▶ **Output indicators**
Technical notes for planning, monitoring and reporting on results

The Director General's Programme and Budget proposals for 2022-23

March 2021

Contents

Outcome 1: Strong tripartite constituents and influential and inclusive social dialogue

Output 1.1. Increased institutional capacity of employer and business membership organizations (EBMOs)	
Indicator 1.1.1. Number of EBMOs with improved governance systems, strategies to widen representation and/or enhanced service provision	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed during the biennium: a. The EBMO approves and initiates implementation of a **strategic plan** to improve the governance, functioning and resilience of the organization; b. The EBMO adapts its **organizational structure / processes** in response to changes in the business environment or organizational needs; c. The EBMO adopts a **membership strategy** through an action plan to increase its representation; d. The EBMO delivers a **new or improved service,** with an accompanying **service sustainability plan** to meet the needs of members.
Key technical definitions	**Strategic plan**: Comprehensive and integrated set of priorities, objectives and measures in relation to the EBMO's institutional development, continuity, resilience and growth. **Organizational structure / processes**: Arrangements in composition, membership or working methods of the EBMO, developed to make a more effective and efficient use of EBMO institutional capacities and mitigate risks. **Membership strategy**: Coherent set of measures to deepen engagement with existing members or expand membership, particularly in under-represented sectors or enterprises. **New or improved service**: New or upgraded, digital and scalable activities aimed at providing services to members in a particular area in demand by enterprises. **Service sustainability plan**: A strategy aimed at the viability of the new or improved service, including through the allocation of financial or human resources; a cost-benefit analysis; a training service; a dissemination or marketing plan; a partnership for delivery established with private or public institutions or companies, etc.
Means of verification	Reports, documented proceedings, service / training records, guides / manuals, and business plan / strategies of EBMOs; partnership agreements, media coverage; or other official documents.

Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the EBMO will be considered as part of the baseline for this indicator. Continued support may be required to produce additional changes, which would be reportable in future biennia as incremental progress within the organization, either in relation to the situations described above or in terms of: • a documented increase of effectiveness or efficiency of the EBMO in achieving its objectives; • a documented increase in membership; • a documented uptake or use of services among businesses.
Indicator 1.1.2. Number of EBMOs that produce analyses on the changing business environment and conduct advocacy activities to influence policymaking	
Observable change measured by the indicator	Change occurs when the EBMO conducts **advocacy activities** based on an **analysis** of the business environment or an **assessment** of employers' views on issues of interest to the business community.
Key technical definitions	**Advocacy activities** comprise: a) the development of strategies, campaigns or materials that offer coordinated and unified representation of the private sector; b) the systematic/continuous engagement with the government or other stakeholders; c) diverse partnerships or alliances with like-minded organizations. **Analyses** of the business environment or **assessments** that convey employers' positions can be produced by the EBMO's own staff or in partnership with competent research institutions. The analyses can take the form of reports, briefs or papers based on enterprise surveys, qualitative interviews, focus group discussions or secondary research that articulate the organization's positions on current and emerging issues affecting business.
Means of verification	Reports, documented proceedings, policy positions, campaign materials, business strategies of employers and business membership organizations; partnership agreements; media coverage; or other official documents.
Reporting of results and what happens after	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. Once the result is reported, the EBMO will be considered as part of the baseline for this indicator. Continued support may be required to produce additional changes, which would be reportable in future biennia as incremental progress within the organization, either in relation to the situations described above or in terms of: • a documented change in the business environment through legislative/regulatory reforms or policy adoption/change; • a documented uptake of analyses and assessments achieved with ILO support by the EBMO to influence government and other stakeholders.

Output 1.2. Increased institutional capacity of workers organizations	
Indicator 1.2.1. 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	Change occurs when <u>one or more</u> of the following situations is observed: a. Workers' organization(s) in a specific country adopt a new or revised **policy** aimed at addressing the crisis brought about by the COVID-19 pandemic. The new or revised policy is considered *adopted* when the union structures formally approve it. b. Workers' organization(s) in a specific country implement an **innovative strategy**, especially in the new context brought about by the crisis, to attract **different groups of workers**; c. Workers' organization(s) in a specific country implement an innovative strategy to **improve the services** to attract new members or retain the existing ones.
Key technical definitions	The **policy** should cover at least one of the following areas: employment, social protection or occupational safety and health. 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. **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 the technological progress and economic and environmental transformations. Workers from sectors particularly hard hit by the COVID-19 pandemic, such as health, tourism, restaurant/catering, would be targeted. An **improved service** may be a new one that was not available before and that was put in place particularly to respond to challenges related to the COVID-19 crisis, 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 health insurance schemes; the provision of education, training and lifelong learning; 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 and	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.

what happens after	Once the result is reported, the Member State where the workers' organization is situated will be considered as part of the baseline for this indicator. Continued support may be required to produce additional changes (e.g. extension of membership to other groups; improvement of other services), which would be reportable in future biennia as incremental progress within the country.
Indicator 1.2.2. Number of workers' organizations that produce proposals to be considered in social dialogue mechanisms for policymaking	
Observable change measured by the indicator	Change occurs when a **proposal** on issues of interests to the workers, particularly relevant for the recovery from the COVID-19 crisis, prepared by a national workers' organization or trade union platform, is given recognition by a relevant **inter-institutional mechanism for policy-making**.
Key technical definitions	**Proposals** are documented products of collaborative thinking and joint action by national workers' organizations through sectoral, national, 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.
	Inter-institutional mechanisms for policy-making are established institutions or forums, including bipartite and tripartite mechanisms, which drive policy agendas at different levels. They may include tripartite social dialogue structures or tripartite institutional structures, national SDG bodies, UN Sustainable Development Cooperation Framework processes, regional integration processes, trade negotiations, processes led by International Financial Institutions, etc.
Means of verification	Congress or annual reports of workers' organizations; collective bargaining agreements; official reports and publication; media; national, regional and multilateral policies, laws and regulation; trade agreements; comments and reports of the ILO supervisory bodies.
Reporting of results and what happens after	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 where the workers' organization is situated will be considered as part of the baseline for this indicator. Continued support may be required to produce additional changes (e.g. a proposal in another policy area than the one reported on), which would be reportable in future biennia as incremental progress within the country.

Output 1.3. Increased institutional capacity and resilience of labour administrations	
Indicator 1.3.1. Number of Member States with institutional frameworks for labour administration that address current and new challenges in the world of work	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed during the biennium: a. **Labour administration institutions** (ministry of labour, labour inspectorate or other department / service under the ministry responsible for labour) formally adopt a **plan of action** to improve their effectiveness or outreach in line with provisions of international labour standards on labour administration and labour inspection; b. The ministry of labour or labour inspectorate formally approves and starts implementing **measures to improve the coverage or quality of services** provided in order to address new or persistent challenges in the world of work, including recovery from the COVID-19 pandemic, and diverse forms of work arrangements;; c. The ministry of labour or the labour inspectorate defines and starts implementing **new or streamlined work processes** or **methodologies** for improved interventions, reporting, coordination, integrity and statistical production and analysis; d. The government formally adopts and implements an **inter-departmental or inter-institutional plan** to improve labour administration responses to persistent or new challenges in the world of work, including those related to COVID-19 and a just transition to environmental sustainability.
Key technical definitions	A **plan of action** is a strategic document based on up-to-date assessments of labour administration or labour inspection systems or on other available information aiming at institutional strengthening with objectives, timelines, definition of responsibilities and resources. **Measures to improve the coverage or quality of services** include policies, plans or new mechanisms developed: • to provide better technical advice to employers, workers and their organizations; • to address new challenges in the world of work (like climate change, diverse forms of work arrangements, and technology), persistent challenges (including informality or difficult to reach groups of workers), and building back better in the COVID-19 aftermath. . **New or streamlined work processes and methodologies** are arrangements and ways of action developed to make a more effective and efficient use of available resources to address particular areas of work, and a better production or analysis of labour market data and statistics that can be applied in planning and implementation of labour administration actions, including labour inspection interventions. These include digitalisation of processes and procedures. **Inter-departmental or inter-institutional plans** are strategies, programmes or institutional arrangements to promote concerted action including data sharing: • of different governmental departments/agencies;

	• of territorial divisions; • between government and social partners.
Means of verification	Official national documents and reports, including from employers' and workers' organizations, and reports by ILO supervisory bodies.
Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required to produce additional results in this area, which would be reportable in future biennia as incremental progress within the country.

1.3.2. Number of Member States with targeted strategic compliance plans, developed in consultation with the social partners

Observable change measured by the indicator	Change occurs when the ministry of labour or the labour inspectorate adopts and implements a targeted **strategic compliance plan** that meets the following criteria: • The sectors or topics of the plan are selected in consultation with social partners, are gender responsive and, where needed, focus on sectors or topics impacted by COVID-19; • The plan assists the labour inspectorate in improving its delivery in collaboration with other actors with mandate and capacity to promote compliance as required by the targeted sectors or topics; • The Plan includes a combined set of interventions, including promotion of compliance and enforcement; • The plan respects the core elements of labour inspection as defined by Convention No. 81 and No. 129.
Key technical definitions	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.
Means of verification	Official national documents and reports, including from employers' and workers' organizations, and reports by ILO supervisory bodies.
Reporting of results and what happens after	The result will be reported in the biennium when, in addition to the adoption of the compliance plan with ILO support, there is evidence that: • at least 50% of the actions included in the plan are being implemented; • an increased number of duty holders adopt compliant workplace practices attributable to the selected interventions in the targeted sectors or topics. Once the result is reported, the Member State will be considered as part of the baseline for the indicator. Continued support may be required to achieve further results and sustained levels of compliance, or to upscale or promote a spill over effect with the capacity for effective and sustainable labour market

	regulation. This may entail, for example, implementing interventions of political, legal or systemic nature that may require longer periods of implementation, or expanding interventions piloted in a region or sector to the national level. Such results would be reportable in future biennia as incremental progress within the country and the policy area.

Output 1.4. Increased capacity of Member States to improve social dialogue and labour relations laws, processes and institutions
1.4.1. Number of Member States with newly developed or strengthened institutions, mechanisms or regulatory frameworks for social dialogue, labour relations or dispute prevention/resolution that address current and emerging challenges in the world of work

Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed during the biennium: a. Social dialogue institutions, mechanisms or processes (other than those designed to engage in the implementation of, and reporting on ILS) are **established, revitalized or reformed**, to address current and emerging challenges in the world of work including recovery from the Covid-19 crisis at national, regional, local or sectoral levels. b. The Government or relevant legislative body **initiates new or revised regulation promoting social dialogue or sound labour relations** at national, regional, local or sectoral levels. c. **Institutions for dispute prevention and resolution are established**, or their organizational structure and capacity is **strengthened**. The development of social dialogue institutions and mechanisms and related laws and regulations must be guided by international labour standards and carried out through consultations with employers' and workers' organizations.
Key technical definitions	Social dialogue institutions or mechanisms[1] are: • **Established** when a new body (for instance a national council for social dialogue, a labour advisory council, an economic and social council or a wage advisory board) or process for social dialogue (for instance, a series of tripartite consultations) involving representatives of employers and workers, alongside those of government or other public authorities in decision-making, is formally set up. • **Revitalized** when an existing body for social dialogue resumes meetings regularly, or submits recommendations to the relevant authority or when processes for social dialogue are resumed regularly. • **Reformed** when the legal, administrative, organizational or financial framework of an existing body or existing process (for instance, procedural guidelines) is revised to better respond to persistent and emerging challenges in the world of work. The government or relevant legislative body: • **Initiates new regulation** when a proposal is prepared, consulted with social partners and formally submitted to parliament or adopted by the executive.

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[1] For the purpose of this indicator, **social dialogue institutions / mechanisms** relate to bodies and or processes for social dialogue 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 may include 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.). 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 2.3.1.

<table>
<tr><td rowspan="1"></td><td>
• **Revises regulations** when an amendment to an existing regulation is prepared, consulted with social partners and formally submitted to parliament or adopted by the executive.

Institutions for dispute prevention and resolution are established when a new body with the mandate to prevent and resolve work-related conflicts between workers and employers or their representative organizations is formally set up. These bodies may either prevent or resolve disputes by facilitating consensus-based processes such as conciliation, mediation or arbitration. These bodies also include institutions with judicial and quasi-judicial authority to resolve labour disputes.

The organizational structure and capacity of an institution for dispute prevention and resolution is **strengthened** when:

• The financial and human resources of the concerned body are increased; or
• Improved case management models or operational procedures are implemented.
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<tr><td>**Means of verification**</td><td>Official documents and reports, including from employers' and workers' organizations, or other records, including reports by ILO supervisory bodies; outcomes of sectoral meetings.</td></tr>
<tr><td>**Reporting of results and what happens after**</td><td>The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the Member State will become part of the baseline for this indicator. Further assistance by the Office might be required and provided to sustain and expand the results, which would be reportable in future biennia as incremental progress within the country and the policy area.</td></tr>
<tr><td colspan="2">**1.4.2. Number of Member States with improved policies or practices to promote collective bargaining and/or workplace cooperation**</td></tr>
<tr><td>**Observable change measured by the indicator**</td><td>Change occurs when <u>one or more</u> of the following situations is observed during the biennium:

a. An institution, mechanism, procedure or policy promoting **voluntary collective bargaining** at any level is **established or strengthened.**
b. A policy or practice is **adopted or strengthened** to support **workplace cooperation** as a tool to help ensure safe and productive workplaces, in such a way that it respects collective bargaining and its outcomes and does not undermine the role of trade unions.
c. Policies or procedural guidelines are **adopted or strengthened** to facilitate the **examination and resolution of grievances** at the level of enterprise**.**
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<tr><td>**Key technical definitions**</td><td>A institution, mechanism, procedure or policy promoting **collective bargaining**[2] is:</td></tr>
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[2] 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)

- **Established** when a new body, process, or "machinery for voluntary negotiation between employers[3] or employers' organizations and workers' organizations, with a view to the regulation of terms and conditions of employment by means of collective agreements"[4] is formally set up.
- **Strengthened** when:
  - the legal, administrative or financial framework of an existing body or existing process is revised to increase its inclusiveness and effectiveness to better respond to emerging challenges in the world of work; or
  - a budgeted training programme is implemented by national institutions to enhance the capacity and knowledge of the members of an existing body on gender equality and wage setting, among other topics; or
  - more and better sex-disaggregated data and statistics in the areas of collective bargaining and industrial relations are collected and analysed through improved information systems.

A policy or practice promoting **workplace cooperation**[5] is:

- **Adopted** when the public authorities or the social partners formally publish new or amended legislation, regulations, white papers or other policy documents or guidelines supporting workplace cooperation as a tool to promote safe and productive workplaces, 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.

A policy or procedural guidelines to facilitate the **examination and resolution of grievances**[6] at the level of enterprises are:

- **Adopted** when formally approved by the government following a process of social dialogue, or when the social partners jointly and formally publish

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regulating relations between employers and workers; and/or (c) regulating relations between employers or their organisations and a workers' organisation or workers' organisations."

[3] 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).

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

[5] Workplace cooperation is understood to mean, as set out in the Co-operation at the Level of the Undertaking Recommendation, 1952 (No. 94), "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." See Report VI - Social dialogue and tripartism, International Labour Conference, 107th session, 2018.

[6] 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."

	documentation aimed at facilitating the development of enterprise-level grievance procedures, including in collective agreements, or when it is adopted in work rules[7] or in other manner consistent with national practice. • **Strengthened** when existing guidelines and policies are adjusted with a view to promoting conflict prevention, mutual trust and increasing 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 and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the Member State will become part of the baseline for this indicator. Continued support may be required to achieve further improvements and sustainability of impact, which would be reportable in future biennia as incremental progress within the country and the policy area. For the purpose of the Implementation Report, the Office will clearly indicate results achieved in relation to collective bargaining only, results achieved in relation to workplace cooperation only, and results achieved in respect of both areas.

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[7] 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.

Outcome 2: International labour standards and authoritative and effective supervision

Output 2.1. Increased capacity of Member States to ratify international labour standards	
Indicator 2.1.1. Number of ratifications of fundamental and governance Conventions or Protocols	
Observable change measured by the indicator	Change occurs when the ratification of a **fundamental or governance Convention**, or one of the associated protocols, is formally registered by the ILO.
Key technical definitions	The **fundamental Conventions** and associated protocols are the following: • 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) • C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) The **governance Conventions** and associated protocol are the following: • C081 - Labour Inspection Convention, 1947 (No. 81) • P081 - Protocol of 1995 to the Labour Inspection Convention, 1947 • 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)
Means of verification	Official national documents and reports by ILO supervisory bodies, compiled in ILO's Information System on International Labour Standards (NORMLEX). NORMES will compile the information on the total number of ratifications registered at the end of the biennium through NORMLEX, as well as data on ILO support to the ratification process through the OCT.
Reporting of results and what happens after	All the ratifications of fundamental and governance Conventions will be reported under this indicator. For a ratification to be reported as a result, the ILO must have provided support to the ratification process, 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. Once reported, ratifications are added to the baseline for the indicator. A ratification can trigger or be the culmination point of changes to be recorded at national level, such as: • the development / revision of legislation or other regulatory instruments, strategies, policies, programmes or measures to ensure implementation (significant results would be reportable under indicators of specific policy outcomes and outputs; labour law reforms would be reportable under 2.2.1 when they lead to an expression of satisfaction by the Committee of Experts or under 2.3.2, e.g., in case of tripartite validation of an Office Technical Memorandum); • the establishment of a tripartite mechanism to engage in the implementation of the standards and reporting to the ILO supervisory bodies (significant results would be reportable under 2.3.2); • the development of compliance plans (significant results would be reportable under 1.3.2); • the consideration of the standard in dispute settlement mechanisms.
Indicator 2.1.2. Number of ratifications of up-to-date technical Conventions, including those recommended by the Governing Body in the context of the Standards Review Mechanism	
Observable change measured by the indicator	Change occurs when the ratification of an **up-to-date technical Convention** or associated Protocol is formally registered by the ILO.
Key technical definitions	A technical Convention is any Convention other than a fundamental or governance Convention. The list of the **up-to-date technical Conventions**, which is based on the ongoing work of the Standards Review Mechanism Tripartite Working Group (SRM TWG), can be found in NORMLEX. In the follow-up to the SRM TWG's work, the Governing Body has requested the Office to promote as an immediate priority the ratification of up-to-date instruments related to a number 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 are: • 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) In addition, the Centenary Declaration for the Future of Work provides that the ratification of up-to-date standards is of "fundamental importance" to the ILO.

	Accordingly, all ratifications of up-to-date standards are reportable against this indicator.
Means of verification	Official national documents (e.g. instrument of ratification) and reports by ILO supervisory bodies, compiled in ILO's Information System on International Labour Standards (NORMLEX). NORMES will compile the information on the total number of ratifications registered at the end of the biennium through NORMLEX, as well as data on ILO support to the ratification process through the OCT.
Reporting of results and what happens after	All the ratifications of technical Conventions will be reported under this indicator. For a ratification to be reported as a result, the ILO must have provided support to the ratification process, 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. Once reported, ratifications are added to the baseline for the indicator. A ratification can trigger or be the culmination point of changes to be recorded at national level, such as: • the development / revision of legislation or other regulatory instruments, strategies, policies, programmes or measures to ensure implementation (significant results would be reportable under indicators of the specific policy outcomes and outputs; labour law reforms would be reportable under 2.2.1 when they lead to an expression of satisfaction by the Committee of Experts or under 2.3.2, e.g., in case of tripartite validation of an Office Technical Memorandum); • the establishment of a tripartite mechanism to engage in the implementation of the standards and reporting to the ILO supervisory bodies (which would be reportable under 2.3.2); • the development of compliance plans (which would be reportable under 1.3.2); • the consideration of the standard in dispute settlement mechanism.

Output 2.2. Increased capacity of Member States to apply international labour standards	
Indicator 2.2.1. Number of cases of progress in the application of ratified Conventions noted with satisfaction by the supervisory bodies	
Observable change measured by the indicator	The indicator measures the number of times that the Committee of Experts on the Application of Conventions and Recommendations (CEACR) notes "with **satisfaction**" a case of progress in the application of a ratified Convention. Information on the cases for which the CEACR has expressed satisfaction will be provided in the general part of the CEACR report published in 2022 or in 2023 (regardless of when the actual progress took place).
Key technical definitions	The Committee of Experts expresses **satisfaction** in cases in which, following comments it has made on a specific issue, the government has taken measures through the adoption of new legislation, an amendment to existing legislation or a significant change in the national policy or practice, thus achieving fuller compliance with the country's obligations under the respective Conventions. In expressing its satisfaction, the Committee indicates to the government and the social partners that it considers the specific matter resolved.
	The expression by the Committee of interest or satisfaction does not mean that it considers that the country in question is in general conformity with the Convention, and in the same comment the Committee may express regret concerning other important matters which, in its view, have not been addressed in a satisfactory manner.
Means of verification	Official national documents and reports by ILO supervisory bodies, compiled in in ILO's Information System on International Labour Standards ([NORMLEX](#)).
	NORMES will compile the information on the total number of cases of progress published at the end of the biennium in official reports by ILO supervisory bodies, as well as data on ILO support through the OCT.
Reporting of results and what happens after	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.
	The total number of cases reported in the biennium will become the baseline for the indicator.
	The deployment of advisory missions in support of conclusions of the Conference Committee on the Application of Standards (CAS) or comments of the Committee of Experts remains an Office-wide institutional priority. This applies even if a reportable result (satisfaction) may only be expected to occur in subsequent programme and budget cycles.
	Labour law reform aimed at improved application of international labour standards would be reportable under indicator 2.3.2 when advisory services have supported the consideration of these standards on a tripartite basis, e.g., there is tripartite validation of an Office's Technical Memorandum.
	Reports of the supervisory bodies normally include follow-up requests to the Government to track longer-term effects of the supervisory process.

Indicator 2.2.2. Percentage of new UN Cooperation Frameworks that include measures to address issues raised by the ILO supervisory bodies	
Observable change measured by the indicator	Change occurs when <u>one or both</u> of the following situations is observed: • A **formally adopted UN Cooperation Framework** or its accompanying joint work plan include outcomes, outputs or activities that address a specific issue raised in a **comment from the ILO supervisory bodies**; or • A formally approved **Decent Work Country Programme** includes one or more outcomes or specific outputs that address issues raised in a comment from the ILO supervisory bodies, as a means to achieve an outcome established in the UN Cooperation Framework for the country.
Key technical definitions	The **formal adoption of the UN Cooperation Framework** requires the signature of a representative from the Government and representatives of the UN. It is a specific step in the Cooperation Framework's cycle that follows the design and the configuration of the United Nations Country Team (see more here). Cooperation Frameworks generally focus on outcomes. Outputs and key activities to achieve the Cooperation Framework outcomes are included in the joint work plans, which are annual or multi-year internal UN documents. An essential preliminary step in developing the Cooperation Framework is the Common Country Analysis (CCA), the UN independent, impartial and collective assessment of a country's situation in relation to the achievement of the SDGs. Including references to the application of international labour standards in a CCA critically enhances the possibility of the issue being addressed in the Cooperation Framework. NORMES has developed a normative stocktaking tool to 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. **Comments from the ILO supervisory bodies** are published in the annual reports of the Committee of Experts on the Application of Conventions and Recommendations (CEACR) and the Conference Committee on the Application of Standards (CAS). Conclusions and recommendations of the Committee on Freedom of Association (CFA) should also be considered in the context of new UN Cooperation Frameworks. Comments may also be found in the reports of the Commissions of Inquiry or of Ad hoc Tripartite Committees established by the Governing Body to examine respectively Article 26 complaints or Article 24 representations. **Decent Work Country Programmes** developed in the context of the Cooperation Framework processes include outcomes copied verbatim from the Cooperation Framework document. DWCPs are formally approved by the corresponding ILO Regional Director. 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.

Means of verification	Official national documents and reports by ILO supervisory bodies, compiled in ILO normative databases.
	Database of UN Cooperation Frameworks and accompanying documents, and PROGRAM's database of DWCPs.
Reporting of results and what happens after	The result achieved during the biennium will be reported as the percentage of Cooperation Frameworks adopted in 2020-21 that include measures responding to issues raised by the supervisory bodies.
	The result reported in 2020-21 will become the baseline for the indicator.
	Follow-up should focus on the implementation of the measures included in the Cooperation Framework, the joint work plan and the DWCP, including through the relevant indicators defined in these planning documents.

Output 2.3. Increased capacity of Member States to engage in a forward-looking international labour standards policy	
Indicator 2.3.1. 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 there is an increase of **article 22 reports** received by the Office within the established deadlines (1st of September, every year), indicating increased capacity of Member States to report to the ILO supervisory bodies.
Key technical definitions	The **article 22 reports** are addressed to the Committee of Experts and constitute the main input to the Committee's work. Timely and good quality reports are an essential feature for a well-functioning supervisory mechanism Article 22 reports include first reports two years after ratification and one year after a Convention enters into force. These reports may require a higher level of assistance from the Office. After the first reports, any report qualifies as "received" when it contains a reply to the relevant Supervisory Body's comments.
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 and what happens after	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. The result reported in 2020-21 will become the baseline for the indicator.
Indicator 2.3.2 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	Change occurs when: • 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; or • an existing mechanism that was not effective or operational in 2018–19 is **strengthened** or starts operating in 2020 or in 2021, effectively meeting at least once per year. The strengthening of an existing mechanism should be demonstrated by evidence of tripartite consultations occurring more frequently; expanded representation of social partners within the mechanism; or expansion of the scope of regulatory issues considered by the mechanism.

Key technical definitions	A **mechanism** is a body or a procedure in accordance with which effective consultations take place between the government and the social partners around the areas envisaged in C. 144 (ideally complemented by the areas in R. 150).
	Effective consultations means that
	• their purpose is not to lead to an agreement but to 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.
	Areas envisaged in Article 5 of Convention No. 144 refer, in particular, to:
	• the communication to the ILO of government replies to questionnaires concerning items on the agenda of the International Labour Conference and government comments on proposed texts to be discussed by the Conference. For example, 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.
Means of verification	Official national documents and reports by ILO supervisory bodies, compiled in ILO normative databases.

Reporting of results and what happens after	Results will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.
	Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required to promote the functioning of the tripartite mechanism; if further significant results are achieved with ILO support, these would be reportable in future biennia as incremental progress within the country and the policy area.
	Such further changes could include, for example:
	- measures taken to ensure the relevance and sustainability of the tripartite mechanism (financial allocation, adoption of procedural guidelines, etc.) or to increase its representativeness (inclusion of additional members from relevant governmental offices or from recognized social partners' organizations); - the implementation of the recommendations of the tripartite mechanism (in some cases, relevant changes based on these recommendations may be reported under indicators for other outputs).

Output 2.4. Increased capacity of Member States to apply sectoral international labour standards, codes of practice and guidelines	
Indicator 2.4.1. 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	
Observable change measured by the indicator	Change occurs when one or more of the following situations is observed: • A **governmental entity** adopts a new or revised **sectoral initiative** based on ILO sectoral standards and tools; • **Sectoral employers' organizations** or **workers' organizations**, on their own or in the context of bipartite or tripartite dialogue bodies, adopt a new or revised sectoral initiative based on ILO sectoral standards and tools; • ILO **sectoral standards** and **tools** are integrated in approved national policy frameworks, development strategies, UN Cooperation Frameworks or Decent Work Country Programmes. The initiative is considered as *adopted* when the relevant governmental entity or social partners' organization formally approves it, in line with the established policymaking process. In the case of governmental initiatives, only those discussed with and validated by the social partners will be reported.
Key technical definitions	A g**overnmental 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 etc.). **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 etc.). 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. **Sectoral standards** are listed at the end of this section. **Sectoral tools** are codes of practices and guidelines endorsed by the Governing Body (also listed at the end of this section).
Means of verification	National documents and reports, including from employers' and workers' organizations; reports by ILO supervisory bodies; reports compiled through the ILO Sectoral Coordination Mechanism 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.
Reporting of results and what happens after	The result will be reported when one of the observable changes, produced with ILO support, is observed. Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required to produce additional changes, to be reported in future biennia as incremental change

within the capacity of a government to implement ILO sectoral standards, codes of practice or guidelines.

In cases where change occurs within ILO work on wider topics, only the sectoral aspect will be reported under this indicator.

SECTORS	CONVENTIONS AND RECOMMENDATIONS (up-to-date only)
AGRICULTURE, PLANTATIONS, OTHER RURAL SECTORS	- 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	- 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	- Safety and Health in Construction Convention, 1988 (No. 167) and its accompanying Recommendation, 1988 (No. 175)
EDUCATION AND RESEARCH	- ILO/UNESCO Recommendation concerning the Status of Teachers, 1966 - UNESCO Recommendation concerning the Status of Higher Education (1997) – Revised edition 2016
FORESTRY, WOOD, PULP, PAPER	- Safety and Health in Agriculture Convention, 2001 (No.184) and its accompanying Recommendation, 2001 (No. 192)
HEALTH SERVICES	- Nursing Personnel Convention, 1977 (No.149) and its accompanying Recommendation, 1977 (No. 157)
HOTELS, CATERING AND TOURISM	- Working Conditions (Hotels and Restaurants) Convention (N° 172), 1991 and its accompanying Recommendation, 1991 (No. 179)
MARITIME (FISHING)	- Work in Fishing Convention, 2007 (No. 188) and its accompanying Recommendation, 2007 (No. 199)
MARITIME (PORTS)	- Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152) and its accompanying Recommendation, 1979 (No. 160)
MARITIME (SHIPPING)	- Maritime Labour Convention, 2006 (including 2014 amendments) - Seafarers' Identity Documents Convention (Revised), 2003 (No.185) - Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187)

SECTORS	CONVENTIONS AND RECOMMENDATIONS (up-to-date only)
MEDIA , CULTURE, GRAPHICAL	– ILO/UNESCO/WIPO International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations (Rome Convention), 1961
MINING	– 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	– Labour Clauses (Public Contracts) Convention, 1949 (No. 94) and its accompanying Recommendation, 1949 (N° 84) – 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	– Code of Practice on safety and health in agriculture, 2010[8]
BASIC METAL PRODUCTION	– 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	– Code of Practice on safety in the use of chemicals at work, 1993
CONSTRUCTION & INFRASTRUCTURE	– 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	– Policy guidelines on the promotion of decent work for early childhood education personnel, 2013[9] (*also available in Arabic, Chinese, Portuguese, Russian*)
FORESTRY, WOOD, PULP, PAPER	– Guidelines on labour inspection in forestry, 2005 – Code of Practice on safety and health in forestry work, 1998
HEALTH SERVICES	– 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 (& guidance note), 2010 – Joint ILO/WHO Guidelines on health services and HIV/AIDS, 2005

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[8] Adopted by the Meeting of Experts to Adopt a Code of Practice on Safety and Health in Agriculture (Geneva, 25–29 October 2010).
[9] Adopted by the Meeting of Experts on Policy Guidelines on the Promotion of Decent Work for Early Childhood Education Personnel (Geneva, 12-15 November 2013).

SECTORS	GB ENDORSED TOOLS (codes of practice and guidelines)
HOTELS, CATERING AND TOURISM	- Guidelines on decent work and socially responsible tourism, 2017[10]
MARITIME (FISHING)	- Guidelines on flag State inspection of working and living conditions on board of fishing vessels, 2017[11] - Guidelines for port State control officers carrying out inspections under the Work in Fishing Convention, 2007 (No 188), 2010[12] - 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)	- Portworker Development Programme (training course) - Revised Code of Practice on Safety and Health in Ports, 2016[13] - IMO/ILO/UNECE Code of Practice for Packing of Cargo Transport Units, 2014 - Guidelines on training in the port sector, 2012[14] - ILO and IMO Code of practice on security in ports, 2004 - Code of practice on safety and health in ports, 2003
MARITIME (SHIPPING)	- Guidelines for implementing Maritime Occupational Safety and Health provisions of the Maritime Labour Convention, 2006, 2014[15] - Guidelines on the training of ships' cooks, 2013[16] - ILO/IMO Guidelines on the medical examinations of seafarers, 2011[17] - Guidelines for port state control officers carrying out inspections under Maritime Labour Convention, 2006, 2009 - Guidelines for flag state inspections under the Maritime Labour Convention, 2006 (2009) - 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

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[10] Adopted by the Meeting of Experts to adopt Guidelines on Decent Work and Socially Responsible Tourism (Geneva, 20-24 February 2017).

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

[12] Adopted by the 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).

[13] Adopted by the Meeting of Experts to Adopt a Revised Code of Practice on Safety and Health in Ports (Geneva, 21-30 November 2016).

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

[15] Adopted by the Meeting of Experts on Maritime Occupational Safety and Health (Geneva, 13-17 October 2014).

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

[17] Adopted by the Joint ILO/IMO Working Group on Medical Fitness Examinations of Seafarers and Ships' Medicine Chest (Geneva, 26-30 September 2011).

SECTORS	GB ENDORSED TOOLS (codes of practice and guidelines)
MINING	- Code of practice on safety and health in opencast mines, 2018[18] - HIV/AIDS Guidelines for the mining sector, 2013 - Code of Practice on safety and health in underground coalmines, 2006 - 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	- Safety and health in the construction of fixed offshore installations in the petroleum industry, 1982
PUBLIC SERVICES	- Guidelines on decent work in public emergency services, 2018[19] - Guidelines on social dialogue in public emergency services in a changing environment, 2003
TEXTILES, CLOTHING, LEATHER AND FOOTWEAR	- Training package: Improving the competitiveness of the textiles and garment sector through decent work, 2005 [20] (*also available in French, Arabic*)
TRANSPORT (CIVIL AVIATION, ROADS, RAILWAYS)	- Guidelines on the promotion of decent work and road safety in the transport sector, 2020[21] - IMO/ILO/UNECE Code of Practice for Packing of Cargo Transport Units, 2014
TRANSPORT EQUIPMENT MANUFACTURING	- Code of practice on safety and health in shipbuilding and ship repair, Revised edition, 2018[22] - Safety and health in ship breaking: Guidelines for Asian Countries and Turkey, 2004 *(also available in Hindi, Bengali, Urdu, Chinese and Turkish)*
MULTIPLE SECTORS[23]	- 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

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[18] Adopted by the Meeting of Experts on Safety and Health in Opencast Mines (Geneva, 16–20 October 2017).
[19] Adopted by the Meeting of Experts to adopt Guidelines on Decent Work in Public Emergency Services (Geneva, 16–20 April 2018).
[20] Training programme used in the former Action Programmes implemented in selected countries (web tool).
[21] Adopted by the Meeting of Experts to adopt Guidelines on the promotion of decent work and road safety in the transport sector (Geneva, 23-27 September 2019).
[22] Adopted by the Meeting of Experts to adopt a Code of Practice on Safety and Health in Shipbuilding and ship repair (Geneva, 22 - 26 January 2018).
[23] Standards and tools that have a special sectoral approach applicable to different sectors.

Outcome 3: Economic, social and environmental transitions for full, productive and freely chosen employment and decent work for all

Output 3.1. Increased capacity of Member States to formulate and implement national employment policies in response to the COVID-19 crisis	
Indicator 3.1.1. Number of Member States with new generation of national employment policies addressing country-specific future of work challenges	
Observable change measured by the indicator	Change occurs when the government, through a tripartite and inter-ministerial approach, adopts a **new generation National Employment Policy (NEP)** or operationalizes it through measures and provisions in the employment policy or other relevant national policy frameworks and programmes, including COVID-19 recovery strategies. The NEP is considered as *adopted* when the relevant governmental entity formally approves it, in line with the country's policymaking process. The NEP is considered as *operationalized* when there is evidence (official statement, technical/financial progress report, others) of implementation of the measures and provisions related it.

Key technical definitions	**New generation National Employment Policies (NEPs)**:
	
	• Are gender responsive – that is, they pursue gender-equality objectives, based on diagnoses of how different policy options affect women and men differently.
	• Combine demand- and supply-side policy dimensions, with specific attention to one or more demand-side policy**.** Examples of demand-side policies include: macroeconomic policies; sectoral policies; trade and investment policies; enterprise development policies; and technology and innovation policies.
	• Reflect the ILO Centenary Declaration for the Future of Work, addressing one or more country-specific future of work challenges**.** Such challenges may be linked to demographic change, globalization, climate change, technological progress or the related emergence of new forms of work.
	• Attach special emphasis to implementation measures. Examples of implementation measures include:
	  - A cross-government approach, with well-functioning coordination mechanisms established among ministries, social partners, and other stakeholders;
	  - Regionalization of employment policies, e.g. through territorial/local action plans;
	  - Increased budget allocation to meet the employment objectives of a NEP or related policies/strategies/plans/programmes;
	  - Monitoring, evaluation and review of NEPs and associated programmes;
	  - Capacity and institution building;
	  - Mainstreaming employment objectives into national budgets, other policies, strategies and programmes, including national and sub-national action.

	New generation NEPs remain aligned with the integrated approach and the provisions made in ILO Convention No. 122. As evidence-based interventions, they are informed by employment diagnostics and impact assessments and other sources of labour market and other relevant data, including those in line with the resolutions of the 19th and 20th International Conference of Labour Statisticians. They may take a variety of forms ranging from a stand-alone policy document to broader national development frameworks integrating employment objectives in line with the above-listed criteria.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the country will be considered as part of the baseline for this indicator. Continued support may be required to produce additional results, which would be reportable in future biennia as incremental progress within the country and the policy area. Examples of such results could be the development of a budgeted plan to implement the adopted NEP or the introduction of new programmes to support the implementation of the adopted NEP.
Indicator 3.1.2. Number of Member States with a national strategy for youth employment, as a distinct strategy or as part of a national employment strategy (based on SDG indicator 8.b.1)	
Observable change measured by the indicator	Change occurs when the government adopts or operationalizes a **national strategy for youth employment** that articulates a **set of measures** and **provisions** aimed at promoting youth employment within a defined timeframe, including in response to the COVID-19 crisis. The strategy is considered as *adopted* when the relevant governmental entity formally approves it, in line with the country's policymaking process. The strategy is considered as *operationalized* when there is evidence (official statement, technical/financial progress report, others) of implementation of the measures and provisions contained in it.
Key technical definitions	**National strategy for youth employment**: set of policy measures with objectives and timelines presented in a public document that explicitly refers to young people as a target group. It may exist on its own or as part of a NEP (see indicator 3.1.1) or broader national development policy, including COVID-19 recovery strategy. **Set of measures:** a mix of appropriate and well-coordinated policy measures, which may include economic policies conducive to youth employment, labour market policies targeting young people, and policies and programmes to enhance youth employability, or to promote youth entrepreneurship, with due consideration given to protecting youth rights at work. **Provisions:** arrangements foreseen to implement the proposed policy measures, illustrated by the availability of an action plan, with a monitoring framework, resources earmarked and institutional responsibilities clarified.

Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support in alignment with the follow-up plan of action on youth employment for the period 2020–30, occurs. Once the result is reported, the Member State will be considered a part of the baseline for this indicator. Continued support may be required to produce additional results, which would be reportable in future biennia as incremental progress within the country and the policy area. Examples of such results could be the development of a budgeted plan or new programmes to implement the national strategy for youth employment.

Indicator 3.1.3. Number of Member States with an integrated strategy towards formalization in line with Recommendation No. 204

Observable change measured by the indicator	Change occurs when the government, in consultation with the social partners, adopts or operationalizes an **integrated strategy on formalization** that: • is based on a validated gender-responsive diagnostic of factors, characteristics, causes and circumstances of informality; • includes two or more of the lines of action mentioned in paragraph 11 of ILO Recommendation No. 204; and • takes into account the need for coherence and coordination across a broad range of policy areas in facilitating the transition to the formal economy. The strategy is considered as *adopted* 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. The strategy is considered as *operationalized* when there is evidence (official statement, technical/financial progress report, others) of implementation of the measures and provisions contained in it.
Key technical definitions	The **integrated strategy on formalization** may be either a stand-alone policy/strategy/plan or may be integrated in the NEP (see Indicator 3.1.1) or broader national development policy, including as part of COVID-19 policy responses. The diagnostic and the strategy should cover different forms of informality and not be limited to informal sector enterprises (see indicator 4.3.1) or informal employment in formal enterprises and households (see indicator 7.4.2).
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required to produce additional results, which would be reportable in future biennia as incremental progress within the country and the policy area. Examples of such results could be the development of a budgeted plan or new programmes to implement the strategy.

Output 3.2. Increased capacity of Member States to formulate and implement policies and strategies for creating decent work in the rural economy	
Indicator 3.2.1. Number of Member States with measures for decent work in rural areas	
Observable change measured by the indicator	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. The measure is considered as *adopted* 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. The measure is considered as *operationalized* when there is evidence (official statement, technical/financial progress report, others) of its implementation.
Key technical definitions	**Measures for decent work in rural areas** include policies, strategies, plans and programmes with this explicit objective. Such measures comprise, among others, employment intensive investment policies and programmes, rural development strategies and programmes to promote inclusive productive transformation and decent work in the agri-food and other rural economy sectors most affected by the COVID-19 crisis. These measures should be gender-responsive, based on social dialogue and promote the ratification and implementation of relevant international labour standards. They must include three or more of the following characteristics: • promote all-of-government approach by involving different ministries (labour, agriculture, rural development, planning, etc.); • be embedded in a wider context (NEP 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 and IFAD, with a focus on the ILO's comparative advantage; • based on enhanced knowledge and data; • include innovative elements and address country-specific future of work challenges: food insecurity, demographic change, technological progress, greening and globalization; • reduce inequality of access to internet and technologies in the rural areas • promote a just transition to environmental sustainability; • be enriched through South-South and Triangular cooperation.
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 and what happens after	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 be considered as part of the baseline for this. Continued support may be required to produce additional results, which would be reportable in future biennia as incremental progress within the country and the policy area, in terms of implementation or adding a specific component to a policy, strategy, plan or programme.

Output 3.3. Increased capacity of Member States to formulate and implement policies for a just transition towards environmentally sustainable economies and societies
Indicator 3.3.1. Number of Member States with policy measures to facilitate a just transition towards environmentally sustainable economies and societies through decent work

Observable change measured by the indicator	Change occurs when <u>one or both</u> of the following situations is observed: • 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 accordance with Nationally Determined Contributions, other environmental goals and its development priorities; • The government, in consultation with social partners, adopts an **environmental policy** that integrates decent work and just transition considerations. The policy, strategy or plan is considered as *adopted* when the relevant governmental entity formally approves it, in line with the country's policymaking process, after it has been discussed with and validated by the social partners.
Key technical definitions	**Policy measures** refer to policies, strategies, action plans, tripartite agreements reached through social dialogue or capacity development programmes funded by the government or by the social partners. These measures are developed with the purpose of ensuring a just transition in the implementation of climate change or environmental policies, in accordance with nationally defined development priorities. They can be embedded in comprehensive or sector-specific initiatives such as sustainable development strategies; national employment policies; green jobs, green work, green works or green skills strategies; blue economy job policies; nature-based solutions strategies; a circular economy policy; labour migration or migration policies and internally displaced person policies; sub-national sustainable development policies (e.g. subnational administrative areas; urban or rural areas); strategies supporting indigenous peoples; gender equality strategies; social protection or occupational safety and health strategies. **Just transition towards environmentally sustainable economies and societies for all**: refers to the pursuit of social, economic and environmental sustainability, through a transition/process that contribute to the goals of decent work for all, social inclusion and the eradication of poverty, putting emphasis on the most vulnerable groups, in accordance with nationally defined development priorities. **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.

Means of verification	Official national reports and documentation, documented proceedings, official statistical analyses following international statistical standards and best practices, documents of sectoral programmes or initiatives, media coverage, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required to achieve additional results, which would be reportable in future biennia as incremental progress within the country and the policy area, for example in terms of: • a documented implementation of a national plan, strategy or policy to support a just transition at national, sub-national sectoral or local level; • a documented functioning or effectivity of social dialogue for a just transition at national, sub-national sectoral or local level; • a documented local resource- based programme at the sub national level to increase climate resilience.

Output 3.4. Increased capacity of Member States to promote peaceful, stable and resilient societies through decent work	
Indicator 3.4.1. Number of Member States with programmes to promote peaceful, stable and resilient societies through decent work	
Observable change measured by the indicator	Change occurs when the government, in consultation with the social partners, implements **employment and decent work measures to tackle fragility drivers** in **conflict** or **disaster settings**, considering the **humanitarian-development-peace nexus.** Measures are considered as *implemented* when there is evidence (official statement, technical/financial progress report, others) of execution of activities.
Key technical definitions	**Employment and decent work measures to tackle fragility drivers** are gender-responsive policies, strategies, plans or programmes, based on social dialogue and relevant international labour standards, especially R.205, with the objective of promoting peace, stability and resilience through jobs and employability. These could also be programmes developed in response to the COVID-19 crisis. They may include one or more of the following strategies: employment intensive investments, skills development, promotion of enterprises and cooperatives, and employment services. • In **conflict settings**, these measures are designed/implemented based on conflict analyses and with a specific peace responsiveness focus in its outcomes/outputs. • In **disaster settings**, these measures are designed/implemented based on crisis recovery and include disaster risk reduction and climate change adaptation objectives. • Considering the **humanitarian- development-peace nexus**, these measures focus on investing in institutional capacity on crisis recovery and are based either on post-disaster needs assessments (PDNA) or on recovery and peacebuilding assessments (RPBA). These measures should contribute to stabilisation, conflict prevention or building resilience and promoting social cohesion as they: • improve mutual knowledge, dialogue and contact through inter—group direct and indirect beneficiaries of the applied measures and; • create greater socio-economic opportunities through strengthened employability, access to income and jobs and empowerment; and • reduce grievances and improve perception of fairness and equity.
Means of verification	Official national reports; inter governmental official documents; UN and IFIs reports or other published documents.
Reporting of results and what happens after	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 be considered as part of the baseline for this indicator. Continued support may be required to achieve additional results, which would be reportable in future biennia as incremental progress within the country and the policy area, for example in terms of implementation or adding a specific component to a policy, strategy, plan, programme or diagnostic.

Output 3.5. Increased capacity of Member States to formulate and implement labour market programmes and employment services for transitions to decent work over the life course, with particular focus on young and older workers	
Indicator 3.5.1. Number of Member States with strengthened employment services and labour market programmes addressing transitions to decent work, including for young and older persons	
Observable change measured by the indicator	Change occurs when <u>two or more</u> of the following situations is observed: a. The government adopts or substantially revises a relevant policy, legal, institutional and coordination framework for **employment services and labour market programmes** in line with up-to-date international labour standards; b. The employment service designs and implements **labour market programmes** targeted at the youth, women, disabled and older persons, among other groups and in line with the follow-up plan of action on youth employment for the period 2020–30; c. The employment service adopts and implements **measures to improve its organizational structure, mandate, management, delivery channels, work processes or methodologies** in response to evolving labour market or institutional needs; d. The employment service designs and implements **measures to improve the coverage or quality of services** provided and workers covered, in particular to address evolving labour market needs in a rapidly changing world of work and in line with the follow-up plan of action on youth employment for the period 2020–30; e. The employment service or other responsible government agencydevelops and implement inter-institutional measures to improve service provision and labour market programmes addressing transitions to decent work.
Key technical definitions	**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 persons, disabled and women. **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); employment retention programmes and supporting activation measures. **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.
	Measures to improve the coverage or quality of services include institutional policies, plans or new mechanisms developed:
	• to provide better services to employers and jobseekers, including through enhanced use of information technologies (for example online matching systems and protocols); • 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.
	Inter-institutional measures are strategies or institutional arrangements in support of:
	• partnerships and collaborations with public, private and third sector actors; • decentralization or local-customization of employment services to support local development;
	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.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the results is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may still be required to achieve additional results, which would be reportable in future biennia as incremental progress within the country and the policy area, in terms of increased effectiveness, sustainability or impact.

Outcome 4: Sustainable enterprises as generators of employment and promoters of innovation and decent work

Output 4.1. Increased capacity of Member States to create an enabling environment for entrepreneurship and sustainable enterprises	
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	Change occurs when <u>one or more</u> of the following situations is observed during the biennium: a) The government adopts or operationalizes a policy, strategy, action plan or regulatory or legal measure, at the national, sectoral or sub-national levels, to improve the enabling environment for the creation and growth of **sustainable enterprises**, in consultation with the social partners at the relevant level; b) An employers' or workers' organization adopts or operationalizes an action plan or puts in place coordinated measures to support an enabling environment for the creation and growth of sustainable enterprises; c) The government adopts or operationalizes a policy or strategy on the **social and solidarity economy** in consultation with the social partners; The policy, strategy, action plan or measure is considered as *adopted* when the relevant entity (within the government or the social partners' organization) formally approves it, in line with the established policymaking process. It is considered as *operationalized* when there is evidence (official statement, technical/financial progress report, others) of its implementation.
Key technical definitions	**Sustainable enterprises**: 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 (conclusions of the ILC in 2007 concerning the promotion of sustainable enterprises). **Social and Solidarity Economy** refers to enterprises and organizations, in particular cooperatives, mutual benefit societies, associations, foundations and social enterprises, which have the specific feature of producing goods, services and knowledge while pursuing both economic and social aims and fostering solidarity.
Means of verification	Official national reports and documentation, other official documents intergovernmental or international organizations documents, tripartite agreements, reports of ILO supervisory bodies and training records, compiled in the ILO Strategic Management System.

Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, produced with ILO support, occurs.
	Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required to develop other policies or action plans as described above, or in terms of policy implementation and results. Significant results in this regard achieved with ILO support would be reportable in future biennia as incremental progress within the country

Output 4.2. Strengthened capacity of enterprises and their support systems to enhance productivity and sustainability	
Indicator 4.2.1. Number of Member States with effective interventions to support productivity, entrepreneurship, innovation and enterprise sustainability	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed during the biennium: a) The government creates or strengthens the operational capacity of a national or a sub-national productivity institute, in consultation with the social partners. b) The government or the social partners adopts or operationalizes a programme or an action plan promoting productivity at sectoral or sub-national levels, fostering training on **innovation** and business management for within-enterprises productivity improvements. c) The government, the social partners or relevant value chain actors adopts or operationalizes a programme or an action plan at national or sub-national levels to promote entrepreneurship, business resilience and SME development, including through **innovative and inclusive business models** and innovation hubs. d) The government or the social partners adopts or operationalizes a programme or an action plan that enhances access to financial services (including insurance) for enterprises, notably SMEs, cooperatives and other social and solidarity economy enterprises, or that supports the environmentally efficient practices and decent work. e) A government agency or an established network of private providers introduces new forms of business service provision for start-ups, the self-employed, micro and small enterprises including focus on women Strengthening of the productivity institute should be demonstrated by documented evidence of increase in means of action or budget, improvements in membership, strategies, governance, etc. The programme, action plan or strategy is considered as *adopted* when the relevant entity (within the government, the network or the social partners' organization) formally approves it, in line with the established policymaking process. It is considered as *operationalized* when there is evidence (official statement, technical/financial progress report, others) of its implementation.
Key technical definitions	**Innovation** is defined as a new way of doing business in a given context (the new way could refer to internal business processes, new products, new business ideas, accessing new markets). This can but does not have to include the use of new technologies. **Innovative and inclusive business models** are a new ways of doing things. It is a "business" model because it looks at costs and benefits generated by a specific new service or product (or internal process) and demonstrates the ability to become financially sustainable in the long term. The business models should consider women or groups in vulnerable situations, including youth, displaced populations and the poor, and build capacities for market system and value chain development.

Means of verification	Official reports and documentation, and other official documents, intergovernmental or international organizations documents, tripartite agreements, reports of ILO supervisory bodies compiled in the ILO Strategic Management System and though the ILO field offices.
Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, produced with ILO support, is observed.
	Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required to develop other policies, programmes or action plans as described above. Significant results in this regard achieved with ILO support would be reportable in future biennia as incremental progress within the country.

Output 4.3. Increased capacity of Member States to develop policies, legislation and other measures that are specifically aimed at facilitating the transition of enterprises to formality	
Indicator 4.3.1. Number of Member States that have put in place measures that aim to facilitate the transition of enterprises and the workers they employ to formality	
Observable change measured by the indicator	Change occurs when one or more of the following situations is observed: a) A diagnosis of informality among enterprises and the workers they employ is validated by the government, or by the employers' organization alone or with the workers' organization. If conducted by the government, it should include consultations with social partners. b) A gender-responsive monitoring system to assess progress towards formalization of enterprises is put in place or data are systematically generated to monitor the formalisation of enterprises. c) A policy, regulation, programme, institutional coordination mechanism or action plan is 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. The policy, regulation, programme, mechanism or action plan is considered as *adopted* when the relevant governmental entity formally approves it, in line with the country's policymaking process. It is considered as *operationalized* when there is evidence (official statement, technical/financial progress report, others) of implementation of the measures and provisions related to it. d) An employers' organization or a workers' organization offers new or improved services to informal enterprises or own-account workers with a view to facilitating their transition to formality. This may include, for example, sensitization/training services, access to finance or business development support, registration support, referral services or support to informal operators to set up, strengthen or cooperate with a social and solidarity economy enterprise or organization. e) Informal operators set up or strengthen a registered cooperative or any other relevant type of social and solidarity economy organization, with a view to ensuring their transition to formality, including through gaining access to relevant services or markets. f) Based on a rapid assessment, the government, employers' or workers' organisations take short or medium term measures to tackle the effects of the Covid-19 crisis targeting enterprises operating in the informal economy or at risks of becoming informal.
Key technical definitions	The term **informal enterprise** refers to those economic units that do not comply or not fully comply with the registration requirements as defined in the national law.
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.

Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, produced with ILO support, is observed.
	Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required to promote other results as described above, to ensure the sustainability of achieved results or to bring them to scale. Such results would be reportable in future biennia as incremental progress within the country.

Output 4.4. Increased capacity of Member States and enterprises to develop policies and measures that promote the alignment of business practices with decent work and a human-centred approach to the future of work	
Indicator 4.4.1. Number of Member States with policies or measures to promote alignment of business practices with decent work priorities and a human-centred approach to the future of work	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed during the biennium: a) The government or the social partners adopt a strategy, a programme, an action plan, or create a working group (commission, platform, national focal points, network or similar structure) to support the implementation of the MNE Declaration. b) The government or the social partners adopt a strategy, a programme or an action plan to promote social dialogue on investment and trade policies and strategies to advocate for foreign direct investment and global supply chains that result in decent work. c) The government or the social partners adopt a strategy, a programme or an action plan to encourage **responsible business practices** in strategic sectors as defined at national level, or in the sectors mentioned in the ILO 2019 Declaration for the Future of Work. d) The government or the social partners adopt a strategy, a programme or an action plan to develop eco-entrepreneurship, green and resilient value chain development, and innovation in green technologies. The strategy, programme or action plan is considered as *adopted* when the relevant entity (within the government or the social partners' organization) formally approves it, in line with the established policymaking process.
Key technical definitions	**Responsible business practices**: business practices that carefully balance people, planet and profit objectives, are value-driven and look at maximizing their positive impacts on people, planet and society and minimizing and resolving potential negative impacts.
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 and what happens after	The result will be reported in the biennium when at least <u>one</u> of the observable changes, produced with ILO support, occurs. Once the result is reported, the Member State will be considered as part of the baseline for the indicator. Continued support may be required to produce additional results, which would be reportable in future biennia as incremental progress within the country.

Outcome 5: Skills and lifelong learning to facilitate access to and transitions in the labour market

Output 5.1. Increased capacity of Member States to identify current skills mismatches and anticipate future skill needs
Indicator 5.1.1. Number of Member States that have applied ILO approaches to measure skills mismatches and/or anticipate future skill needs at national and/or sectoral level.

Observable change measured by the indicator	Change occurs when the government, employers' or workers' organizations identify and measure **skills mismatches** or **anticipate future skill needs** considering labour market demands in response to industrial, sectoral, trade, technology or environmental changes, including the impact of the COVID-19 crisis, using **ILO methodologies, tools** and approaches or other methodologies, tools and approaches implemented with the ILO support.
	The measurement of current skill mismatches and anticipation of future skills needs might be implemented at national, regional or at sectoral levels. This includes measures implemented in response to the COVID-19 crisis.
	The result is considered as achieved when the relevant entity (government or employers/workers' organization) includes the results in a document or report, action plan, strategy or a legal document.
Key technical definitions	**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).
	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).
	ILO methodologies and tools include qualitative and quantitative methods.
	• Examples of qualitative methods are sectoral approaches such as Skills for Trade Economic Diversification (STED) 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.

	• Examples of quantitative methods are analysis on current and future skills and occupational trends based on quantitative data available through a country's labour market information system (LMIS). The quantitative data can be obtained through sources such as household surveys (e.g. labour force surveys, census), administrative data, tracer studies on graduates, and big data (e.g. real-time vacancy announcements), among others. Key **ILO tools and approaches** can be found in: • ILO (2015). Guidance Note. Anticipating and matching skills and jobs. • ETF, Cedefop, ILO (2016-17). "Guide to anticipating and matching skills and jobs", Volumes 1-6. • ILO (2012). Skills for trade and economic diversification: A practical guide. • ILO (2020). Rapid STED: A practical guide. • ILO-MSM Skolkovo (2016). Skills technology foresight (STF) guide. • ILO (015). Anticipating skill needs for green jobs: A practical guide. • ILO (2015) Guidelines for inclusion of skills aspects into employment-related analyses and policy formulation. • ICLS (2018). Guidelines concerning measurement of qualifications and skills mismatches. • ILO (2020). LFS a**dd-on module on** Occupational qualifications and skills mismatches • ILO (2020). Guidelines on Rapid Assessment of reskilling and upskilling needs in response to the COVID-19 crisis. • ILO(2020). The feasibility of using big data in anticipating and matching skills needs. 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.
Means of verification	Reports and guidance documents at national / sectoral level, national or sectoral strategies, recommendations to address current and future skill needs, meeting minutes or reports, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	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 be considered as part of the baseline for this indicator. Continued support may be required in terms of the use of other ILO methodologies, or the replication of the experience in a different sector. Significant results in this area achieved with ILO support would be reportable in future biennia as incremental progress within the country. Once the country is ready to mainstream skills anticipation and matching practices into their system in a sustainable manner, a target under indicator 5.1.2 could be considered. In addition, it is important to track the effects of the measurement or anticipation in skills provision or the improvement of lifelong learning systems (these longer-term results would be reportable under indicator 5.2.2).

Indicator 5.1.2. Number of Member States with institutionalized national or sectoral mechanisms to measure skills mismatches and anticipate future skill needs	
Observable change measured by the indicator	Change occurs when the government, in consultation with employers' and workers' organizations, institutionalizes a national or sectoral mechanism to measure **skills mismatches** and **anticipate future skill needs**, enhance skills and jobs matching.
	Institutionalization occurs when the facilitation or implementation of the process is assigned to one or more existing bodies and integrated in their roles and responsibilities, with a clear view of how the function will remain sustainable, including from a financial viewpoint. Institutionalization also occurs when a government establishes or strengthens an inter-ministerial coordination mechanism or a tripartite institution for the periodic review of mechanisms to measure skills mismatches and anticipate future skill needs.
Key technical definitions	See definitions of **skills mismatch** and **skills needs anticipation** in indicator 5.1.1.
Means of verification	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 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.
Reporting of results and what happens after	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 be considered as part of the baseline for this indicator. Continued support may be required in terms of the operationalization or enhancement of the institutionalized mechanisms, or the replication of the experience in a different sector. Significant results in this area achieved with ILO support would be reportable in future biennia as incremental progress within the country.
	In addition, it is important to track the effects of the measurement or anticipation in skills provision or the improvement of lifelong learning systems (these longer-term results would be reportable under indicator 5.2.2).

Output 5.2. Increased capacity of Member States to strengthen skills and lifelong learning policies, governance models and financing system	
Indicator 5.2.1. Number of Member States with inclusive skills and lifelong learning strategies	
Observable change measured by the indicator	Change occurs when the government, in consultation with the social partners, or one of the social partners, endorses a new or revised national, regional or sectoral policy or strategy to strengthen **skills development, lifelong learning** and **career development**. This includes policies or strategies put in place in response to the COVID-19 crisis.
	Endorsement involves formal adoption or recognition by the relevant authority including sectoral bodies, regional authorities, line ministries, parliament, the council of ministers, or the prime minister, which may be communicated by a formal decree or notice amending existing governance arrangements.
	The new or revised **policy or strategy** needs to introduce measures to improve, strengthen or expand the existing skill system or elements therein, including distance and online learning, quality assurance and qualification frameworks, apprenticeships, and career development support systems, as well as links between skills development and other domains including employment, local development and social protection. The new or revised policy or strategy needs to be inclusive, hence taking into account the concerns and special needs of disadvantaged groups.
Key technical definitions	**Skills development** covers the full range of formal and non-formal vocational, technical and skills based education and training for employment or self-employment. It includes: pre-employment and livelihood education and training; TVET 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.
	Lifelong learning is generally understood to cover all education and training during a lifetime, including both initial education and training and adult learning. It is considered 'life-long' and 'life-wide', covering learning in institutions, families, communities and workplaces.
	Career development is a lifelong process which requires managing learning, work and leisure activities to achieve balanced professional and personal goals. Career development support activities include career guidance and counselling, career learning at school and in enterprises, work exposure, assessments, coaching, mentoring and employability and entrepreneurship skills training.
Means of verification	National, regional or sectoral reports, guidelines, meeting minutes and other documentation, compiled in the ILO Strategic Management System.
Reporting of results and	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs.

what happens after	Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required to achieve further results in terms of the implementation of the policies or strategies Significant results in this area achieved with ILO support would be reportable in future biennia as incremental progress within the country..
	In addition, it is important to track the effects of the policies or strategies in skills provision or the improvement of lifelong learning systems (these longer-term results would be reportable under indicator 5.2.2).

Indicator 5.2.2. Number of Member States with inclusive skills and lifelong learning governance models	
Observable change measured by the indicator	Change occurs when a government, in consultation with the social partners, establishes or revises **inclusive governance models** or **institutional arrangements** to improve skills or lifelong learning systems. This includes arrangements put in place in response to the COVID-19 crisis.
	These new arrangements require formal adoption by the relevant authority including regional and sectoral bodies, line ministries, parliament, the council of ministers, or the prime minister, which may be communicated by a formal decree or notice amending existing governance arrangements.
Key technical definitions	**Governance models** are national, sectoral, regional or local institutions and mechanisms put in place to guide the development and implementation of TVET and skills development, including in terms of policy-making, finance, quality assurance, apprenticeships, training delivery and assessment (including distance and online learning), qualifications, curriculum and certification.
	Institutional arrangements include national apex or inter-ministerial coordinating bodies, industry sector skills councils, national quality assurance agencies, institution management boards, national training funds, qualification authorities, TVET agencies and others according to country arrangements.
	Governance models and institutional arrangements are considered **inclusive** if they are tripartite and include representation of women and of disadvantaged groups or the organizations that represent them as agreed by constituents.
Means of verification	National, regional or sectoral reports, guidelines, meeting minutes and other documentation, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	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 be considered as part of the baseline for this indicator. Continued support may be required in terms of the implementation and enhancement of the governance models or institutional arrangements. Significant results in this area achieved with ILO support would be reportable in future biennia as incremental progress within the country.
	In addition, it is important to track the effects of the governance models or institutional arrangements in skills provision (these longer-term results would be reportable under indicators 5.3.1, 5.3.2 or 5.3.3).

Indicator 5.2.3. Number of Member States with financing systems that enable the implementation of inclusive skills and lifelong learning policies	
Observable change measured by the indicator	Change occurs when the government or the social partners establish or revise national, sectoral or regional **financing mechanisms** that increase access to and participation in skills development and lifelong learning for all. This includes mechanisms put in place in response to the COVID-19 crisis.
	The new or revised mechanisms require formal adoption by the relevant authority including regional and sectoral bodies, line ministries, parliament, the council of ministers, or the prime minister, which may be communicated by a formal decree or notice amending existing financing arrangements.
Key technical definitions	**Financing mechanisms** can include but are 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.
	A specific financing mechanism or arrangement benefiting disadvantaged groups or a particular disadvantaged group is also reportable.
Means of verification	National, regional or sectoral reports, guidelines, meeting minutes and other documentation, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	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 be considered as part of the baseline for this indicator. Continued support may be required in terms of the implementation and enhancement of the financing mechanisms Significant results in this area achieved with ILO support would be reportable in future biennia as incremental progress within the country.
	In addition, it is important to track the effects of the financing mechanisms in skills provision (these longer-term results would be reportable under indicators 5.3.1, 5.3.2 or 5.3.3).

Output 5.3. Increased capacity of Member States to design and deliver innovative, flexible and inclusive learning options, encompassing work-based learning and quality apprenticeships	
Indicator 5.3.1. Number of Member States that have applied ILO approaches to work-based learning and quality apprenticeships	
Observable change measured by the indicator	Change occurs when a government entity, an employers' organization or a workers' organization: • develops or revises a law, policy, strategy, system, guidelines or programme for apprenticeships in the formal and/ or informal economy and other forms of work based learning, including those put in place to address the impact of COVID-19; or • implement and/ or evaluate the outcome of these, using ILO standards, methodologies or tools related to **work-based learning** and **quality apprenticeships.**
Key technical definitions	**Work-based learning** refers to learning that happens in a real work environment. It provides individuals with the competences relevant to labour market needs, and for professional development. The most common types of work-based learning are apprenticeships, including **informal apprenticeships**, **internships/traineeships and on-the-job training**. **Quality apprenticeships** are a unique form of technical vocational education and training, combining on-the-job training and off-the-job learning, which enable learners from all walks of life to acquire the knowledge, skills and competencies required to carry out a specific occupation. They are regulated and financed by laws and collective agreements and policy decisions arising from social dialogue, require a written contract detailing the roles and responsibilities of the apprentice and the employer, and provide the apprentice with remuneration and standard social protection coverage. Following a structured period of training and the successful completion of a formal assessment, apprentices obtain a recognized qualification. **Informal apprenticeship** is broadly defined as an informal system of skills transfer from a master craftsperson (MC) to a young apprentice, who acquires skills by way of observation, imitation and repetition while working with the MC. The transfer of knowledge and skills 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. The above-mentioned forms of 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.
Means of verification	National reports and documentation, as well as HR strategies compiled in the ILO Strategic Management System.
Reporting of results and what happens after	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 be considered as part of the baseline for this indicator. Continued support may be required in terms of the use of other ILO methodologies, or the replication of the experience in a different sector. Significant results in this area achieved with ILO support would be reportable in future biennia as incremental progress within the country.

Indicator 5.3.2. Number of Member States with innovative, flexible and inclusive skills programmes and services targeting women, youth or persons in vulnerable situations

Observable change measured by the indicator	Change occurs when a government entity, an employers' organization or a workers' organization:
	• develops or revises flexible, inclusive or **innovative skills programmes** and services for women, youth or **persons in vulnerable situations**, including those put in place to address the impact of COVID-19; or
	• implements or evaluates the outcome of the programmes, using ILO approaches, methodologies or tools.
Key technical definitions	Examples of **innovative skills programmes** include on-line, distance or blended learning programmes, modular programmes, programmes with flexible delivery arrangements or other arrangements that represent an innovation in the existing systems of delivery, assessment and certification, including through the introduction or strengthening of core skills within programmes. They also include targeted career support to vulnerable groups. Programmes need to be **inclusive**, taking into account the concerns and special needs of men and women in the target groups. Depending on the country's needs, the focus may be on one or more target groups.
	Persons in vulnerable situations include, among others, older workers whose skills might be at risk of obsolescence, persons with disabilities, persons working in the informal economy, migrant workers, indigenous or tribal peoples, victims of forced or child labour, forcibly displaced persons, LGBTIQ people, the long-term unemployed, workers looking to change careers or occupations and people under diverse forms of work arrangements.
Means of verification	National reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	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 be considered as part of the baseline for this indicator in future biennia. Continued support may be required in terms of the use of other ILO products and tools, or the replication of the experience in a different target group. Significant results in this area

	achieved with ILO support would be reportable in future biennia as incremental progress within the country.
Indicator 5.3.3. Number of Member States with inclusive skills recognition mechanisms	
Observable change measured by the indicator	Change occurs when a government entity, an employers' organization or a workers' organization: • develops or revises RPL policy, guidelines, systems or programmes; or • implements or evaluates the outcome of an existing RPL policy or programme; or • revises existing or implement new arrangements for the mutual recognition of qualifications, using ILO standards, methodologies or tools related to **Recognition of Prior Learning (RPL)** and the **mutual recognition of qualifications** These measures include those put in place to address the impact of COVID-19.
Key technical definitions	**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. **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. New or revised policies, guidelines, systems and programmes need to be inclusive, taking into account the concerns and special needs of women, youth and persons in vulnerable situations
Means of verification	National reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required in terms of the use of other ILO methodologies, products and tools, or the replication of the experience in a different sector. Significant results in this area achieved with ILO support would be reportable in future biennia as incremental progress within the country.

Output 5.4. Increased capacity of Member States to support digital transitions of skills development systems and develop digital skills	
Indicator 5.4.1. Number of Member States that have adopted a skills strategy, policy or programme for the improvement of digital infrastructure and capabilities to offer digital, online and blended programmes and services, addressing the digital divide	
Observable change measured by the indicator	Change occurs when a government entity, an employers' organization or a workers' organization adopts a national strategy, policy or programme detailing actions that need to be taken to: a) improve system-level capacity and **infrastructure** to offer digitalised training products and services; and/or b) establish key services and initiatives for the improvement of **national capabilities** for the **digitalization or hybridization of learning and career development**.
Key technical definitions	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. Tools and standards include: agreed administrative and technical reference standards to ensure the interoperability of systems and tools related to quality assurance of training delivery and assessment; transparency and portability of individual e-portfolios; development of digital credentials and interagency referrals; improved transparency, efficiency and effectiveness of work systems and procedures in education and training institutions and agencies. The **national capabilities of skills systems** include the knowledge and skills of managers, teachers, trainers and practitioners necessary to deploy digital tools and platforms, utilize labour market intelligence and deliver distance, online, blended learning and career guidance services. Capabilities also relate to intervention models, methodologies and systems to offer digital, online and blended programs and services in a coordinated manner. National capabilities also include improved coordination, cooperation and governance, including agreed national strategies in TVET, learning and digitalization, inter-ministerial coordination of policies with engagement of social partners and partnerships with telecommunications companies and ICT producers. **Digitalization or hybridization of learning and career development** include initiatives at national, regional and sectoral level that have been developed or strengthened through the application of digital technologies for: the development and delivery of digitalised and blended formal and non-formal training; the assessment, validation and certification of prior learning (including digital credentials and e-portfolios); career development and transitions support including career guidance platforms and matching platforms.

Means of verification	National reports and documentation, compiled in the ILO Strategic Management System. Partnership agreements for national digital capacity.
Reporting of results and what happens after	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 be considered as part of the baseline for this indicator in future biennia. Continued support may be required in terms of the use of other ILO products and tools, or the replication of the experience in different sector and target group. Significant results in this area achieved with ILO support would be reportable in future biennia as incremental progress within the country.
Indicator 5.4.2. Number of Member States that have revised or developed new training measures to address digital skills needs of key target groups	
Observable change measured by the indicator	Change occurs when a government entity, an employers' organization or a workers' organization have developed **measures** to revise qualifications and qualification frameworks, competency standards, curricula and national or sectoral assessment tools, with the support of the ILO, to address **basic and intermediate digital skills** required by key **target groups**.
Key technical definitions	**Measures** include the revision of existing or the adoption of new laws and policies and other initiatives –at national or sectoral level – aimed at improving qualification frameworks, competency standards, curricula and training programmes addressing digital skill needs.
	Digital skills are the skills required to participate in the digital economy and digital society. An array of digital skills will allow individuals to succeed in work and life. In the world of work, digital skills not only qualify learners for jobs in conventional sectors, but also open doors to participate in emerging sectors or to start a business. Digital skills are considered to exist on a continuum spanning basic, intermediate and advanced skills.
	Basic skills cover hardware (for example using a keyboard and operating touch-screen technology), software (for example word processing, managing files on laptops, managing privacy settings on mobile phones), and basic online operations (for example email, search, or completing an online form). Basic skills enrich lives, enabling individuals to interact with others and access government, commercial and financial services.
	I**ntermediate skills** enable learners to use digital technologies in even more meaningful and beneficial ways, including the ability to critically evaluate technology or create content. These are effectively job-ready skills since they encompass those skills needed to perform work-related functions such as desktop publishing, digital graphic design and digital marketing.
	Advanced skills are those needed by specialists in ICT professions such as computer programming and network management. These include artificial intelligence (AI), big data, coding, cybersecurity, Internet of Things (IoT), and mobile app development.

	Target groups include policy makers, institutional managers, teachers, trainers, assessors, guidance professionals, representatives of employers and workers organisations, students, workers and job seekers.
Means of verification	National reports and documentation, compiled in the ILO Strategic Management System. Description of training programmes
Reporting of results and what happens after	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 be considered as part of the baseline for this indicator in future biennia. Continued support may be required in terms of the use of other ILO products and tools, or the replication of the experience in a different sector and target group. Significant results in this area achieved with ILO support would be reportable in future biennia as incremental progress within the country.

Outcome 6: Gender equality and equal opportunities and treatment for all in the world of work

Output 6.1. Increased capacity of Member States to promote investments in the care economy and a more balanced sharing of family responsibilities	
Indicator 6.1.1. Number of Member States with gender-responsive macro-economic policies or strategies to finance the expansion of care-related infrastructure, social protection or public care services that support the creation of decent employment	
Observable change measured by the indicator	Change occurs when the government, in consultation with social partners: • Adopts or operationalizes a **gender-responsive macro-economic policy** or strategy for financing the expansion of public care services, **care-related infrastructure** and social protection policies, with the purpose to redistribute care provision and support the creation of decent employment, particularly for women, including as part of COVID-19 recovery strategies; or • Takes measures to support investments in the care economy on the basis of an assessment of the fiscal space or of the potential employment / economic returns of public investments in care services. The policy / strategy is considered as *adopted* when the relevant governmental entity formally approves it, in line with the country's policymaking process. The policy / strategy is considered as *operationalized* when there is evidence (official statement, technical/financial progress report, others) of implementation of the measures and provisions related to it.
Key technical definitions	**Gender-responsive:** approach based on analysis of sex-disaggregated data where available that purposely and consistently promotes gender equality and women's empowerment, including in the initiative's design, planning, strategies, implementation, reporting and monitoring. Addressing the challenges arising from the COVID-19 crisis is a key focus area for this approach. **Macro-economic policies:** includes fiscal, monetary, trade and exchange rate policies. Financing of care-related infrastructure, social protection or public care services may be a standalone policy of the government or may be integrated in various policy interventions. **Care-related infrastructure**: 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.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results and	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.

what happens after	Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required in terms of policy implementation or to develop related measures. Significant results in this area achieved with ILO support would be reportable in future biennia as incremental progress within the country.
	In terms of follow-up, it will be important to track, for example:
	• The volume of new investments in public care services, care-related infrastructure or social protection policies in the national budget; • Policy implementation and their costs; • The number of beneficiaries of the policy and the employment generated by it, disaggregated by sex.
Indicator 6.1.2. Number of Member States with policies to improve labour rights and working conditions in one or more care sectors	
Observable change measured by the indicator	Change occurs when the government or the social partners adopt or operationalize gender-responsive **policies** addressing decent work deficits in a specific sector of the care economy (education, health and social work, domestic workers), with the purpose of improving labour rights and working conditions, including measures in response to the COVID-19 crisis.
	Policies are considered as *adopted* when the relevant governmental entity or social partners' organization formally approves it, in line with the specific policymaking process.
	Policies are considered as *operationalized* when there is evidence (official statement, technical/financial progress report, others) of implementation of the measures and provisions related to it.
Key technical definitions	**Policies** are coherent and time-bound sets of measures that may be included in laws and regulation; programmes, tripartite agreements; collective agreements; governmental or organizational statements; sectoral action plans or multi-sectoral national workforce strategies, particularly in health services, education and public emergency services
	Such policies can be addressed to all workers in a sector of the care economy, or to specific groups such as migrant domestic workers or migrant health workers (or more generally migrant care workers). Responding to the decent work deficits exposed by the COVID-19 crisis is a key focus area for such policies.
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 and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs.
	Once the result is reported, the country will be considered as part of the baseline for this indicator. Continued support may be required in terms of policy implementation, for example to implement the policy or to develop related measures. Significant results in this area achieved with ILO support

	would be reportable in future biennia as incremental progress within the country.
Indicator 6.1.3. Number of Member States that have measures aimed at more balanced sharing of family responsibilities between women and men	
Observable change measured by the indicator	Change occurs when <u>one or both</u> of the following situations is observed: • The **government**, in consultation with the social partners, adopts or operationalizes laws and regulations, tripartite agreements, collective agreements, or tripartite action plans that promote the recognition, redistribution and reduction of time spent in unpaid care work, with a view to closing the gender gap as central part of the COVID-19 recovery; • Employers' organizations, workers' organizations or the private sector implement **measures** that promote the recognition, redistribution and reduction of time spent in unpaid care work with a view to closing the gender gap. These laws, regulations, agreements, action plans and measures should be in line with relevant international labour standards and ILO guidance documents. They are considered *as adopted* when the relevant governmental entity formally approves it, in line with the country's policymaking process. *Operationalization* and *implementation* are demonstrated by the execution of activities, building of infrastructure, allocation of financial/human resources, establishment of coordination mechanisms, or integration of these objectives in budgeted strategies, programme and projects.
Key technical definitions	**Governments** may be at the national, regional or local levels. **Measures** include, for example, childcare facilities, improved working time arrangements, care leave policies, advocacy campaigns, research initiatives, or training programmes to promote work-family policies and influence laws and policies.
Means of verification	Official national reports and documentation; tripartite agreements; collective agreements; any other official national, regional or institutional report and documentation, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occur. Once the result is reported, the country will be considered as part of the baseline for this indicator. Continued support may be required in terms of policy implementation, for example to implement the policy or to develop related measures. Significant results in this area achieved with ILO support would be reportable in future biennia as incremental progress within the country.

Output 6.2. Increased capacity of Member States to strengthen policies and strategies to promote and ensure equal opportunities, participation and treatment between women and men, including equal remuneration for work of equal value	
Indicator 6.2.1. Number of Member States with policies to promote substantive equality of opportunity and treatment between women and men in the world of work, and strategies for their implementation	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: • The government, in consultation with social partners, adopts policies with implementation strategies that promote **substantive equality** between women and men in the world of work; • The national statistics authorities review, modify, adjust or enhance data collection instruments to improve the identification, measurement and estimation of gender inequalities in the world of work; • Employers' or workers' organizations adopt and operationalize measures, including collective agreements, which promote equality of opportunity and treatment, as well as equality of outcomes between women and men in the world of work. The policies or measures could address, for example, one or more of the following: employment, leadership or social protection. Access to non-traditional jobs and equal access to jobs in emerging sectors is also relevant. Considering the challenges that countries have faced during (and in the aftermath) of the COVID-19 crisis, measures that designate the health and social service sector – where women are far more prominent – as national strategic sectors, are also relevant. Policies or measures aimed at promoting equal remuneration for work of equal value are to be addressed and reported under indicator 6.2.2. Policies and measures are considered as *adopted* when the relevant governmental entity or social partners' organization formally approves it, in line with the specific policymaking process. They are considered as *operationalized* when there is evidence (official statement, technical/financial progress report, others) of implementation of the provisions related to them.
Key technical definitions	**Substantive equality** goes beyond formal equality, or equality before the law, and includes proactive measures that address existing inequality and equality in terms of outcomes.
Means of verification	Official gazette; annual report of government bodies; intergovernmental official documents; tripartite agreements; official diagnostic reports; final draft of collective agreements; newly-drafted or implemented survey instruments and collected data; any other official national, regional or institutional report and documentation, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when at least <u>one</u> of the observable changes, achieved with ILO support, occurs. Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required to produce

	additional results, which would be reportable in future biennia as incremental progress within the country and the policy area. Examples of such incremental progress could include evidence-based revisions (or new) design of policies that target gender equality in the labour market based on statistical projections for the expected future change in participation and pay equality between women and men at the national level.
Indicator 6.2.2. Number of Member States with policies to promote the effective realization of the right to equal remuneration for work of equal value between women and men, and strategies for their implementation	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: • The government, in consultation with the social partners, adopts or operationalizes national legislation that provides for the right to equal remuneration for work of equal value (equal pay laws) or that exposes and rectifies pay differentials between women and men at enterprise level (pay transparency laws); • The government, in consultation with the social partners, measures pay equity between women and men at enterprise level, including through national statistics and **objective job evaluation methods**; • The government, in consultation with the social partners, measures and evaluates the effect of the COVID19 crisis on the gender pay gap with a view to promoting or enhancing measures to advance on gender pay equity in a post-COVID19 labour market; • An employers' organization or a workers' organization measures pay equity between women and men at enterprise level, including through objective job evaluation methods. Legislation is *adopted* when the parliament or relevant legislative body approves it as per the country's law-making process. It is *operationalized* when there is evidence (official statement, technical/financial progress report, others) of implementation of the provisions included in the laws.
Key technical definitions	**Equal remuneration for work of equal value**, commonly referred to as "equal pay", is the principle that men and women should receive equal pay for doing the same or a similar job, and also when they do work that is entirely different but which, based on objective criteria, is of equal value. Equal value can apply where women and men have different job titles, functions or responsibilities, perform jobs which require different qualifications or skills, require different levels of effort, or for which such work is performed under different conditions and environments. **Pay equity** refers to fairness in pay achieved through the application of the principle of equal remuneration for work of equal value. An **objective job evaluation method** is a process of comparing jobs to determine the relative position of one job to another in a wage or salary scale. Determining whether work is of equal value should be made on the basis of objective criteria, free from gender biases.
Means of verification	Official gazette; annual reports of government bodies; intergovernmental official documents; tripartite agreements; official diagnostic reports; final drafts of collective agreements; newly-designed tools for measuring pay gaps

	at enterprise level, and results of these, including pilot tests; and any other official national, regional or institutional report and documentation, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the Member State will be considered as baseline for this indicator. Continued support may be required to produce additional results, which would be reportable in future biennia as incremental progress within the country and the policy area.

Output 6.3. Increased capacity of Member States to develop gender-responsive legislation, policies and measures for a world of work free from violence and harassment	
Indicator 6.3.1. Number of Member States that have taken measures towards the ratification and implementation of ILO Convention No. 190 and Recommendation No. 206	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: • The government, in consultation with the social partners, reviews **laws and policies** in light of ILO Convention No. 190 and Recommendation No. 206, identifies gaps, and takes **measures** to address these gaps; • 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 COVID19 on issues related to violence and harassment in the world of work.
Key technical definitions	**Laws and policies** include legislation, regulations, national strategies, collective agreements, tripartite agreements, governmental policy decisions or statements, redress mechanisms, codes of conduct or a combination thereof. **Measures** include the revision of existing or the adoption of new laws and policies and other initiatives –at national, sectoral, enterprise or workplace level – comprising road maps, action plans, awareness or prevention programmes, training, care and support systems, and policies, among others.
Means of verification	Official pre-ratification and gap reports; roadmaps; newly-drafted or revised national action plans; tripartite or collective agreements; any other official national, regional or institutional reports and documentation; pre-ratification reviews or gap analysis undertaken and validated through tripartite workshops; and evaluations of policies, measures or practices, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required to produce additional results, which would be reportable in future biennia as incremental progress within the country, either in relation to the situations described above or in terms of ensuring the application of relevant laws or policies, or the follow-up on any measures. If, as a result of ILO support in delivering output 6.3, the Member State ratifies C.190, the ratification will be reported under indicator t 2.1.2.

Output 6.4. Increased capacity of Member States to strengthen legislation, policies and measures to ensure equal opportunities and treatment in the world of work for persons with disabilities and other persons in vulnerable situations	
Indicator 6.4.1. Number of Member States that have measures to ensure equality of opportunities and treatment for persons with disabilities or for at least one of the following groups: indigenous or tribal peoples; ethnic minorities; persons living with HIV; or LGBTI+ persons	
Observable change measured by the indicator	Change occurs when the government, an employers' organization or a workers' organization adopts or operationalizes **gender-responsive measures to ensure equal opportunities and treatment** for: • Persons with disabilities; • Indigenous or tribal peoples; • Ethnic minorities; • Persons living with HIV; or • LGBTI persons. A measure is considered as *adopted* when the responsible government agency, legislative body or organization formally approves it. It is considered as *operationalized* when there is evidence (official statement, technical/financial progress report, others) of implementation.
Key technical definitions	**Measures**: Laws and regulations, tripartite agreements, policies, programmes, tools or other initiatives, including those promoted or led by the social partners such as collective agreements or workplace policies. **Measure to ensure equal treatment and opportunity:** measures envisaged under ILO instruments concerning persons with disabilities, indigenous or tribal peoples; ethnic minorities; persons living with HIV; or LGBTI persons. particularly Conventions Nos. 111, 159 and 169 or Recommendation No. 200, and related comments, general surveys, conclusions or recommendations by the ILO supervisory bodies. Examples include new prohibited grounds of discrimination; reasonable accommodation or accessibility measures in the context of disability; support or social protection measures for persons living with HIV; and institutions, procedures and tools for consultation with and participation of indigenous and tribal peoples. **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.
Means of verification	Official bulletins, formal reports and documentation of government and employers' and workers' organizations, meeting records, or media coverage, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when one observable change, achieved with ILO support, occurs. Once the result is reported, the Member State will be considered as part of the baseline for this indicator. Continued support may be required to produce

	additional results, for example in relation of other groups. Significant results in this area achieved with ILO support would be reportable in future biennia as incremental progress within the country.
Indicator 6.4.2. Number of Member States with strategies for strengthening collection and analysis of labour market data disaggregated by at least one of the following: disability status; HIV status; ethnicity; indigenous or tribal identity	
Observable change measured by the indicator	Change occurs when the government adopts or operationalizes an official **strategy** to fill data gaps in relation to labour market characteristics of persons with disabilities, persons living with HIV; ethnic or racial minorities, or indigenous and tribal peoples through disaggregation of key labour market indicators. For a strategy to be considered as *adopted*, a strategy document needs to be issued by the relevant governmental agency. For a strategy to be considered as *operationalized*, there needs to be evidence of implementation of specific measures, for example the inclusion of new questions or modules to capture data related to disability status; HIV status; ethnicity; or indigenous or tribal identity in labour force or **other surveys**, or in relevant administrative sources.
Key technical definitions	**Other surveys**: includes population censuses, demographic and health surveys, consumption and expenditure surveys, or working conditions surveys.
Means of verification	Official documents, such as government publications, survey instruments, meeting documents, minutes or media reports, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when the observable change, produced with ILO support, occurs. Once the result is reported, the country will be considered as part of the baseline for this indicator. Continued support may be required to develop survey questions or modules, carry out a survey or analyse and disseminate data. Significant results in this area achieved with ILO support would be reportable in future biennia as incremental progress within the country.

Outcome 7: Adequate and effective protection at work for all

Output 7.1. Increased capacity of Member States to ensure respect for, promote and realize fundamental principles and rights at work
Indicator 7.1.1. Number of Member States with integrated programmes on fundamental principles and rights at work

| **Observable change measured by the indicator** | Change occurs when the government adopts, revises significantly or operationalizes, in consultation with the social partners, an **integrated programme**, at national, provincial or sectoral level, including in supply chains where relevant, that promotes **all four FPRW,** taking into account the danger of the erosion of FPRW due to the COVID-19 crisis**.**

The programme is considered *as adopted* when the relevant governmental entity formally approves it, in line with the country's policymaking process.

The programme is considered *as significantly revised* when it is changed in a manner that alters its nature (policy and strategic orientations and priorities, objectives, timelines, definitions of responsibilities, resources, etc.) or has an important effect on its expected results.

The programmes is considered *as operationalized* when there is evidence (official statement, technical/financial progress report, others) that:

(i) Institutional governance mechanisms are put in place at national, provincial or sectoral level to tackle, in an inseparable, interrelated and mutually reinforcing way, the promotion of the four areas covered by the FPRW, for their practical realization; and

(ii) implementation of measures specified in the programme has started and can be observed including, for example:

- action undertaken to increase the capacity of government officers, including the labour administration, and social partners for a more effective action in the areas covered by FPRW;

- adoption or revision of policy, legal and regulatory frameworks in the areas covered by FPRW, as relevant, to address gaps in a coordinated way, following comments of ILO supervisory bodies / national assessment;

- adoption or revision of compliance mechanisms to increase respect for and observance of FPRW in the areas covered;

- conduction of surveys and research on relevant specific issues relating to FPRW to build political will or to design effective policies or laws/regulations;

- design and implementation of intervention model/s [national (provincial), or sectoral, including in supply chains], with the view of testing and scaling it/them up. |

Key technical definitions	An **integrated programme (on FPRW)** is a coherent and compact set of policy and strategic orientations and priorities, with objectives, timelines, definition of responsibilities and resources that, in an inseparable, interrelated and mutually reinforcing way, promotes the four areas contemplated by the FPRW, for their practical realization. These include freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation. The realization of these rights allow, *by extension, the exercise of a wide range of other labour rights at work.*
Means of verification	Official national reports and documentation (including from employers' and workers' organizations) and ILO databases, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. Once the results is reported, the Member State will become part of the baseline for this indicator. Further significant changes produced with ILO support in future biennia, for example, the start of implementation of an approved or revised integrated programme, or the adoption of a new programme for a different sector or geographic area, would be reportable as incremental progress within the country and the policy area.

Indicator 7.1.2. Number of Member States that have acquired Pathfinder Country Status of Alliance 8.7	
Observable change measured by the indicator	Change occurs when a Member State is granted "**Pathfinder Country**" status by the Alliance 8.7 Global Coordinating Group.
Key technical definitions	**Pathfinder countries** go further and faster to achieve SDG Target 8.7. They accelerate efforts, try new approaches and collaborate with others. All UN Member States have committed to do more, so pathfinder status is open to any country, regardless of development level. Taking into account the danger of the erosion of FPRW due to the COVID-19 crisis, Pathfinder countries commit to: • Develop, adopt and put into practice improved legislation, national action plans or policies on child labour, forced labour, modern slavery or human trafficking • Translate public commitments into concrete actions after having signed the Call to Action to End Forced Labour, Modern Slavery and Human Trafficking or made a pledge to implement the Buenos Aires Declaration of the IV Global Conference on the Sustained Eradication of Child Labour (Buenos Aires, 14-16 November 2017) or similar initiatives • Ratify, or actively work towards the ratification or implementation of, applicable international human rights standards, including international labour standards.

To become a pathfinder country, the government need to submit a formal expression of interest to the Alliance 8.7 Secretariat. The letter should be signed by a government minister and set out:

- The country's interest in participating as a pathfinder country
- Its commitment to significantly accelerate efforts towards achieving Target 8.7
- Recent achievements and previous national initiatives to build upon
- The appointment of a senior government official as a focal point to lead and coordinate Alliance 8.7 efforts in the country.

Organizing a strategic planning workshop is a first important step to bring partners together, establish a common agenda and prioritize country-level action.

The Alliance 8.7 Global Coordinating Group, which acts as the Alliance's steering committee, reviews and decides on pathfinder countries' requests on a periodical basis.

More information in: https://www.alliance87.org/pathfinder-countries/

Means of verification	Alliance 8.7 reports and documentation.
Reporting of results and what happens after	The result will be reported in the biennium when the Member State is granted "Pathfinder country" status. Once the result is reported, the country will be part of the baseline for this indicator. Pathfinder countries establish a set of priorities to achieve Target 8.7 between all relevant stakeholders at country level. A yearly report on progress against agreed priorities has to be submitted to the Alliance 8.7 Secretariat in May every year. Apart from showcasing progress, yearly reports determine the next steps in terms of technical support, re-prioritization if needed, and other strategic orientations to accelerate action to achieve Target 8.7. Once a target country has acquired Pathfinder Country Status, it could potentially become a target country in future biennia under indicator 7.1.1.

Indicator 7.1.3. Number of Member States with newly adopted or updated strategies and action plans to tackle child labour in all its forms

Observable change measured by the indicator	Change occurs when the government adopts, significantly revises or operationalizes, in consultation with social partners, a comprehensive and gender-responsive **strategy or action plan** to tackle child labour, taking into account the danger of the erosion of FPRW due to the COVID-19 crisis. A strategy or action plan is considered as *adopted* when the relevant governmental entity formally approves it, in line with the country's policymaking process. A strategy or action plan is considered as *significantly revised when* it is changed in a manner that alters the nature of the strategy or action plan (policy orientations and priorities, objectives, timelines, definitions of responsibilities, resources, etc.) or has an important effect on its expected results.

	The strategy or action plan is considered as *operationalized* when there is evidence (official statement, technical/financial progress report, others) that: • The government establishes or strengthens inter-ministerial coordination mechanisms or tripartite institutions for the review and implementation of national action on child labour; • resources are allocated for its implementation; or • specific measures aimed at the elimination of child labour included in the strategy or action plan are implemented. If a Member State makes the above changes and becomes an Alliance 8.7 pathfinder country within the same biennium, the results shall be addressed and reported under indicator 7.1.2.
Key technical definitions	**Strategies or action plans** are coherent and time-bound sets of measures that may be included in a policy document, a programme or in legal instruments (including, for example those concerning a hazardous child labour list). While the focus of these strategies and action plans is on child labour, freedom of association and the right to collective bargaining, the elimination of forced labour and human trafficking, and non-discrimination should be promoted for their practical realization in an inseparable, interrelated and mutually supportive way.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. Once the results is reported, the Member State will become part of the baseline for this indicator. Further significant changes produced with ILO support in future biennia would be reportable as incremental progress within the country and the policy area. The Member State could also potentially become a target country in future biennia under indicator 7.1.1.

Output 7.2. Increased capacity of Member States to ensure safe and healthy working conditions	
Indicator 7.2.1. Number of Member States with national OSH policies or programmes, accompanied by institutional frameworks, addressing specific risks	
Observable change measured by the indicator	Change occurs when the government, in consultation with social partners: • Adopts and operationalizes an up-to-date **national OSH policy, programme, legislation or strategy** addressing specific occupational hazards within an institutional framework of defined roles and responsibilities; or • Strengthens the national OSH system by setting up, expanding the scope or reinforcing an existing **infrastructure** with a mandate on safety and health at work. The policy, programme, legislation or strategy is considered as *adopted* when it is formally approved by the relevant governmental entity or passed by the legislative body, in accordance with national circumstances. The policy, programme, legislation or strategy is considered as *operationalized* when there is evidence (official statement, technical/financial progress report, others) of implementation of the measures and provisions contained in it.
Key technical definitions	A **national OSH policy** is a policy aiming at preventing accidents and injury to health, arising out of, linked with or occurring in the course of work, by minimising occupational risks or eliminating risks at the source, which promotes principles on risk management and developing a preventive safety and health culture that includes information, consultation and training. A **national OSH programme** includes a precise definition of objectives, timeframes, responsibilities, priorities, means of action, and means to assess progress towards the national OSH objectives, as defined in the policy. **Legislation** on OSH 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. A comprehensive **strategy** is a set of coherent measures addressing safety and health deficits in selected sectors or supply chains, including those most affected by the COVID-19 crisis, or specific challenges, such as disease outbreaks, new forms of work, mental health or major industrial accidents. The strategy may be based on evidence collected with the ILO's Safety and Health flagship programme methodology; An OSH **infrastructure** is an institution established or regulated by the government dealing with OSH, including occupational health services and qualification frameworks or a coordination structure between organizations with a mandate on OSH.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.

Reporting of results and what happens after	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. Once the result is reported, the country 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 7.2.2. 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 annual statistics on the incidence or frequency of fatal/non-fatal occupational injuries disaggregated by sex and, as far as possible, migrant status based on an improved **national recording and notification system** in line with P155, are available.
Key technical definitions	A **national recording and notification system** that enables statistical offices to publish annual statistics on the frequency rates or injury rates of fatal/non-fatal occupational injuries disaggregated by sex and migrant status and that respects the provisions of P155 must include the following characteristics: • legally established requirements and procedures for recording and notification of occupational accidents as defined by Article 1 (a) of P155; • established requirements and procedures are consulted with the most representative organizations of employers and workers; • reported and available data allows the calculation of injury incidence rates (number of fatal and non-fatal injuries in relation to the employed population) disaggregated by sex and, if possible, migrant status • reported and available data allows the calculation of injury frequency rates (number of people injured over a year for each million hours worked) disaggregated by sex and, if possible, migrant status.
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 and what happens after	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. Once the result is reported, the country will become part of the baseline for the indicator. In countries already producing incidence rates disaggregated by sex, the result will be reported when the national statistical office produces incidence rates disaggregated by migrant status, or <u>frequency rates</u> disaggregated by sex and, as far as possible, migrant status, as required by SDG indicator 8.8.1. Further significant changes produced with ILO support in line with the definition of the indicator would be reportable in future biennia as incremental progress within the country and the policy area.

Output 7.3. Increased capacity of Member States to set adequate wages and promote decent working time	
Indicator 7.3.1. Number of Member States in which constituents have adopted evidence-based wage policies or measures, including adequate statutory or negotiated minimum wages	
Observable change measured by the indicator	Change occurs when <u>one or more</u> of the following situations is observed: In the case of **statutory minimum wages**: • The government, in consultation with the social partners, adopts a new minimum wage or adjusts the rate(s) based on new evidence or new criteria; • The government adopts a reform towards a more adequate minimum wage system, such as strengthening the consultation or direct participation of social partners, increasing the regularity or frequency of the adjustments, improving the evidence-base for minimum wage setting, or changing the number of rates (for example simplification or adoption of sectoral rates); • The government or the social partners take measures to improve compliance with the minimum wage, such as public information campaigns, the strengthening of inspection systems, adoption of hours or wage protection measures, regulation of payslips or piece rate work, or measures to improve productivity and efficiency. In the case of **negotiated wages**: • Social partners collectively agree on wages, establishing wage floors or setting/adjusting wages; • Social partners or the government adopt measures that strengthen wage bargaining, such as extending the coverage of the collectively agreed wages to previously non-covered groups, stronger use of evidence-based criteria, or improved mechanisms to collect or share relevant data or evidence to inform negotiations; • The government or the social partners take measures to improve the compliance with statutory or collectively agreed wages, including through public information campaigns, or strengthened labour inspections. ; In the case of other wage-related policy measures: • Governments or social partners implement, strengthen or evaluate measures to improve public sector pay, enhance efficiency as well as fairness of pay systems (e.g. piece rate systems), 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).

Key technical definitions	**Minimum wage:** a minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period. Minimum wages can be statutory or negotiated.
	Statutory minimum wage: a minimum wage set other than through collective agreements. This may include minimum wages set through the decision of a competent authority; wage boards or councils; or industrial or labour courts or tribunals for example.
	Adequate minimum wage system: this is defined by the 5 key principles of ILO Convention No.131:
	- a broad legal coverage, where exclusions should be kept to a minimum; - full consultation with social partners and of possible their direct participation on a basis of equality; - criteria for setting minimum wage levels that take into account the needs of workers and their families and economic factors; - adjustments of the rate(s) from time to time; and - appropriate measures to ensure the effective application of minimum wages.
	Negotiated minimum wages: wage floors and scales negotiated through collective bargaining.
Means of verification	Official national documents and reports, including from employers' and workers organisations', and reports compiled in the ILO Strategic Management System and by the ILO supervisory bodies.
Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the country will become part of the baseline for the indicator.
	When compliance is driven by labour administration, results shall be reported under Indicator 1.3.1.
	Continued support may be required to produce other changes or further progress towards adequate wages in the future.
	Further significant changes produced with ILO support would be reportable in future biennia as incremental progress within the country and the policy area.
Indicator 7.3.2. 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	Change occurs when <u>one or more</u> of the following situations is observed:
	The government, in consultation with the social partners, adopts a national law, regulation, or policy to effectively 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.

	• The government, in consultation with the social partners, adopts a national law, regulation, or policy that establishes or provides a framework for the development of **working time arrangements** or **work organization arrangements** (e.g. telework), including to address the impact of crisis on enterprises or working conditions. • Social partners collectively adopt or implement measures to define the number of working hours, including scheduling; flexible working time arrangements and work organization or the introduction of designated **rest periods**, including to address the impact of crisis on enterprises or working conditions.
Key technical definitions	**Working hours** refers to the number of working hours, not including rest periods, where the worker is at the disposal of the employer during a given period (e.g. day or week) and includes normal working hours, overtime, shift work (including night work and weekend work), standby or on-call working hours. **Working time arrangements** are methods of arranging or scheduling working hours and rest periods within legal limits and includes flexi-time, staggered working hours, compressed working hours or work weeks, hours averaging schemes, time-banking, standby or on-call arrangements, part-time arrangements (including job-sharing), worksharing (including short-time work systems), and piece rate work (at employer workplace). **Work organization arrangements** are short or longer-term methods of organizing working hours and rest periods within legal limits in forms that may be performed remotely from the employer's workplace and includes remote work/telework (including the right to disconnect) and piece rate work. **Rest periods** are all designated periods where the worker is not at the disposal of the employer and include daily workplace rest breaks (such as meal breaks), daily rest, weekly rest (at least 24 hours away from work), and leave periods.
Means of verification	Official national documents and reports, including from employers' and workers organisations', and reports compiled in the ILO Strategic Management System and by the ILO supervisory bodies.
Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the country will become part of the baseline for the indicator. Continued support may be required to sustainably produce changes or further progress in addressing working hours, rest periods, or working time/work organization arrangements at different levels in the future. Further significant changes produced with ILO support would be reportable in future biennia as incremental progress within the country and the policy area.

Output 7.4. Increased capacity of Member States to provide adequate labour protection to workers in diverse forms of work arrangements, including on digital labour platforms, and in informal employment	
Indicator 7.4.1. Number of Member States with a validated diagnosis of diverse forms of work arrangements, including on digital platforms, and/or policy measures to ensure effective protection of the workers concerned	
Observable change measured by the indicator	Change occurs when one or more of the following situations is observed: • A government, in consultation with the social partners, validates a diagnosis that assesses the incidence, forms and drivers of **diverse work arrangements**, as well as decent work deficits in such work arrangements. • The government, in consultation with the social partners, adopts new or revised policies, regulations or compliance mechanisms that improve labour protection of workers in diverse work arrangements, including on digital platforms. • Social partners collectively agree on measures that improve labour protection of workers in diverse work arrangements, including on digital platforms.
Key technical definitions	Workers in **diverse work arrangements** include: • Platform workers (workers on digital labour platforms who are typically classified as self-employed workers); • Homeworkers: workers who work from home or in the premises of their choosing, and who provide their labour for an employer directly or through an intermediary. This can include workers who are recognized as employees or who are self-employed but economically dependent; • Workers on temporary contracts (including casual workers, seasonal workers, workers on fixed-term contracts); • Part-time workers (including those whose hours are below legal thresholds for employee benefits or social security); • Workers in multi-party employment relationships (including temporary agency workers and subcontracted labour); • Workers in disguised self-employment, workers in dependent self-employment (who, depending on jurisdiction, may have a specific legal category, distinct from employees and the self-employed) and dependent contractors. Decent work deficit "is expressed in the absence of sufficient employment opportunities, inadequate social protection, the denial of rights at work and shortcomings in social dialogue" (Report of the Director-General, ILC, 2001).
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 and what happens after	The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the country will become part of the baseline for the indicator. When the new or

	revised compliance mechanisms is driven by the labour administration, the corresponding result shallbe reported under 1.3.1.

Further assistance by the Office might be required and provided on policies, regulations or compliance mechanisms to sustain and expand labour protection of workers in diverse work arrangements, which would be reportable in future biennia as incremental progress within the country and the policy area. |
| **Indicator 7.4.2. 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** | Change occurs when <u>one or more</u> of the following situations is observed:

- 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 include proposed areas of action to facilitate the transition to formality of those workers.
- The government validates a gender-responsive assessment of the risk of informalization, including those induced by COVID-19 and other crises on workers engaged in formal enterprises, working from home or working in households.
- 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.
- The government, in consultation with the social partners, adopts new or **revised policies, regulations, compliance mechanisms,** or establishes an **inter-ministerial coordination body** to facilitate the transition to formality of workers in informal employment engaged in formal enterprises and households or to address the consequences of COVID-19 on the ability of these groups to transition to formality.
- Workers' organizations take <u>two or more</u> of the following measures to support the transition to formality of informal workers in formal enterprises or in households:
  - Increase effective representation of workers for which home is the workplace to ensure that regulations and policies are formulated through inclusive social dialogue, including collective agreements established with employers and their organizations;
  - Implement a campaign to improve compliance with a law, policy or regulation to improve worker protection;
  - Provide new or expanded services that effectively facilitate transitions to formality or improve the protection of domestic workers and other groups for which home is the workplace.

A policy, regulation or compliance mechanism is considered as *adopted* or an inter-ministerial coordination body *established* when the relevant governmental entity or organization formally approves it, in line with established policymaking process. |

	A policy, regulation, compliance mechanism or inter-ministerial coordination body is considered as *revised* 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.).
Key technical definitions	**Workers in informal employment engaged in formal enterprises and households** include: • 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, bogus employment, etc.); • Workers in situation of under-declaration regarding income and working time that undermine their protection; • Some groups of own-account workers unregistered and of low-income, such as street vendors. **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, and could include, among others: • National action plans or strategies; • Laws; • Programmes; • Collective bargaining agreements; • Formal working groups of representatives of relevant ministries (can include social partners); • Compliance strategies. **Measures to increase effective representation of domestic workers and other groups of workers for which home is the workplace** can include a campaign by workers' organizations to increase the membership of domestic workers or home-based workers and enhance the leadership of the latter and their capacity to participate in social dialogue. **Services that effectively facilitate transitions to formality or improve the protection of domestic workers and other groups of workers for which home is the workplace 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 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.

Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the country will be considered as part of the baseline for the indicator.
	Continued support may be required to promote other results as described above, to ensure the sustainability of achieved results or to bring them to scale, which would be reportable in future biennia as incremental progress within the country and policy area.

Output 7.5. Increased capacity of Member States to develop fair and effective labour migration frameworks, institutions and services to protect migrant workers	
Indicator 7.5.1. Number of Member States with labour migration frameworks or institutional mechanisms to protect the labour rights of migrant workers and promote coherence with employment, skills, social protection, and other relevant policies	
Observable change measured by the indicator	Change occurs when the national government or local authorities adopt **labour migration frameworks** or **institutional mechanisms** to protect the labour rights of migrant workers and to promote policy and institutional coherence**.** 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. The frameworks or mechanisms are considered *as adopted* when the relevant governmental authority formally approves them, in line with the country's policymaking process.
Key technical definitions	**Labour migration frameworks** include relevant legislation (laws, rules, and regulations and other measures), policies, action plans and strategies. The scope of these frameworks may govern one or more aspects of labour migration, e.g. fair recruitment, employment, skills development and recognition of qualifications, social protection, occupational safety and health, socioeconomic reintegration, wage protection, and post-COVID-19 response and/or recovery plans or those related to other crises, etc.; and may target specific populations or sectors. The frameworks should seek to promote coherence between labour migration policies and employment, skills, social protection, or other national policies such as those related to trade or national development policies. **Institutional mechanisms** include planning, enforcement or monitoring mechanisms (e.g. labour inspection, migrant worker committees), standard operating procedures, operations manuals, inter-agency working groups or task forces, or mechanisms that support the implementation of programmes. These should be established in consultation with the social partners.
Means of verification	Official reports and other documentation produced by authoritative sources, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the country will be considered as part of the baseline for this indicator. Continued support may be required to promote other results as described above or to ensure the sustainability of achieved results, which would be reportable in future biennia as incremental progress within the country and policy area.

Indicator 7.5.2. Number of Member States with new or improved services to protect the labour rights of migrant workers	
Observable change measured by the indicator	Change occurs when relevant government institutions or social partners deliver new or improved inclusive, non-discriminatory, and gender-responsive **services** to promote decent work for migrant workers or refugees, including provision of social protection to migrant workers and their families and services that respond to needs arising due to COVID-19 response or recovery.
	An existing service is considered *as improved* when there evidence (e.g. reports, budgetary or financial information, etc.) of a substantial development over the services regularly provided in terms of reach (expansion to new geographic areas, capacity to address the needs or more workers, financial resources available), scope (number and type of services provided) or quality. There should also be evidence that the improvement is sustainable, for example through the existence of a **service sustainability plan**.
Key technical definitions	**Services** are a set of activities aimed at promoting decent work for migrant workers or refugees on a systematic and comprehensive basis, for example:
	• 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 of COVID-19 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; or • Services that support organizing efforts of or for migrant workers; or • Institutional services, e.g. public employment services, technical vocational education and training; or • Capacity building of trade unions, workers' and employers' organizations or their members to provide services to their existing or new members.
	Service sustainability plan: A dedicated strategy aimed at ensuring that the provision of the new or improved service is viable and can be sustained. This may be demonstrated through:
	• A documented commitment to the systematic allocation of institutional, financial or human resources, such as inclusion in a multi-year budget; or • A dedicated partnership for delivery established with private and public institutions, companies, trade unions or workers' organizations or other recognized service providers; or • The development of a dissemination plan for the services that demonstrates 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 and what happens after	The result will be reported in the biennium when at least one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the country will be considered as part of the baseline for this indicator.
	Continued support may be required to promote other results as described above or to ensure the sustainability of achieved results, which would be reportable in future biennia as incremental progress within the country and policy area.
Indicator 7.5.3. Number of bilateral or regional labour migration frameworks, with monitoring and review mechanisms to protect the labour rights of migrant workers	
Observable change measured by the indicator	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. This includes bilateral or inter (regional) agreements that have been revised to include provisions related to crisis responses.
	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.
	The bilateral or (inter) regional frameworks are considered as *adopted* when the relevant governmental or intergovernmental entity or social partners' organizations formally approves them.
Key technical definitions	**Bilateral frameworks** include bilateral labour migration agreements, platforms for dialogue, memoranda of understanding and bilateral social security agreements
	(Inter)regional frameworks include (inter)regional migration or labour migration policies, recommendations, strategies, action plans, platforms for dialogue, regional free movement agreements and multilateral social security agreements.
	The **monitoring and review mechanisms** include binational or multi-stakeholder committees or platforms to review progress or provide for regular bilateral or multilateral dialogue.
	Social partners may also adopt bilateral or regional agreements (e.g. trade union to trade union, or business to business agreements, or those between trade unions and employers organisations).
Means of verification	Official reports and other documentation produced by authoritative sources, and project implementation reports, compiled in the ILO Strategic Management System.
Reporting of results and	The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs. Once the result is reported, the specific framework will be considered as part of the baseline for this indicator.

| what happens after | Continued support may be required to promote other results and framework as described above or to ensure their implementation, which would be reportable in future biennia as incremental progress within the policy area. |

Outcome 8: Comprehensive and sustainable social protection for all

Output 8.1. Increased capacity of Member States to develop new or reformed sustainable national social protection strategies, policies or legal frameworks to extend coverage and enhance benefit adequacy	
Indicator 8.1.1. Number of Member States with new or revised national social protection policies to extend coverage, enhance comprehensiveness and/or increase adequacy of benefits.	
Observable change measured by the indicator	Change occurs when the government adopts a new or revised **policy**, developed in consultation with the social partners and guided by international labour standards, with the purpose of **extension of coverage**, **enhancement of the comprehensiveness of social protection** or **increase of benefit and service adequacy**. The new or revised policy is considered as *adopted* when the relevant governmental authority formally approves it, in line with the country's policymaking process.
Key technical definitions	**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 C102, 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. Policies might cover one or more of the following intervention areas: • **Extension of coverage** (horizontal extension) which happens when persons previously not covered are provided coverage for a specific benefit in line with international labour standards including R202 and R204; • **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 C102 and higher-level social security standards. This also includes policies adopted in response to the COVID-19 crisis, including extending health care, sickness benefits, unemployment benefits and cash transfers.
Means of verification	Official national reports and documentation, including gazettes (publication of laws), compiled in the ILO Strategic Management System.

Reporting of results and what happens after	The result will be reported in the biennium when the observable change, achieved with ILO support, occurs. Once the results is reported, the Member State will become part of the baseline for this indicator.
	Further significant changes produced with ILO support, for example in relation to implementation of policy measures, would be reportable as incremental progress within the country and the policy area in future biennia. It would be important to track to what extent COVID-19 response policies have been adopted or been adapted as longer-term policies.
	Relevant longer-term results that could be monitored include:
	• The increase in the number of people that are legally covered by the new or revised policy;
	• The increase in the 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;
	• The increase in the level of benefits or quality of services;
	• The increase in the effective access to the benefits and in the institutional effective provision of benefits.
	The data should be disaggregated, for example by rural/urban, male/female, sector or category of worker, etc.

Output 8.2. Increased capacity of Member States to improve governance and sustainability of social protection systems	
Indicator 8.2.1. Number of Member States with new or revised policy measures to enable social protection systems to be sustainable and provide adequate benefits	
Observable change measured by the indicator	Change occurs when the government adopts or operationalizes **policy measures,** developed in consultation with the social partners and guided by international labour standards, aimed at ensuring the sustainability of social protection systems.
	The policy measures are considered as *adopted* 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 *operationalized* when there is evidence (official statement, technical/financial progress report, others) of their implementation.
Key technical definitions	**Policy measures** include gender-responsive regulations, guidelines, actuarial valuations, strategies, action plans, tools, delivery mechanisms and financing plans aimed at one or more of the following intervention areas:
	• Improvement of the financial governance of the social protection system, including through the adoption of actuarial valuation reports and their translation into concrete reforms; investment policies and governance; improved mechanisms for the setting and indexation of benefit levels to ensure adequacy;
	• Extension of fiscal space for investments in social protection;
	• Improvement of the management information system including the monitoring and evaluation system;
	• 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.
	This includes policy measures adopted in response to the COVID-19 crisis, including extending administrative delivery mechanisms.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.

Reporting of results and what happens after	The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs. Once the results is reported, the Member State will become part of the baseline for this indicator.
	Further significant changes produced with ILO support, for example in relation to additional intervention areas as indicated above, would be reportable as incremental progress within the country and the policy area in future biennia.
	After the policy is adopted and during implementation, it will be important to register documented improvements in the financial situation and administrative capacity of the social security schemes. It would be important to track to what extent COVID-19 response policy measures have been adopted or been adapted as longer-term measures.
	Longer-term results that could be monitored include:
	• an increase in the proportion of total government spending dedicated to social protection (reported through SDG indicators 8.B.1 and 1.A.2); and • the number of people that have effective coverage thanks to the implementation of the new/revised measure (reported through SDG indicators 1.3.1, 3.8.1 and 3.8.2).

Output 8.3. Increased capacity of Member States to integrate social protection in comprehensive policy responses to support and protect workers and employers during their life and work transitions	
Indicator 8.3.1. Number of Member States with new or revised integrated policy responses including social protection to support and protect workers and employers during their life and work transitions	
Observable change measured by the indicator	Change occurs when the government adopts **integrated policy responses,** developed in consultation with the social partners and guided by international labour standards that extend social protection coverage while supporting **life and work transitions** for workers and employers, notably in contexts of labour market transformations, formalization, digital transformation, climate change, labour migrations, natural disasters and crises.

Integrated policy responses are considered as *adopted* when the relevant governmental authority formally approves them, in line with the country's policymaking process.

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 indicators 3.1.3 or 7.4.2 when concerning workers in informal employment in the formal sector or in households.

Bilateral and multilateral social security agreements that extend access to social protection for migrant workers and their families increasing the portability of benefits are to be addressed and reported primarily under this indicator. National frameworks, bilateral and multilateral agreements that include interventions in various decent work policy areas including social protection for migrant workers and their families are to be primarily addressed and reported under indicators 7.5.1 or 7.5.3 |
| **Key technical definitions** | **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:

- 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 and other shocks and facilitate a just transition;
- Integrated humanitarian and social protection policy responses in the context of the COVID-19 crisis; |

	• Integrated policy measures to protect public expenditure on social protection and public services during episodes of fiscal consolidation/austerity; • Unilateral measures and bilateral and multilateral agreements to facilitate access to social protection for migrant workers and their families and increase the portability of benefits; • Integrated policy measures on social protection contributions with policies on wage and taxes to increase financing for social protection and to reduce inequalities. **Life and work transitions** include transitions from school to work, and transition associated with labour mobility, active ageing, parenting, employment injury rehabilitation and return to work for victims of work accidents, and transitions from the informal to the formal economy.
Means of verification	Official national reports and documentation, compiled in the ILO Strategic Management System.
Reporting of results and what happens after	The result will be reported in the biennium when one of the observable changes, achieved with ILO support, occurs. Once the results is reported, the Member State will become part of the baseline for this indicator. Further significant changes produced with ILO support in future biennia, for example in relation to additional intervention areas as indicated above, would be reportable as incremental progress within the country and the policy area. After the policy is adopted and during implementation, it will be important to register documented improvements in social protection coverage and public expenditure to protect workers and employers during their life and work transitions. It would be important to track to what extent the additional financial resources made available for COVID-19 response can be generated from domestic resources to finance social protection in the long term. Longer-term results that could be monitored include: • an increase in the proportion of total government spending dedicated to social protection (reported through SDG indicators 8.B.1 and 1.A.2); • the number of people that have effective coverage (reported through SDG indicators 1.3.1, 3.8.1 and 3.8.2).