction (forthcoming, 2021)
EDUCATION AND RESEARCH	<ul style="list-style-type: none"> Policy guidelines on the promotion of decent work for early childhood education personnel, 2013³ (<i>also available in Arabic, Chinese, Portuguese, Russian</i>)
FORESTRY, WOOD, PULP, PAPER	<ul style="list-style-type: none"> Guidelines on labour inspection in forestry, 2005 Code of Practice on safety and health in forestry work, 1998
HEALTH SERVICES	<ul style="list-style-type: none"> WHO-ILO global framework for national occupational health programmes for health workers, 2010 The Joint WHO-ILO-UNAIDS policy guidelines on improving health workers' access to HIV and TB prevention, treatment, care and support services (and guidance note), 2010 Joint ILO/WHO Guidelines on health services and HIV/AIDS, 2005
HOTELS, CATERING AND TOURISM	<ul style="list-style-type: none"> Guidelines on decent work and socially responsible tourism, 2017.⁴

¹ Meeting of Experts to Adopt a Code of Practice on Safety and Health in Agriculture (Geneva, 25–29 October 2010).

² Meeting of Experts on decent work in the agri-food: An essential part of sustainable food systems (Geneva, 8 – 12 May 2023).

³ Meeting of Experts on Policy Guidelines on the Promotion of Decent Work for Early Childhood Education Personnel (Geneva, 12-15 November 2013).

⁴ Meeting of Experts to adopt Guidelines on Decent Work and Socially Responsible Tourism (Geneva, 20-24 February 2017).

SECTORS	GB ENDORSED TOOLS (codes of practice and guidelines)
MARITIME (FISHING)	<ul style="list-style-type: none"> • Guidelines on flag State inspection of working and living conditions on board of fishing vessels, 2017⁵ • Guidelines for port State control officers carrying out inspections under the Work in Fishing Convention, 2007 (No 188), 2010⁶ • The flexibility clauses of the Work in Fishing Convention, 2007 (No. 188) • FAO/ILO/IMO Code of Safety for Fishermen and Fishing Vessels (Part A: Safety and Health Practice), 2005 • FAO/ILO/IMO Code of Safety for Fishermen and Fishing Vessels (Part B: Safety and Health Requirements for Construction and Equipment of Fishing Vessels), 2005 • FAO/ILO/IMO Voluntary Guidelines for Design, Construction and Equipment of Small Fishing Vessels, 2005 • ILO/FAO/IMO Safety Recommendations for decked fishing vessels of less than 12 meters in length and undocked fishing vessels, 2012 • FAO/ILO/IMO Implementation Guidelines on Part B of the Code, the Voluntary Guidelines and the Safety Recommendations, 2014
MARITIME (PORTS)	<ul style="list-style-type: none"> • Portworker Development Programme (training course) • Revised Code of Practice on Safety and Health in Ports, 2016⁷ • IMO/ILO/UNECE Code of Practice for Packing of Cargo Transport Units, 2014 • Guidelines on training in the port sector, 2012⁸ • ILO and IMO Code of practice on security in ports, 2004 • Code of practice on safety and health in ports, 2003
MARITIME (SHIPPING)	<ul style="list-style-type: none"> • Guidelines for implementing Maritime Occupational Safety and Health provisions of the Maritime Labour Convention, 2006, 2014⁹ • Guidelines on the training of ships' cooks, 2013¹⁰ • ILO/IMO Guidelines on the medical examinations of seafarers, 2011¹¹ • Code of practice on accident prevention on board ship at sea and in port, 1996 • ILO/IMO Guidelines on fair treatment of seafarers in the event of maritime accident. • ILO/IMO Database on the abandonment of seafarers. • Guidelines for port State control officers carrying out inspections under the Maritime Labour Convention, 2006, as amended. • Guidelines for flag State inspections under the Maritime Labour Convention, 2006, as amended. • Guidelines on how to deal with seafarer abandonment cases, 2022.¹²
MINING	<ul style="list-style-type: none"> - Code of practice on safety and health in opencast mines, 2018¹³ • HIV/AIDS Guidelines for the mining sector, 2013 • Code of Practice on safety and health in underground coalmines, 2006

⁵ Meeting of Experts to Adopt Flag State Guidelines for the Implementation of the Work in Fishing Convention (Geneva, 21-25 September 2015).

⁶ Tripartite Meeting of Experts to Adopt Port State Control Guidelines for Implementation of the Work in Fishing Convention, 2007 (No. 188) (Geneva, 15-19 February 2010).

⁷ Meeting of Experts to Adopt a Revised Code of Practice on Safety and Health in Ports (Geneva, 21-30 November 2016).

⁸ Meeting of Experts for the Review and Adoption of the ILO Guidelines on Training in the Port Sector (Geneva, 21–25 November 2011).

⁹ Meeting of Experts on Maritime Occupational Safety and Health (Geneva, 13-17 October 2014).

¹⁰ Adopted by the Meeting of Experts to Adopt Guidelines on the Training of Ships' Cooks (Geneva, 23-27 September 2013).

¹¹ Joint ILO/IMO Working Group on Medical Fitness Examinations of Seafarers and Ships' Medicine Chest (Geneva, 26-30 September 2011).

¹² First Meeting of the Joint ILO–IMO Tripartite Working Group to identify and address seafarers' issues and the human element (Geneva, 13-15 December 2022).

¹³ Meeting of Experts on Safety and Health in Opencast Mines (Geneva, 16–20 October 2017).

SECTORS	GB ENDORSED TOOLS (codes of practice and guidelines)
	<ul style="list-style-type: none"> • Safety and health in small-scale surface mines: A handbook, 2001 • Code of Practice on safety and health in opencast mines, 1991
OIL AND GAS INDUSTRIES	<ul style="list-style-type: none"> • Safety and health in the construction of fixed offshore installations in the petroleum industry, 1982
PUBLIC SERVICES	<ul style="list-style-type: none"> • Guidelines on decent work in public emergency services, 2018¹⁴ • Guidelines on social dialogue in public emergency services in a changing environment, 2003
TEXTILES, CLOTHING, LEATHER AND FOOTWEAR	<ul style="list-style-type: none"> • Training package: Improving the competitiveness of the textiles and garment sector through decent work, 2005 ¹⁵ (<i>also available in French, Arabic</i>) • Code of practice on safety and health in textiles, clothing, leather and footwear industries, 2021.¹⁶
TRANSPORT (CIVIL AVIATION, ROADS, RAILWAYS)	<ul style="list-style-type: none"> • Guidelines on the promotion of decent work and road safety in the transport sector, 2020.¹⁷ • IMO/ILO/UNECE Code of Practice for Packing of Cargo Transport Units, 2014.
TRANSPORT EQUIPMENT MANUFACTURING	<ul style="list-style-type: none"> • Code of practice on safety and health in shipbuilding and ship repair, Revised edition, 2018.¹⁸ • Safety and health in ship breaking: Guidelines for Asian Countries and Turkey, 2004 (<i>also available in Hindi, Bengali, Urdu, Chinese and Turkish</i>).
MULTIPLE SECTORS¹⁹	<ul style="list-style-type: none"> • Code of Practice on Safety and health in the use of machinery, 2013. • Code of Practice on workplace violence in services sectors and measures to combat this phenomenon, 2004.

¹⁴ Adopted by the Meeting of Experts to adopt Guidelines on Decent Work in Public Emergency Services (Geneva, 16–20 April 2018).

¹⁵ Training programme used in the former Action Programmes implemented in selected countries (web tool).

¹⁶ Meeting of experts to discuss and adopt a code of practice on safety and health in textiles, clothing, leather and footwear (Geneva, 4-8 October 2021).

¹⁷ Meeting of Experts to adopt Guidelines on the promotion of decent work and road safety in the transport sector (Geneva, 23-27 September 2019).

¹⁸ Meeting of Experts to adopt a Code of Practice on Safety and Health in Shipbuilding and ship repair (Geneva, 22 - 26 January 2018).

¹⁹ Standards and tools that have a special sectoral approach applicable to different sectors.

Outcome 2: Strong, representative and influential tripartite constituents and effective social dialogue

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	<p>Change occurs when <u>one or more</u> of the following situations are observed:</p> <ol style="list-style-type: none"> 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. <p>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.</p>
Key technical definitions	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>

	<p>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.</p>
Means of verification	<p>Reports, documented proceedings, service / training records, guides / manuals, and business plan / strategies of EBMOs; partnership agreements, media coverage; or other official documents.</p>
Reporting of results	<p>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.</p> <p>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.</p>
<p>Indicator 2.1.2. Number of EBMOs that produce analyses on the changing business environment and conduct advocacy activities to influence policymaking</p>	
Observable change measured by the indicator	<p>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.</p> <p>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.</p>
Key technical definitions	<p>Advocacy activities comprise:</p> <p>a) the development of strategies, campaigns or materials on policy issues that offer coordinated and unified representation of the private sector; <i>and</i></p> <p>b) the systematic/continuous engagement on these policy issues with the government, workers' organizations or other stakeholders.</p> <p>Conducting advocacy activities should be accompanied by:</p> <ol style="list-style-type: none"> 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. <p>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.</p> <p>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.</p>

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	<p>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.</p> <p>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.</p>
Output 2.2. Increased institutional, technical, representational and policy impact capacities of workers’ organizations	
Indicator 2.2.1. Number of national workers’ organizations with innovative strategies to attract new groups of workers and/or to improve their services	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 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; 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	<p>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.</p> <p>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 IT tools and different types of media tools; etc. They could also include the establishment of specific forums, either virtual or physical, for these new groups to meet.</p> <p>Different groups of workers include workers in the formal and informal economy and in new and emerging sectors, occupations and economic activities. They 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.</p> <p>An improved service may be a new one that was not available before, or an existing one that has been significantly upgraded in terms of scope or scale. Examples of services offered could include the extension of social protection and</p>

	health insurance schemes; the provision of education, training and lifelong learning; 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	<p>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.</p> <p>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.</p>
Indicator 2.2.2. Number of workers' organizations that produce proposals considered in social dialogue mechanisms for policymaking	
Observable change measured by the indicator	Change occurs when an integrated 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	<p>Integrated 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.</p> <p>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.</p> <p>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 social dialogue structures, national SDG bodies, UN Sustainable Development Cooperation Framework processes, regional integration processes, trade negotiations, processes led by International Financial Institutions, etc.</p>
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.

	<p>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.</p>
<p>Output 2.3. Increased capacity of Members States to make social dialogue more influential and labour relations institutions and processes more effective</p>	
<p>Indicator 2.3.1. Number of Member States in which there are newly established or strengthened institutions and processes for social dialogue</p>	
<p>Observable change measured by the indicator</p>	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. 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, numerical, demographic, etc.) and promote social justice and decent work for all. 2. 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. <p>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.</p>
<p>Key technical definitions</p>	<p>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.).²⁰</p> <p>Social dialogue institutions or mechanisms are:</p> <ul style="list-style-type: none"> • 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. • Revitalized when an existing body for social dialogue resumes meetings regularly after a period of inactivity, endorses a policy document (social pact, tripartite agreement, social charter, etc.), implements a plan of action aimed at enhancing its effectiveness or inclusiveness, 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, promote diversity amongst the membership, ensure the concerns of marginalized workers are addressed and the like) to be able to better

²⁰ 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.

	<p>respond to persistent and emerging challenges and opportunities in the world of work.²¹</p> <p>The government or legislative body:</p> <ul style="list-style-type: none"> • 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	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>
<p>Indicator 2.3.2. Number of Member States in which there are newly developed or strengthened policies or practices to promote:</p> <p>(a) collective bargaining;</p> <p>(b) workplace cooperation.</p>	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 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 or practice 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; 3. Policies or procedural guidelines to facilitate the examination and resolution of grievances at the level of the enterprise, sector, industrial park or economic processing zones are developed or strengthened.
Key technical definitions	<p>Collective bargaining is defined in the Collective Bargaining Convention, 1981 (No. 154), as "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."</p>

²¹ For more details see the [Self-Assessment Method of Social Dialogue Institutions](#).

	<p>An institution, mechanism, procedure or policy promoting collective bargaining is:</p> <ul style="list-style-type: none"> • Developed when a new policy, body, process, bipartite commitment, or “machinery for voluntary negotiation between employers²² or employers’ organizations and workers’ organizations, with a view to the regulation of terms and conditions of employment by means of collective agreements²³ is agreed through social dialogue. • Strengthened when: <ul style="list-style-type: none"> - 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. <p>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>”²⁴</p> <p>A policy or practice promoting workplace cooperation is:</p> <ul style="list-style-type: none"> • 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. • Strengthened when existing policies, guidelines 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. <p>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.”</p> <p>A policy or procedural guidelines to facilitate the examination and resolution of grievances at the enterprise-, industrial zone-, or sectoral level are:</p> <ul style="list-style-type: none"> • Developed when formally approved by the government following a process of social dialogue, or when the social partners jointly announce or publish
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²² 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).

²³ Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Article 4.

²⁴ See Report VI - Social dialogue and tripartism, International Labour Conference, 107th session, 2018.

	<p>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 rules²⁵ or in other manner consistent with national practice.</p> <ul style="list-style-type: none"> • 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, or other records, including reports by ILO supervisory bodies.
Reporting of results	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p> <p>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.</p>
<p>Indicator 2.3.3. Number of Member States in which there are newly established or reformed regulatory or institutional frameworks for the effective prevention and resolution of labour disputes</p>	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. 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. 2. 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.
Key technical definitions	<p>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.</p> <p>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.</p>

²⁵ Workers' organisations or the representatives of the workers in the undertaking should be associated, with equal rights and responsibilities, with the employers or their organisations, preferably by way of agreement, in the establishment and implementation of grievance procedures within the undertaking, in conformity with national law or practice.

	<p>Examples of policies, tools, means and methods²⁶ aiming to improve effectiveness of labour dispute prevention and resolutions institutions and mechanisms are:</p> <ul style="list-style-type: none"> • regular use of case management systems, • 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
Means of verification	Official documents and reports, including from employers' and workers' organizations and by ILO supervisory bodies.
Reporting of results	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>
Output 2.4. Increased institutional capacity of labour administrations	
Indicator 2.4.1. Number of Member States in which labour administration policies and frameworks are improved, including through labour law reforms	
Observable change measured by the indicator	<p>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:</p> <ol style="list-style-type: none"> 1. The Ministry responsible for labour or the relevant institution formally adopts measures to improve its effectiveness through: <ol style="list-style-type: none"> 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.

²⁶ For more details see the [Self-Assessment Method of Social Dialogue Institutions](#).

	<ol style="list-style-type: none"> 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: <ol style="list-style-type: none"> 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 adopted 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.
<p>Key technical definitions</p>	<p>The terms effectiveness, accountability and inclusiveness are defined according to the ECOSOC Committee of Experts on Public Administration as follows:</p> <ul style="list-style-type: none"> • 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. <p>A regulatory impact analysis is a tool or process that assists governments to assess the economic and social impact of new regulations.</p> <p>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.</p> <p>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.</p>
<p>Means of verification</p>	<p>Official national reports, methodological information, data and meta data, compiled in the ILO Strategic Management System and/or data disseminated on ILOSTAT.</p>
<p>Reporting of results</p>	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>
<p>Indicator 2.4.2. Number of Member States in which policies, strategies and labour inspectorates are strengthened for improved compliance with national labour legislations</p>	
<p>Observable change</p>	<p>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,</p>

<p>measured by the indicator</p>	<p>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:</p> <ol style="list-style-type: none"> 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 of a targeted strategic compliance plan. 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.
<p>Key technical definitions</p>	<p>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.</p> <p>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.</p>
<p>Means of verification</p>	<p>Official national reports, methodological information, data and meta data, compiled in the ILO Strategic Management System and/or data disseminated on ILOSTAT.</p>
<p>Reporting of results</p>	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>

Outcome 3: Full and productive employment for just transitions

Output 3.1. Increased capacity of Member States to develop and implement comprehensive employment policy frameworks	
Indicator 3.1.1. Number of Member States with comprehensive employment policy frameworks	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. The government, in consultation with social partners, adopts a new or revises an existing national (or sub-national) comprehensive employment policy framework, including policies that target youth; 2. The government, in consultation with social partners, mainstreams decent employment outcomes into national (or sub-national) development processes/policies and plans (including macroeconomic policies and sectoral, industrial, productivity and investment policies or strategies); 3. The government, in consultation with social partners, adopts a new or revises an existing comprehensive employment recovery strategy in crisis, conflict and fragile settings; 4. Inter-ministerial coordination structures are established or strengthened to operationalise employment policy frameworks, including dialogues on employment outcomes between the ministry in charge of employment, the ministry of finance, sectoral ministries, the central bank, and social partners; 5. The government, in consultation with social partners, integrates employment policy outcomes within its financing strategy, including through either an employment expenditure review, fiscal costing assessment, Integrated National Financing Framework or similar mechanisms. 6. The government, in consultation with social partners, develops an action plan, undertakes a review of an existing policy or establishes/reinforces a monitoring and evaluation system to measure outcomes of employment policies.
Key technical definitions	<p>Comprehensive employment policy frameworks:</p> <ul style="list-style-type: none"> • Aim to generate full, productive and freely chosen employment and decent work, and contribute to <u>social justice and a human-centred future of work</u> that is inclusive, sustainable and resilient. • Take an <u>integrated approach</u>, addressing different employment dimensions in a coherent comprehensive framework, in line with the <i>Employment Policy Convention, 1964</i> (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 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 (2022)</i>. • Are <u>gender responsive</u> – that is, they explicitly pursue gender-equality objectives, based on diagnoses of how different policy options affect women and men differently. • Are <u>based on social dialogue and informed by evidence</u> from employment diagnostics and impact assessments (see indicator 3.1.2), other sources of labour market and relevant data.

	<ul style="list-style-type: none"> Contribute to the efforts of the <u>Global Accelerator on Jobs and Social Protection for Just Transitions</u>, where relevant.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>
<p>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</p>	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 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. 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	<p>The aim of employment impact assessments (EmpIA) is to assess the employment potential (ex ante) and impacts (ex post) of investment and sectoral policies.</p> <p>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.</p> <p>The ILO provides technical support to: i) ensure that EmpIA are pro-employment, ii) inform and ensuring the participation of social partners in all steps of the EmpIA processes, iii) target not only the quantity dimension, but also to provide some insight into the quality dimension of employment.</p> <p>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, macroeconomic policies, laws and regulations or reforms.</p> <p>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</p>
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.

<p>Reporting of results</p>	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>
<p>Output 3.2. Increased capacity of Member States to develop inclusive, sustainable and resilient skills and lifelong learning systems</p>	
<p>Indicator 3.2.1. Number of Member States with more inclusive policies, strategies, systems and governance mechanisms for skills and lifelong learning</p>	
<p>Observable change measured by the indicator</p>	<p>Change occurs when one or more of the following situations occur:</p> <ol style="list-style-type: none"> 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. <p>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.</p>
<p>Key technical definitions</p>	<p>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</p>

	<p>work-based learning for employability, productivity and sustainable enterprises (refer to the ILO strategy on skills and lifelong learning 2030).</p> <p>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.</p> <p>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.</p> <p>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.</p>
<p>Means of verification</p>	<p>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.</p>
<p>Reporting of results</p>	<p>The result will be reported in the biennium when the observable change, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>
<p>Indicator 3.2.2. Number of Member States with improved institutional capacity on:</p> <p>(a) skills needs anticipation and matching;</p> <p>(b) skills and lifelong learning governance.</p>	
<p>Observable change measured by the indicator</p>	<p>Change occurs when <u>one or more</u> of the following situations occur:</p> <ol style="list-style-type: none"> 1. Constituents have carried out initiatives in relation to skills needs anticipation and for the measurement of the skills mismatch at the national, regional, sectorial 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

	<p>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.</p> <p>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.</p>
<p>Key technical definitions</p>	<p>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).</p> <p>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).</p> <p>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:</p> <ul style="list-style-type: none"> • Skills for Trade Economic Diversification (STED), 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.

	<ul style="list-style-type: none"> 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. <p>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.</p> <p>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; rebates, credits or financial incentives for employers; program fee structures; and performance based or contestable funding for institutions.</p> <p>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.</p> <p>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.</p>
<p>Means of verification</p>	<p>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.</p> <p>National, regional or sectoral reports, guidelines, meeting minutes and other documentation, compiled in the ILO Strategic Management System.</p>
<p>Reporting of results</p>	<p>The result will be reported in the biennium when the observable change, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p> <p>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.</p>
<p>Indicator 3.2.3. Number of Member States with innovative, flexible and inclusive skills programmes, skills recognition, apprenticeships and work-based learning</p>	
<p>Observable change measured by the indicator</p>	<p>Change occurs when <u>one or more</u> of the following situations occur:</p> <ol style="list-style-type: none"> A government entity, an employers' organization or a workers' organization develops, revises or implements innovative skills programmes and services

	<p>that are inclusive, focusing on women, youth or persons in vulnerable situations, in the context of digitalization and climate change;</p> <ol style="list-style-type: none"> 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.
<p>Key technical definitions</p>	<p>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.</p> <p>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.</p> <p>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.</p> <ul style="list-style-type: none"> • Informal apprenticeship is broadly defined as an informal system of skills transfer for an occupation from a master craftsman (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. <p>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.</p> <p>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</p>

	<p>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.</p> <p>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.</p>
Means of verification	National reports and documentation, as well as HR strategies compiled in the ILO Strategic Management System.
Reporting of results	<p>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.</p> <p>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.</p> <p>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.</p>
Indicator 3.2.4. Number of people who benefited from skills and lifelong learning services with ILO support	
Observable change measured by the indicator	This indicator measures the beneficiaries of skills and lifelong learning services provided by the ILO that have improved their capabilities for successful transitions to and within the labour market and their livelihoods. It also measures the number of recipients of ILO capacity development initiatives in the area of skills and lifelong learning with improved capabilities to carry out their tasks.
Key technical definitions	<p>Beneficiaries are the individuals who are expected to be better off as a result of the ILO intervention. These individuals may be targeted directly (e.g., workers and learners receiving services directly from an ILO-funded intervention) or indirectly (e.g., as part of the broader community that benefits from the intervention).</p> <p>Recipients are the staffs of ministries, government institutions, social partners, training providers, or individual trainers or assessors that increase their capacity to carry out their tasks due to an ILO intervention.</p>
Means of verification	<p>Established monitoring systems of relevant ILO programmes and projects to generate information on direct beneficiaries and recipients, including the ILO Service Tracker initiative. Such information includes:</p> <ul style="list-style-type: none"> • Number on direct beneficiaries disaggregated by sex, age group, disability status and displacement status; • Employment situation and satisfaction of direct beneficiaries generated through follow-up surveys (3 and 6 months after the end of service); • Number of indirect beneficiaries generated based on educated estimates of average family / community size, or on a review of graduates' data with partners that benefited from ILO capacity building and technical support; • Number of direct recipients of ILO's capacity development initiatives.

Reporting of results	The result will be reported as the total figure of beneficiaries and recipients targeted during the biennium, with disaggregated information as indicated in the means of verification.
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 with measures for decent work in rural areas	
Observable change measured by the indicator	<p>Change occurs when the government adopts or operationalizes measures for decent work in rural areas, either as stand-alone initiatives or as part of wider plans or programmes.</p> <p>A 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.</p> <p>The measure is considered as <i>operationalized</i> when there is evidence (official statement, technical/financial progress report, others) of its implementation.</p>
Key technical definitions	<p>Measures for decent work in rural areas include policies, strategies, plans and programmes with this explicit objective. Such measures comprise, among others, rural development strategies and programmes to promote inclusive productive transformation and decent work in the agri-food and other rural economy sectors.</p> <p>These measures should be gender-responsive, based on social dialogue and promote the ratification and implementation of relevant international labour standards. They must include <u>three or more</u> of the following characteristics:</p> <ul style="list-style-type: none"> • promote all-of-government approach by involving different ministries (labour, agriculture, 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.); • build the capacity of constituents; • build on synergies with strategic partners, including, among others, FAO, IFAD and CARE, 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	<p>The result will be reported in the biennium when the observable change, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>

Output 3.4. Increased capacity of Member States to develop effective and efficient labour market programmes and services to support transitions	
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	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. The government adopts or substantially revises a gender-responsive policy or legal framework on employment services and labour market programmes in line with up-to-date international labour standards; 2. The employment service or other responsible public agency develops and implements a new or scales up existing labour market programmes targeted at the youth, women, and older workers, among other groups; 3. The employment service defines and implements gender-responsive measures to improve its organizational structure, management, work processes or methodologies in response to evolving labour market or institutional needs; 4. The employment service defines and implements gender-responsive measures to improve the coverage or quality of services provided to address the needs of workers and jobseekers and evolving labour markets in a rapidly changing world of work; 5. The employment service develops and implements inter- or intra-institutional gender-responsive measures to improve service provision and labour market programmes addressing transitions to decent work.
Key technical definitions	<p>Employment services: the scope includes 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 contracts with a specific focus on youth, older workers and women. Employment services and labour market programmes implemented as (1) an integrated package with skills interventions and (2) targeted at young people only, will not be reported under this indicator.</p> <p>Labour market programmes comprise any publicly funded interventions which aim to support employment and employability, including labour market training; entrepreneurship, self-employment support and support to formalization; subsidised 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.</p> <p>Gender-responsive measures to improve organizational structure, mandate, management, delivery channels, work processes or methodologies are arrangements and ways of action developed 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.</p> <p>Gender-responsive measures to improve the coverage or quality of services include institutional policies, plans or new mechanisms developed:</p> <ul style="list-style-type: none"> • to provide better advice to employers and jobseekers, including through enhanced use of information technologies (for example online matching systems and protocols);

	<ul style="list-style-type: none"> to address new 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. <p>Inter- or intra-institutional measures are strategies or institutional arrangements in support of:</p> <ul style="list-style-type: none"> 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. <p>Institutional and coordination framework includes the role played by the responsible government agency to define the scope, inter-ministerial coordination mechanisms and evaluation of labour market programmes.</p>
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>
Indicator 3.4.2. Number of workdays generated with ILO support through inclusive employment intensive investment programmes to create more and better jobs	
Observable change measured by the indicator	This indicator measures the total number of workdays created through employment intensive investment programmes (EIIP), either directly implemented by ILO or by partners supported by the ILO.
Key technical definitions	<p>A workday is defined as a day on which paid work is performed under an employment intensive investment programme or project. The actual hours worked on a workday may vary according to the characteristics and arrangements of the programme or project.</p> <p>EIIPs are interventions that link infrastructure development with employment creation, poverty reduction and local economic and social development. In using local labour and resources these programmes create employment and income, reduce costs, save foreign currency, and support local industry while increasing the capacity of local institutions.</p> <p>EIIPs can be:</p> <ul style="list-style-type: none"> directly implemented by the ILO through sub-contracts or implementation agreements with local entities (investment funds are channelled through the ILO); or implemented by national or local partners that receive policy support, technical assistance and capacity development services from the ILO to design or execute EIIPs (investment funds – from the national budget or from donors – are <u>not</u> channelled through the ILO). <p>The indicator measures only the direct employment impact of EIIP at the programme or project level. It does not try to capture the indirect or induced</p>

	employment effects of EIIP, which are economy-wide and generally assessed at the macro level.
Means of verification	ILO project documents, progress reports, implementation agreements and contracts. Information from 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 as the cumulative number of workdays created by EIIP, 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. The result reported in 2024-25 will become the baseline for the indicator in the next biennium.

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

Indicator 3.5.1. Number of Member States with integrated employment and skills programmes for youth, including with a focus on green, digital, care and other emerging sectors

Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. The government, in consultation with social partners, adopts a new or updates an existing integrated programme for youth. 2. The government, in consultation with social partners, implements an integrated programme for youth. Implementation by the government should occur in collaboration with social partners and may involve development actors and other organizations. 3. The government, in consultation with social partners, undertakes a review of an integrated programme for youth or establishes / updates a monitoring and evaluation system to measure its outcomes. 4. Inter-ministerial coordination structures are established or revitalized to operationalize integrated programmes for youth, including dialogues between the ministry in charge of employment, the ministry in charge of social protection, the ministry in charge of youth, sectoral ministries and social partners, optionally as part of a National Action Plan (NAP) on youth employment. <p>The integrated programme 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>updated</i> when there is evidence (e.g., official reports, budgetary or financial information, etc.) of a substantial development in terms of reach, scope or scale.</p> <p>The monitoring and evaluation system and the inter-ministerial coordination structures are considered as <i>established</i> when there is evidence (official statement, technical reports, media reports, others) they are in place and performing its functions.</p>
Key technical definitions	<p>An integrated programme for youth:</p> <ul style="list-style-type: none"> • 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;

	<ul style="list-style-type: none"> • Comprises a set of two or more interventions or measures 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) for instance programmes that include skills training, intermediation, hiring subsidies, entrepreneurship promotion, public employment programmes, rights at work for youth, social protection links, 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; • 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	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>

Outcome 4: Sustainable enterprises for inclusive growth and decent work

Output 4.1. Increased capacity of constituents to create enabling environments for entrepreneurship, sustainable enterprises, decent work and productivity growth	
Indicator 4.1.1. Number of Member States with a strategy and/or action plan to improve the enabling environment for sustainable enterprises' creation and growth	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. The government, in consultation with social partners, adopts or operationalizes a policy, strategy, action plan or regulatory or legal measure, at the national, sectoral or sub-national level, to improve the enabling environment for the creation and growth of sustainable enterprises; 2. The government, in consultation with social partners, undertakes a review of an existing policy or establishes an evaluation system to measure outcomes of relevant policies on 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 an enabling environment for the creation and growth of sustainable enterprises; 4. An employers' or workers' organization adopts or operationalizes an action plan or puts in place measures to facilitate an enabling environment for the creation and growth of sustainable enterprises. <p>The policy, strategy, action plan or measure is considered <i>as adopted</i> when the relevant entity formally approves it, in line with the established policymaking process. It is considered <i>as reviewed</i> when there is evidence (official statements, minutes of the meetings, technical report, media report, others) of its review and/or evaluation. It is considered <i>as operationalized</i> when there is evidence (official statements, minutes of the meetings, technical report, media report, others) of its implementation.</p>
Key technical definitions	<p>Sustainable enterprises 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).</p> <p>An evaluation system consists of quantitative or qualitative methods that assess the impacts of legislation and associated regulations on small- and medium-sized 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.</p> <p>Coordinated activities are initiatives conducted together by employers' and workers' organizations to promote an enabling environment for sustainable enterprises, including for example research, the preparation of a position paper, the publication of a report, or the development of an action plan.</p>

	<p>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.</p>
Means of verification	<p>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.</p>
Reporting of results	<p>The result will be reported in the biennium when at least one of the observable changes, produced with ILO support, occurs.</p> <p>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.</p> <p>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.</p>
<p>Output 4.2. Increased capacity of constituents to develop more resilient, inclusive and sustainable enterprises in supply chains and responsible business conduct for decent work</p>	
<p>Indicator 4.2.1. Number of Member States with policies and measures to promote responsible business conduct for decent work, including in supply chains, based on the guidance provided by the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy</p>	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. The government, employers' organizations or workers' organizations adopt or operationalize a strategy, a programme, an action plan, a roadmap, a working group (commission, platform, network or similar structure), or designates 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 adopt a strategy, a programme or an action plan to promote social dialogue on investment and trade policies and to advocate for decent work outcomes of foreign direct investment and supply chains. 3. The government, employers' organizations or workers' organizations adopt a strategy, a programme or an action plan to encourage responsible business practices for the realization of decent work in strategic sectors as defined at national level. 4. The government, employers' organizations or workers' organizations adopt a strategy, a programme, an action plan or roadmap to promote responsible business conduct in the context of a just transition. <p>The strategy, programme, action plan or roadmap is considered as <i>adopted</i> when the relevant entity formally 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.</p>
Key technical definitions	<p>Responsible business practices carefully balance people, planet and profit objectives, are value-driven and look at maximizing positive impacts and minimizing and resolving potential negative impacts, including through due diligence processes.</p>

Means of verification	Official national reports and documentation, other official documents, intergovernmental or international organizations documents, tripartite agreements, reports of ILO supervisory bodies, training records, compiled in the ILO Strategic Management System, and through reporting by ILO field offices.
Reporting of results	<p>The result will be reported in the biennium when at least one of the observable changes, produced with ILO support, occurs.</p> <p>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.</p> <p>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.</p>
Output 4.3. Increased support for enterprises – especially MSMEs – to achieve decent work and improve productivity	
Indicator 4.3.1. Number of Member States with effective interventions to support productivity, entrepreneurship and green business models	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. The government, employers’ organizations, workers’ organizations or relevant value chain actors design, adopt or operationalize a programme or an action plan promoting productivity at sectoral or sub-national levels, fostering training on innovation and business management for productivity improvements, with sustainable compliance as an integral element. 2. The government, employers’ organizations, workers’ organizations or relevant value chain actors operationalize interventions to promote entrepreneurship, job quality in micro, small and medium-sized enterprises (MSMEs), or employment creation in market systems and value chains through innovative and inclusive business models. 3. The government, employers’ organizations, workers’ organizations or relevant financial sector actors adopt a policy or operationalize a programme that enhances access to financial services (including insurance) for enterprises, notably MSMEs, cooperatives and other social and solidarity economy entities, 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 support services (including finance) and 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 introduce new forms of business service provision and collaboration within an enterprise ecosystem in support of start-ups, the self-employed, micro and small enterprises including with a focus on women. <p>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.</p>
Key technical definitions	Value 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

	<p>can influence rules, norms and regulations as well as importantly small to medium sized companies that hold buying power or other types of influence on the value 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.</p> <p>Innovation is defined as a new way of doing business in a given context. It can refer to internal business processes, new products, new business ideas, or accessing new markets. This can - but does not have to - include the use of new technologies.</p> <p>Innovative and inclusive business models are models of doing “business” that: 1) look at costs and benefits generated by a specific new service or product (or internal process) and demonstrate the ability to become financially sustainable in the long term; and 2) consider women or groups in vulnerable situations, including youth, displaced populations and the poor, and build capacities for market system and value chain development.</p>
Means of verification	<p>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.</p>
Reporting of results	<p>The result will be reported in the biennium when at least one of the observable changes, produced with ILO support, is observed.</p> <p>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.</p> <p>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.</p>
<p>Output 4.4. Increased capacity of constituents to facilitate the transition of enterprises to the formal economy</p>	
<p>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</p>	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. A diagnosis of 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 policy, regulation, programme, institutional coordination mechanism or action plan is reviewed, adopted or operationalized by the government in consultation with the social partners, with the aim to 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. A gender-responsive database or monitoring system is put in place or operationalized to facilitate or monitor the formalization of enterprises. 5. Informal operators set up or strengthen a registered cooperative or any other relevant type of social and solidarity economy entity, with a view to ensuring

	<p>their transition to formality, including through gaining access to relevant services or markets.</p> <p>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.</p> <p>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.</p>
Key technical definitions	<p>Informal enterprises are those economic units that do not comply or not fully comply with the registration requirements as defined in the national law.</p> <p>New or improved services to informal enterprises or own-account workers may include, for example:</p> <ul style="list-style-type: none"> • 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; • support to informal operators to set up, strengthen or cooperate with a social and solidarity economy entity.
Means of verification	<p>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.</p>
Reporting of results	<p>The result will be reported in the biennium when at least one of the observable changes, produced with ILO support, is observed.</p> <p>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.</p> <p>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.</p>
<p>Output 4.5. Increased capacity of constituents to build a strong and resilient social and solidarity economy for decent work</p>	
<p>Indicator 4.5.1. Number of Member States that have incorporated social and solidarity economy elements into new or existing policies or legislation</p>	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. The government, in consultation with the social partners, adopts or revises an economic/development policy, legislation or a programme to integrate the contribution of the social and solidarity economy (SSE) to social justice, decent work, inclusive and sustainable economies, sustainable development and for improving standards of living for all; 2. The government, employers' organizations or workers' organizations adopt a strategy, a programme or an action plan to promote the SSE.

	<p>3. The government, in consultation with social partners, introduces support measures for SSE entities to enable access to information, finance, markets, technology, infrastructure and well-regulated and socially responsible public procurement;</p> <p>4. The government, employers’ organizations, workers’ organizations or an established SSE service provider adopts or operationalizes a programme or an action plan at national or sub-national levels to enhance the business potential, entrepreneurial and managerial capacities, productivity and competitiveness of SSE entities.</p> <p>The policy, legislation, 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>operationalized</i> when there is evidence (official statement, technical/financial progress report, others) of its implementation.</p> <p>Specific results generated by interventions to improve productivity and sustainability of SSE entities should be reported under indicator 4.3.1, and those in relation to formalization should be reported under indicator 4.4.1.</p>
<p>Key technical definitions</p>	<p>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. 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).</p>
<p>Means of verification</p>	<p>Official national reports and documentation compiled in the ILO Strategic Management System</p>
<p>Reporting of results</p>	<p>The result will be reported in the biennium when at least one of the observable changes, produced with ILO support, is observed.</p> <p>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.</p> <p>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.</p>

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	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ul style="list-style-type: none"> • The government (in consultation with social partners), or employers and/or workers or their organizations, adopt, revise or operationalize legislation or adopt policy measures, action plan and substantial initiatives that promote substantive equality between women and men in the world of work, including through public awareness campaigns to address negative stereotypes and gender 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. • The government (in consultation with social partners), or employers and/or workers or their organizations, adopt, revise or operationalize legislation, or adopt policy 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. • 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. <p>Legislation, policy measures, action plans and initiatives 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, monitoring and evaluation report, others) of implementation of the related provisions.</p>
Key technical definitions	<p>Substantive equality goes beyond formal equality, or equality before the law, and includes proactive and gender transformative measures that address existing inequality and equality in terms of outcomes by transforming harmful gender norms, roles and relations, while redistributing power, resources, services and prosperity more equally. 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).</p> <p>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</p>

	<p>which require different qualifications or skills, require different levels of effort, or for which such work is performed under different conditions and environments.</p> <p>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.</p> <p>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).</p>
Means of verification	<p>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.</p>
Reporting of results	<p>The result will be reported in the biennium when at least <u>one</u> of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>
<p>Indicator 5.1.2. Number of Member States that have taken 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</p>	
Observable change measured by the indicator	<p>Change occurs when the government (in consultation with social partners), or employers and/or workers or their organizations, adopt or operationalize gender-responsive legislation, policy measures or action plans to ensure equal opportunities and treatment and address stigma and negative stereotypes for one or more of the following groups:</p> <ul style="list-style-type: none"> • Persons with disabilities; • Indigenous and tribal peoples; • Ethnic or racial groups; • Persons living with HIV; or • People with diverse sexual orientation and gender identities. <p>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.</p>
Key technical definitions	<p>Gender-responsive: approach, based on analysis of sex-disaggregated data where available, that formally and consistently promotes gender equality and women's empowerment, including in the initiative's design, planning, strategies, implementation, reporting and monitoring.</p> <p>Policy measures and action plans to ensure equal treatment and opportunity may include, for example:</p>

	<ul style="list-style-type: none"> • 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; • 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. <p>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.</p> <p>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.</p>
Means of verification	<p>Official gazette, annual formal reports and documentation of government and intergovernmental bodies and employers' and workers' organizations, tripartite agreements; official diagnostic reports; final draft of legislation duly submitted to the authorities; final draft of collective agreements; equality and non-discrimination national, sectoral, enterprise level policies or plans; survey instruments and published data and analysis; reports compiled in the ILO Strategic Management System and by the ILO supervisory bodies.</p>
Reporting of results	<p>The result will be reported in the biennium when one observable change, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>
<p>Output 5.2. Increased capacity of constituents to promote investments and decent work in the care economy</p>	
<p>Indicator 5.2.1. Number of Member States with gender-responsive macro-economic policies or strategies to finance the expansion of care-related infrastructure, social protection, public care services, or care policy packages that support decent employment</p>	
Observable change	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p>

<p>measured by the indicator</p>	<ul style="list-style-type: none"> The government, in consultation with social partners, adopts or operationalizes a gender-responsive macro-economic policy or strategy, including through Integrated National Financial Frameworks (INFFs), for financing the expansion of care-related infrastructure, care-related social protection benefits, public care services or care policy packages with the purpose to redistribute care provision and support the creation of decent employment, particularly for women; A national, sub-national or local government, in consultation with social partners, takes measures to support investments in the care economy, including by establishing a framework of rights and obligations to receive and provide care or through gender budgeting. <p>The gender-responsive macroeconomic policy or strategy is considered as <i>adopted</i> when the relevant governmental entity formally approves it, in line with the country's policymaking process.</p> <p>The gender-responsive macroeconomic policy or strategy is considered as <i>operationalized</i> when there is evidence (official statement, technical/financial progress report, others) of implementation of the measures and provisions related to them.</p> <p>The measure is considered <i>taken</i> when the relevant governmental entity formally approves it, in line with the policymaking process.</p>
<p>Key technical definitions</p>	<p>Gender-responsive refers to an approach based on analysis of sex-disaggregated data where available that purposely and consistently promotes gender equality and women's empowerment, including in the policy/strategy/measure's design, planning, implementation, reporting and monitoring.</p> <p>Macro-economic policies or strategies include fiscal, monetary, trade and exchange rate policies. Financing of care-related infrastructure, care-related social protection benefits, public care services or care policy packages may be a standalone policy of the government or may be integrated in various policy interventions.</p> <p>Care-related infrastructure is the infrastructure that reduces the drudgery of household work, and provides access to transportation and home labour-saving devices, such as reducing the burden of water fetching, which particularly impacts women and girls.</p> <p>Public care services comprise health and social work services, including long-term care services; and education, including early childhood care and education. They are provided, financed and/or regulated by the state.</p> <p>Care policy packages are national laws, policies and programmes that include a combination of time (leave), benefits (income security), rights and services to enable the right to care and be cared for and to promote gender equality and decent work. They maximize their transformative impact when they are grounded on international labour standards, rights-based and gender-responsive, integrated, universal, and based on solidarity, representation and social dialogue. According to a life-cycle approach, they comprise policies and services ranging from maternity protection, care leave (maternity, paternity, parental and other family leave) to childcare and long-term care services for all workers with family responsibilities.</p> <p>Measures that support investments in the care economy can include:</p> <ul style="list-style-type: none"> costing exercises and measuring the gender and employment impacts of such investments; assessments of the available fiscal space and ways to expand it; the identification of other potential economic and social returns of public investments in care policies and services;

	<ul style="list-style-type: none"> • data collection on unpaid care work (including through time-use surveys) • assessments of gaps in legal and actual care policy coverage and the investments needed to close such gaps (this might be in relation to a particular identified gap, such as a childcare policy gap, or a package of care policies) • creating a conducive environment that supports care provision through cooperatives and other social and solidarity economy entities (policy/legislation, financing, education, public awareness), and creating dialogue to identify and test community-based care provision models through cooperatives or other SSE entities. <p>Gender budgeting refers to gender-based assessment of budgets incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality (e.g. analysis of budgets and policies from a gender perspective; linking budgeting to overall gender equality objectives; restructuring budgets and amending policies). Acknowledgement of the care economy is essential to gender budgeting, including, for example, through quantifying unpaid care work.</p>
<p>Means of verification</p>	<p>Published or enacted national budgets or spending plans; tripartite agreements; national documents and reports; official gazette; official diagnostic reports or tools; other published reports or surveys; action plans or tools, including from employers' and workers' organisations; final drafts of tripartite 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.</p>
<p>Reporting of results</p>	<p>The scope of this indicator covers integrated policies and programmes to support care-related policies that encompass interventions in various decent work policy areas (e.g., social protection). 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).</p> <p>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.</p> <p>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.</p>
<p>Indicator 5.2.2. Number of Member States with laws, policies and measures to improve labour rights and working conditions of care workers, including domestic workers</p>	
<p>Observable change measured by the indicator</p>	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ul style="list-style-type: none"> • The government, in consultation with the social partners, adopts new or revised policies, regulations, compliance mechanisms, or establishes an inter-ministerial coordination body to address decent work deficits in a specific sector of the care economy (education, including early childhood education and care; health and social work, including long-term care;) or amongst specific groups of care workers (domestic workers; community-based care workers; workers in care cooperatives; etc.), or across the care economy. • Social partners adopt policies or measures addressing decent work deficits in a specific sector of the care economy (education, including early childhood education and care; health and social work, including long-term care; and domestic work) or amongst specific groups of care workers (community-based care workers; workers in care cooperatives; etc.).

	<ul style="list-style-type: none"> • Social partners implement measures to improve labour rights or working conditions of care workers, including domestic workers, including through: <ul style="list-style-type: none"> ○ Increasing the effective representation of care workers, including domestic workers, or employers of care workers, to ensure that regulations and policies are formulated through inclusive social dialogue, including collective agreements; ○ Implementing campaigns to improve compliance with a law, policy or regulation to improve worker protection or quality of care services; ○ Providing new or expanded services to improve the protection of care workers, including domestic workers. • The government, in consultation with social partners, including those representing care workers and their employers, validates a gender-responsive diagnosis assessing the incidence, forms and drivers of working conditions among care workers, including domestic workers, that include proposed areas of action to improve their labour rights and working conditions. <p>A diagnosis is considered <i>validated</i> when it went to, received comments from and included the views of employers’ and workers’ organizations, and includes time-bound proposals to improve skills, accreditation, labour rights and working conditions, social protection, organization and unionization in care sectors.</p> <p>The policies, measures, regulations (including collective bargaining) and compliance mechanisms are considered as <i>adopted</i> when the relevant governmental entity formally approves them, in line with the country’s policymaking process or according to social partners’ approval mechanisms.</p> <p>The inter-ministerial coordination body is considered <i>established</i> when there is evidence (official statement, technical/financial progress report, others) it is in place and performing its coordination duties.</p>
<p>Key technical definitions</p>	<p>New or revised policies, regulations, compliance mechanisms or inter-ministerial coordination bodies with the objective of improving skills and accreditation systems, labour rights, social protection and working conditions, organization and unionization in one or more sectors of the care economy, including those in which the home or the community is a workplace, are time-bound sets of measures that may be included in, among others:</p> <ul style="list-style-type: none"> • National development plans, strategies or employment policies; • Sectoral or multi-sectoral action plans or workforce strategies, particularly in specific sectors of the care economy; • Laws and regulations; • Labour market programmes; • Skills recognition and accreditation programmes; • Collective bargaining agreements and collective contracts; • Governmental or organizational statements; • Formal working groups of representatives of relevant ministries (can include social partners); • Compliance strategies; • Awareness-raising and unionization strategies and campaigns. <p>Such policies and regulations can be addressed to all workers in a sector of the care economy, or to specific occupations, such as domestic workers or nurses; or groups, such as migrant care workers or community care workers.</p> <p>Measures to increase the effective representation of care workers, including domestic workers, can include a campaign by workers’ organizations to increase the membership of care workers, including domestic workers, and enhance the leadership of the latter and their capacity to participate in social dialogue.</p>

	New or expanded services to improve the protection of care workers, including domestic workers can include trainings 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.
Means of verification	Official reports and other documentation produced by authoritative sources; project implementation reports; tripartite agreements; collective agreements; any other official national, regional or institutional report 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 substantial 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 5.2.3. Number of care workers covered by measures aimed at improving labour rights and working conditions	
Observable change measured by the indicator	This indicator measures the number of care workers in specific sectors or areas of the care economy that potentially benefit from the adoption and the implementation of constituent-led initiatives aimed at improving labour rights and working conditions supported by the ILO.
Key technical definitions	The specific care sectors or specific groups of care workers covered by this indicator are: <ul style="list-style-type: none"> • education, including early childhood care and education; • health and social work, including long-term care; • domestic workers; • community health workers. Initiatives aimed at improving labour rights and working conditions of care workers include: <ul style="list-style-type: none"> • Laws, policies or regulations formulated through social dialogue that extend worker protection to care sectors or specific groups of care workers (new legal frameworks for domestic workers aligned with C189, minimum or regulated wages in care sectors, access of care workers to care policies and services, recognition of community health workers as workers, etc.); • Collective bargaining agreements that extend labour and social protection to specific care sectors or specific groups of care workers.
Means of verification	Official national reports or other documentation produced by authoritative sources, documentation and project information compiled in the ILO Strategic Management System, tripartite or collective bargaining agreements, official gazette, final draft of legislation duly submitted to the authorities.
Reporting of results	When a specific initiative aimed at improving labour rights and working conditions of a given segment of the workforce in the care economy is adopted or starts implementation, the relevant office or project should estimate the total number of

	<p>potential beneficiaries of the initiative, based on information provided by national organizations and ex-ante employment impact assessments whenever available.</p> <p>At the end of the biennium, information generated at the CPO level will be aggregated and reported globally, by region and by sector.</p>
<p>Indicator 5.2.4. Number of Member States that have measures aimed at more balanced sharing of family responsibilities between women and men</p>	
<p>Observable change measured by the indicator</p>	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ul style="list-style-type: none"> • 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, policy measures, action plans or other initiatives to promote maternity protection and to promote non-discrimination and support for workers with family responsibilities, including care leave (paternity, parental and other family leave), flexible-working time arrangements, childcare services and the recognition, redistribution and reduction of time spent in unpaid care work, with a view to closing gender gaps at work; • Employers and workers or their organizations adopt or implement workplace policies, guidance, action plans or other measures that ensure maternity protection, encourage work-life balance and promote non-discrimination and equal opportunity and treatment for persons with family responsibilities, with a view to closing gender gaps. <p>These laws, regulations, agreements, action plans and measures should be in line with relevant international labour standards and ILO guidance documents.</p> <p>Laws, regulations, policies or measures are considered <i>as adopted</i> when the relevant governmental entity formally approves it, in line with the country's policy or law-making process, or according to social partners' approval mechanisms.</p>
<p>Key technical definitions</p>	<p>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.</p> <p>Laws, regulations or policy measures include, for example, maternity protection (breastfeeding breaks, employment protection and non-discrimination etc.) childcare services and facilities, improved working time arrangements, care leave policies (maternity, paternity, parental, etc.), workplace/enterprise policies or measures, advocacy campaigns, 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 ILO guidance documents.</p>
<p>Means of verification</p>	<p>Official pre-ratification and gap reports; roadmaps; newly drafted or revised national action plans approved by competent authorities; official national reports and documentation; tripartite agreements; collective agreements; enterprise policies or any other official national, regional, sectoral, enterprise or institutional report and documentation, compiled in the ILO Strategic Management System.</p>

Reporting of results	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occur.</p> <p>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.</p> <p>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.</p> <p>If, as a result of ILO support in delivering output 5.2, the Member State ratifies C.156 or C.183, the ratification will be reported under indicator 1.1.1.</p>
Output 5.3. Increased capacity of constituents to prevent and address discrimination-based violence and harassment at work	
Indicator 5.3.1. Number of Member States that have taken measures towards the ratification and implementation of Convention No. 190 and Recommendation No. 206	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ul style="list-style-type: none"> • 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	<p>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.</p> <p>A measure is considered <i>as taken</i> when the relevant governmental entity or social partner formally approves it, in line with the relevant policymaking process.</p>
Means of verification	<p>Official pre-ratification and gap reports; roadmaps; newly drafted or revised national action plans approved by competent authorities; tripartite or collective agreements; any other official national, regional or institutional reports and documentation; pre-ratification reviews or gap analysis undertaken and/or validated through tripartite workshops; and evaluations of policies, measures or practices, compiled in the ILO Strategic Management System.</p>
Reporting of results	<p>The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p>

	<p>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.</p> <p>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.</p>
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Outcome 6: Protection at work for all

Output 6.1. Increased capacity of Members for the realization of a safe and healthy working environment	
Indicator 6.1.1. Number of Member States with improved governance of occupational safety and health through new policies, programmes or strengthened institutions	
<p>Observable change measured by the indicator</p>	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 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. <p>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.</p> <p>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.</p> <p>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, enhanced use of technology, or capacity building programmes focused on specific knowledge and skills. This does not include standalone workshops or trainings.</p>
<p>Key technical definitions</p>	<p>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, climate change, and technology on occupational safety and health.</p> <p>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).</p> <p>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).</p> <p>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.</p>

	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 national recording and notification systems that allow the regular reporting against SDG indicator 8.8.1	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: <ol style="list-style-type: none"> 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 P155; 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.
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.
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

	<p>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.</p> <p>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.</p>
<p>Output 6.2. Increased capacity of Member States to set adequate wages and promote decent working time</p>	
<p>Indicator 6.2.1. Number of Member States in which constituents have adopted evidence-based wage policies or measures, including adequate statutory or negotiated minimum wages</p>	
<p>Observable change measured by the indicator</p>	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <p><i>In the case of statutory minimum wages</i></p> <ol style="list-style-type: none"> 1. The Government, in consultation with the social partners, adopts a new minimum wage, adjusts existing rate(s), 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; 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 improve compliance with the minimum wage; or strengthen mechanisms to monitor and evaluate the rate of compliance on a regular basis. <p><i>In the case of negotiated minimum wages</i></p> <ol style="list-style-type: none"> 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. <p><i>In the case of pay gaps</i></p> <ol style="list-style-type: none"> 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. <p><i>In the case of other wage and labour income related policy measures</i></p> <ol style="list-style-type: none"> 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 or the social partners, adopt measures related to living wage initiatives, or similar initiatives for non-wage workers, based on peer-reviewed research on concepts and estimations in that respect.

<p>Key technical definitions</p>	<p>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.</p> <p>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.</p> <p>Adequate minimum wage system: this is defined by the five key principles of ILO Convention No.131:</p> <ul style="list-style-type: none"> • 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. <p>Negotiated minimum wages: wage floors and scales negotiated through collective bargaining.</p> <p>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).</p> <p>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.</p>
<p>Means of verification</p>	<p>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.</p>
<p>Reporting of results</p>	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p> <p>When compliance is driven by labour administration, results shall be reported under indicator 2.4.1.</p> <p>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.</p>

Indicator 6.2.2. Number of Member States in which 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	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. The government, in consultation with employers’ organizations or workers’ organizations, initiates, adopts or operationalizes new or revised regulation, policy or other measures to address maximum and minimum working hours or overtime hours; enhance the enforcement of working hours or overtime limits; address predictable working hours through scheduling; improve access to longer hours for involuntary part time work; promote predictable on-call or standby working hours; address or improves 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 working time arrangements or work organization arrangements (e.g., telework, piece-rate work). 3. Social partners individually or collectively adopt or implement measures to address working hours and rest periods, including scheduling of hours, flexible working time arrangements or work organization arrangements (e.g., telework, piece-rate work). <p>The government or relevant legislative body <i>initiates</i> new or revised regulation, policy 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.</p> <p>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.</p>
Key technical definitions	<p>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.</p> <p>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), worksharing (including short-time work systems).</p> <p>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.</p> <p>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.</p>
Means of verification	<p>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.</p>

Reporting of results	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>
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Output 6.3. Increased capacity of Member States to extend labour protection to groups of workers facing a high risk of exclusion

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 facing a high risk of exclusion due to their work arrangements

Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. The government, in consultation with the social partners, validates a diagnosis on decent work deficits for work arrangements such as platform and home-based work, or specific contractual status such as temporary contracts, part-time work and multi-party employment relationships. 2. The government, in consultation with the social partners, adopts new or revised labour protection policies, regulations and measures to workers in work arrangements such as platforms and home-based work, or in contractual status such as temporary contracts, part-time workers and workers in multi-party employment relationships. 3. Workers’ or employers’ organizations adopt measures that improve labour protection of workers facing risks of exclusion due to their work arrangements or contractual status. <p>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.</p> <p>The policies, regulation and measures are considered as <i>adopted</i> when the relevant government entity or social partners’ organization formally approves them, in line with the specific policymaking process.</p>
Key technical definitions	<p>Work arrangements covered by this output:</p> <ul style="list-style-type: none"> • Platform work (work on digital labour platforms); • Home-based work <p>Specific contractual status covered by this output:</p> <ul style="list-style-type: none"> • 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).

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	<p>The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p> <p>When the new or revised compliance mechanisms is driven by the labour administration, the corresponding result shall be reported under indicator 2.4.1.</p>
Indicator 6.3.2. Number of Member States with a validated diagnosis of the informal economy and/or policies, regulations or compliance mechanisms to support the transition to formality of informal workers in formal enterprises or in households	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. The government, in consultation with employers' organizations or workers' organizations, validates a gender-responsive diagnosis assessing the incidence, forms and drivers of informality of workers in informal employment engaged in formal enterprises and households, that includes proposed areas of action to facilitate the transition to formality of those workers; 2. The government develops new or strengthens existing compliance mechanisms, including by harnessing the potential of technology or strengthening cooperation between labour inspectorates, other authorities, and social partners, to facilitate the transition to formality of workers in informal employment engaged in formal enterprises and households; 3. The government, in consultation with the social partners, adopts new or revised policies, regulations, or establishes an inter-ministerial coordination body to facilitate the transition to formality of workers in informal employment engaged in formal enterprises and households; 4. The government, employers' organizations or workers' organizations assess the risk of informalization of formal economy jobs and identify areas of action to prevent or address such risk; 5. The government, employers' or workers' organizations adopt measures to prevent or address the risk of informalization of formal economy jobs; 6. A gender-responsive monitoring system to assess progress towards formalization of informal employment in the formal sector and in households is in place or sex-disaggregated data are available to monitor their formalisation. <p>A policy, regulation or compliance mechanism is considered as <i>adopted</i> or an inter-ministerial coordination body <i>established</i> when the relevant governmental entity or organization formally approves it, in line with established policymaking process.</p> <p>A policy, regulation, compliance mechanism or inter-ministerial 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, objectives, timelines, definitions of responsibilities, resources, etc.).</p>

<p>Key technical definitions</p>	<p>Workers in informal employment engaged in formal enterprises and households include:</p> <ul style="list-style-type: none"> • Domestic workers; • Employees not registered in formal enterprises (usually called undeclared work in developed economies); • Workers not covered by the laws, such as casual workers in many countries, or insufficiently protected by the laws, such as marginal part-time workers that are often excluded from social security; • Workers in unrecognized employment relationship (e.g. disguised or false employment, etc.); • Some groups of own-account workers unregistered and of low-income. <p>In addition, workers in formal employment at risk of informalization of informal economy jobs or carrying out informal activities include:</p> <ul style="list-style-type: none"> • Workers in situation of under-declaration regarding income and working time that undermine their protection; • Depending on national circumstances, workers in formal employment that are more exposed to the lack of access to adequate and effective labour and social protection (such as workers in temporary employment, homebased workers, domestic workers, self-employed workers including dependent self-employed, etc.). • The informalization of formal economy jobs may involve the informalization of formal enterprises that should also be considered. <p>New or revised policies, regulations compliance mechanism or inter-ministerial coordination bodies should aim to facilitate transition to formality of at least one of the workers’ groups in informal employment in the formal sector, or in households, or to prevent, reduce or address the risk of informalization of at least one category of workers in formal economy jobs. These include, among others:</p> <ul style="list-style-type: none"> • National action plans or strategies; • Laws; • Programmes; • Collective bargaining agreements; • Formal working groups of representatives of relevant ministries (can include social partners); • Compliance strategies.
<p>Means of verification</p>	<p>Official Gazette; annual reports of government bodies; intergovernmental official documents; tripartite agreements; official diagnostic reports; other published documents, compiled in the ILO’s Strategic Management System.</p>
<p>Reporting of results</p>	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>

Output 6.4. Increased capacity of Member States to develop fair and effective labour migration frameworks	
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	<p>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.</p> <p>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.</p> <p>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.</p>
Key technical definitions	<p>Labour migration frameworks include relevant legislation (laws, rules, and regulations and other measures), policies, action plans and strategies.</p> <p>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, etc.; and may target specific populations or sectors.</p> <p>The frameworks should seek to promote coherence 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.</p> <p>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.</p>
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	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>

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	<p>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 and services that respond to needs arising due to crisis response or recovery.</p> <p>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 of 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.</p>
Key technical definitions	<p>Services are a set of activities aimed at promoting decent work for migrant workers or refugees on a systematic and comprehensive basis, such as:</p> <ul style="list-style-type: none"> • Information, training, and support services (pre-departure, post-arrival, during employment or upon return), including related to labour rights, occupational safety and health, skills, financial education, needs arising in the context crisis response or recovery (e.g., cash transfer), among others; • Legal assistance, including access to complaints or grievance mechanisms and their resolution, 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. <p>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:</p> <ul style="list-style-type: none"> • 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	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p>

	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	<p>Change occurs when the government, workers' organizations or employers' organizations adopt new or revised bilateral or (inter) regional labour migration frameworks, with monitoring and review mechanisms to protect the labour rights of migrant workers or refugees. This includes bilateral or inter (regional) agreements that have been revised to include provisions related to crisis responses.</p> <p>The bilateral or regional labour migration 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.</p> <p>The bilateral or (inter) regional frameworks are considered as <i>adopted</i> when the relevant governmental or intergovernmental entity or social partners' organizations formally approves them.</p>
Key technical definitions	<p>Bilateral frameworks include bilateral labour migration agreements, platforms for dialogue, memoranda of understanding and bilateral social security agreements.</p> <p>(Inter)regional frameworks include (inter)regional migration 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.</p> <p>The monitoring and review mechanisms include binational or multi-stakeholder committees or platforms to review progress or provide for regular bilateral or multilateral dialogue.</p> <p>Social partners may also adopt national, bilateral or regional 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).</p>
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	<p>The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>

Outcome 7: Universal social protection

Output 7.1. Increased capacity of Member States to develop social protection strategies, policies and legal frameworks that are inclusive, gender-responsive and sustainable	
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	<p>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.</p> <p>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.</p>
Key technical definitions	<p>Policies include 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.</p> <p>Such policies might cover one or more of the following intervention areas:</p> <ul style="list-style-type: none"> • 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 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	<p>The result will be reported in the biennium when the observable change, achieved with ILO support, occurs.</p> <p>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.</p> <p>It is desirable to monitor and report the quantitative effects of changes:</p> <ul style="list-style-type: none"> • 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; <p>Data should, where possible, be disaggregated, for example by rural/urban, male/female, sector or category of worker, etc.</p> <p>In addition, it is important to monitor and report:</p> <ul style="list-style-type: none"> • The increase in the level of benefits or quality of services;

	<ul style="list-style-type: none"> 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	<p>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.</p> <p>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.</p>
Key technical definitions	<p>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:</p> <ul style="list-style-type: none"> 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	<p>Official national reports and documentation, compiled in the ILO Strategic Management System.</p>
Reporting of results	<p>The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p>

	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).
Output 7.3. Increased capacity of Member States 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	<p>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.</p> <p>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.</p>
Key technical definitions	<p>Integrated policy responses include 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:</p> <ul style="list-style-type: none"> • 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. <p>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.</p>
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.

<p>Reporting of results</p>	<p>The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p> <p>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 8.2.1 when concerning workers in informal employment in the formal sector or in households.</p> <p>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.</p>
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Outcome 8: Integrated policy and institutional responses for social justice through decent work

Output 8.1. Improved coherence in multilateral support for the development and financing of integrated policy responses for social justice through decent work	
Indicator 8.1.1. Number of Member States where tripartite constituents who participated in ILO capacity-building initiatives engaged in the development of the UN Cooperation Framework	
Observable change measured by the indicator	<p>Change occurs when a UN Sustainable Development Cooperation Framework process in a Member State has involved constituents who went through ILO’s capacity-building or training activities. These training activities aim at pursuing the integration of social justice with decent work through a human-centred approach into global policies for achieving the SDGs, through peer learning approaches, including South-South and triangular cooperation, as evidenced in training reports and evaluations.</p>
Key technical definitions	<p>A UN Sustainable Development Cooperation process is conducted in line with the UNSDG guidelines and finalized when the document is signed by the government and the UN entities in the country.</p> <p>A capacity building or training activity may include: 1) the development or use of an updated comprehensive resource platform addressing the human-centred approach to the future of work (such as the DW4SD) or development cooperation learning platform (such as the South-South meeting point); and/or 2) tailor-made learning activities designed for the target groups, preferably in cooperation with the Turin Centre.</p> <p>Delivery of capacity building can happen either through face-to-face modules combined with online learning, or through online learning only. Delivery also includes follow-up access to the relevant platforms.</p>
Means of verification	<p>Reports by regional and country offices and Cooperation Framework documents uploaded on the UNSDG / DCO repository.</p> <p>Related capacity building or training activities delivered and associated evaluation reports, reported by regional offices and compiled by the ILO Multilateral Partnerships and Development Cooperation Department (PARTNERSHIPS) and the Turin Centre.</p>
Reporting of results	<p>The result will be reported as the total number of Member States in which a Cooperation Framework was developed during the biennium with verified participation of ILO constituents who have undergone ILO training.</p>
Indicator 8.1.2. Number of Member States with pathfinder status under the Global Accelerator on Jobs and Social Protection for Just Transitions	
Observable change measured by the indicator	<p>Change occurs when a Member States formalizes a commitment to expanding social protection, decent jobs and promoting pathways for just transitions (i.e., become a pathfinder country) under the Global Accelerator on Jobs and Social Protection for Just Transitions and, guided by its theory of change and monitoring framework, develops a national roadmap for its implementation.</p> <p>The commitment is considered as <i>formalized</i> when it is documented in a high-level communication (i.e., at head of State level or head of Government level, or another</p>

	Government entity on behalf of the whole Government) to the UN Secretary General or the UN Resident Coordinator.
Key technical definitions	<p>The process to become a pathfinder country can be initiated by the Resident Coordinator, members of UN Country Team or by the government. In all cases, the process should be led by the national government in close collaboration with the UN.</p> <p>The Global Accelerator on Jobs and Social Protection for Just Transitions is an initiative launched in September 2021 by the UN Secretary-General. It aims to bring together member States, international financial institutions, social partners, civil society, and the private sector to help countries create 400 million decent jobs, including in the green, digital and care economies, and to extend social protection coverage to the 4 billion people currently excluded. A Technical Support Facility coordinated by the ILO provides operational guidance for global, regional and country-level activities (navigate here for more information).</p> <p>National roadmaps for the implementation of the Global Accelerator may comprise:</p> <ul style="list-style-type: none"> • The development of a national cross ministerial coordinating body with high level leadership if not in place; • Assessment of existing national integrating policies on jobs and social protection, and development of an integrated policy framework; • Identification of existing policy and programme gaps to expand social protection and jobs including financing gaps; • Plans for appropriate policy and programme expansion; • Development of an integrated financing strategy or other mechanisms to raise domestic and international resources; • Development of a monitoring and evaluation framework and process to track progress.
Means of verification	Reports of progress in the implementation of the Global Accelerator provided by the Global Accelerator Technical Support Facility.
Reporting of results	<p>Results will be reported during the biennium in which the Member State, with ILO support, achieves pathfinder status, as recognized/recorded by the Global Accelerator Technical Support Facility.</p> <p>The ILO should also monitor and report progress made by Member States that achieved pathfinder status, with its support, during the biennium in relation to the national roadmaps. This includes progress in relation to the design and implementation of integrated policy approaches to facilitate just transitions, the increase of sustainable financing for decent work and universal social protection and the strengthening of multilateral cooperation for this purpose.</p> <p>Once reported, the Member State will become part of the baseline for this indicator.</p>
Indicator 8.1.3. Number of partners joining the Global Coalition for Social Justice	
Observable change measured by the indicator	Change happens when a partner joins the Global Coalition for Social Justice and commits to one or more actions or initiatives aimed at significantly advancing social justice in their own country and/or in others through an increase in international cooperation.
Key technical definitions	Partnership in the Global Coalition for Social Justice is voluntary and open to actors who are willing to contribute to its objectives and advocacy efforts. Becoming a

	<p>Coalition partner represents a commitment to supporting the cause of social justice. Partners may include:</p> <ul style="list-style-type: none"> • governments; • representatives of employers and workers organizations; • international organizations, funds, programmes, specialized agencies, related organizations and other entities and bodies that are part of the UN system and international financial institutions; • regional and subregional intergovernmental organizations and regional development banks; • enterprises and company foundations, through the secretariat of the ILO Employers’ group; • Global Union Federations, through the secretariat of the ILO’s Workers’ group; • International non-governmental organizations (INGOs) that are accredited to attend the International Labour Conference or that are accredited with the United Nations Economic and Social Council (ECOSOC); • research and academic institutions that have partnerships with the ILO. <p>Any partner willing to join the Coalition is expected to (i) advocate for social justice and uphold the principles and values of the UN and the ILO, including the fundamental principles and rights at work, (ii) contribute to advancing social justice and the Sustainable Development Goals at the global, regional and/or national levels, including through multilateral cooperation; and (iii) commit to develop independently or in collaboration with other actors, one or more actions or initiatives aimed at advancing significantly social justice. The nature and scale of these commitments can vary in function of the partners’ capacities and priorities.</p>
Means of verification	Reports on progress in implementation of the Global Coalition for Social Justice.
Reporting of results	The total number of partners will be reported at the end of the biennium, by category.
Output 8.2. Improved coherence in support and action to facilitate transition from the informal to the formal economy	
Indicator 8.2.1. Number of Member States that implement an integrated strategy/approach on formalization	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 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. 2. 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. 3. 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. 4. 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.

	<p>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.</p> <p>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.</p> <p>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.</p>
Key technical definitions	<p>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.</p> <p>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.</p>
Means of verification	<p>Official gazette, national reports and documentation of government bodies, tripartite agreements, intergovernmental or international organization documents, compiled in the ILO Strategic Management System.</p>
Reporting of results	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p> <p>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 6.3.2.</p>
<p>Output 8.3. Improved coherence in support and action to facilitate just transitions towards environmentally sustainable economies and societies</p>	
<p>Indicator 8.3.1. Number of Member States with integrated policy measures to facilitate a just transition towards environmentally sustainable economies and societies through decent work</p>	
Observable change measured by the indicator	<p>Change occurs when <u>one or more</u> of the following situations is observed:</p> <ol style="list-style-type: none"> 1. The government, in consultation with social partners, adopts policy measures, 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

	<p>accordance with Nationally Determined Contributions, other environmental goals and its development priorities;</p> <p>2. The government, in consultation with the social partners, adopts an environmental policy that integrates decent work and just transition considerations.</p> <p>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.</p>
<p>Key technical definitions</p>	<p>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.</p> <p>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.</p> <p>Environmental policy: refers to Nationally Determined Contributions on climate change, National Adaption Plans on climate change, National Mitigation Plans on climate change, or other policies addressing environmental and climate change.</p>
<p>Means of verification</p>	<p>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.</p>
<p>Reporting of results</p>	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p>

Output 8.4. Improved coherence in support and action to advance decent work outcomes in supply chains	
Indicator 8.4.1. Number of Member States with an integrated approach to decent work in supply chains in line with the ILO strategy	
Observable change measured by the indicator	<p>Change occurs when the government, in consultation with social partners, implements integrated approaches, at the international, national, sub-national, sectoral and/or local levels, with the objective of achieving decent work in supply chains in line with the ILO's strategy, taking into account the need for coherence across a broad range of policy areas to advance decent work in supply chains, including from a multilateral dimension.</p> <p>Approaches are considered <i>as implemented</i> when there is evidence (official statement, technical/financial progress report, others) of execution of activities.</p>
Key technical definitions	<p>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).</p> <p>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.</p>
Means of verification	<p>Official reports, publications, and documentation, documented meeting proceedings, documents of sectoral programmes or initiatives, UN reports and documents, media coverage.</p>
Reporting of results	<p>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.</p> <p>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.</p> <p>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.</p> <p>Results specifically focused on the respect, promotion and advancing of Fundamental Principles and Rights at Work should be reported under indicator 1.4.1. Results in relation to the promotion of responsible business conduct following the principles of the MNE Declaration should be reported under indicator 4.2.1.</p>

Output 8.5. Improved coherence in support and action to promote decent work in crises and post-crisis situations	
Indicator 8.5.1. 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	<p>Change occurs when the government, employers’ organizations or workers’ organizations implement a policy or programme with the purpose of strengthening national capacities to prevent, prepare to respond, and recover from crises.</p> <p>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, peace and resilience.</p> <p>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 both in crisis settings and at global level.</p>
Key technical definitions	<p>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.</p> <ul style="list-style-type: none"> • 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. <p>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.</p> <p>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.</p>
Means of verification	<p>Official national reports, including policies and legislation; inter-governmental official documents; UN and IFIs reports or other published documents by institutional sources.</p>
Reporting of results	<p>The result will be reported in the biennium when the observable change, achieved with ILO support, occurs.</p> <p>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.</p>

	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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