# Outcomes Related to Change in Leverage Points/Transforming Structures and Processes

## Motivation: Indicator 4A[[1]](#footnote-2)

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| **ILAB Standard Outcome Indicator Reference Sheet** |
| **Name of Indicator:**  4A – Number of individual actors within a system with increased **motivation** to address labor rights issues, claim their rights or fulfill their duties |
| **Name of Result Measured**: Increased motivation to adopt behaviors, institutionalize practices, utilize, deliver or access services, benefits, protections, or programs associated with improved workers’ rights |
| **DESCRIPTION** |
| **General Definition(s):**  **[“Actors”](https://norc.sharepoint.com/sites/9426-OTLAMEServices/Shared%20Documents/Common%20indicator%20tool/TOsC%20Guidebook--June%202024%20Updates.docx" \l "_Actor)** are people that have an influence in the envisaged change process, but may be indifferent to its success, or even ignorant of the change initiative or process. See page 11 of the [Theory of Change Thinking in Practice: A Stepwise Approach](https://hivos.org/document/hivos-theory-of-change/) for a definition of stakeholder and actor.  [**“System”**](https://norc.sharepoint.com/sites/9426-OTLAMEServices/Shared%20Documents/Common%20indicator%20tool/TOsC%20Guidebook--June%202024%20Updates.docx#_System)is a group of interacting, interrelated, or interdependent elements forming a complex whole. Almost always defined with respect to a specific purpose. The terms system and structure are sometimes used interchangeably. See [[[Introduction to Systems Thinking](https://thesystemsthinker.com/wp-content/uploads/2016/03/Introduction-to-Systems-Thinking-IMS013Epk.pdf)](https://thesystemsthinker.com/wp-content/uploads/2016/03/Introduction-to-Systems-Thinking-IMS013Epk.pdf)](https://thesystemsthinker.com/wp-content/uploads/2016/03/Introduction-to-Systems-Thinking-IMS013Epk.pdf) for more information.  **[“Motivation to address labor rights issues, claim their rights or fulfill their duties”](https://norc.sharepoint.com/sites/9426-OTLAMEServices/Shared%20Documents/Common%20indicator%20tool/TOsC%20Guidebook--June%202024%20Updates.docx" \l "_Motivation)** [refers to the conscious and unconscious cognitive processes that direct and inspire behavior](https://thedecisionlab.com/reference-guide/organizational-behavior/the-com-b-model-for-behavior-change). In the context of ILAB projects, motivation may refer to the awareness and recognition of a benefit or rationale to continue to adhere to rules, make use of services or apply practices learned during the project. It may also be understood as “political will”.  **“Increased motivation”** is motivation (as described above) that is either newly created or has been strengthened through the project. |
| **Guidance on Aligning Project Indicator Terms with Standard Outcome Indicator Terms:**  The **“Individual actors”**   * *Include in project indicator definitions the types of individual actors that will be considered for this indicator. Provide enough detail to remove ambiguity by clarifying which types of individuals are and are not included in the indicator (e.g., if you refer to “government staff,” which types of staff are or are not included?).*   **“System(s)”**   * *Include in project indicator definitions the specific systems that will be considered for this indicator and the boundaries for those systems.*   **“****Motivation to address labor rights issues, claim their rights or fulfill their duties”**   * *Include in project indicator definitions how you will measure motivation to address labor rights issues, claim their rights or fulfill their duties.*   **“Increased motivation”**   * *Include in project indicator definitions the criteria that will be used to determine whether motivation has increased as a result of the project’s activities.* |
| **Calculation(s):** *How, specifically, will you measure each indicator? For example, if you are collecting data from a survey, which questions from the survey, and which response options to those questions, will you use to determine whether a person counts toward the indicator?* |
| **Unit of Measure:** Number of individual actors *[Ensure the project indicator has the same unit of measure]* |
| **Disaggregated by:** *How do you plan to disaggregate the data for reporting?* |
| **How will this indicator be used?** *(optional)***:** *What are the reasons this indicator is important for or relevant to the project? How is progress related to the indicator understood, measured, and defined by local actors in the system?* |
| **PLAN FOR DATA COLLECTION** |
| **Data Source:** *Where will you obtain the data used to report on this indicator?* |
| **Method of Data Collection and Construction:** *How will you collect the data? [[2]](#footnote-3)* |
| **Reporting Frequency:** *How often will you report on the indicator? (Most indicators will be reported biannually, but some may be reported more or less frequently, depending on project requirements and data availability.)* |
| **Individual(s) Responsible at Grantee Organization:** *Which project roles will be responsible for collecting, analyzing, and reporting on the data? These may be separate people, e.g., MEL specialist, MEL manager, etc.* |
| **TARGETS AND BASELINE** |
| **Baseline Timeframe:** *When will you collect baseline data and what timeframe will those data represent? (If you are relying on other people’s data, the timeframe for the data may be earlier than the timeframe in which you collect it.)* |
| **Rationale for Targets** *(optional)***:** *What are the reasons you chose your targets?* |
| **DATA QUALITY ISSUES** |
| **Dates of Previous Data Quality Assessments and Name of Reviewer(s):** *When did you check the quality of the data?* |
| **Date of Future Data Quality Assessments** *(optional)***:** *When will you check the quality of the data?* |
| **Known Data Limitations:** *What challenges may there be to collecting accurate data? Are there known inaccuracies in the data (e.g., certain populations that are not included in the results) that should be considered when interpreting the data?* |
| **CHANGES TO INDICATOR** |
| **Changes to Indicator:** *What changes have been made to the indicator over the course of the project?* |
| **Other Notes** *(optional)****:***  *What other issues or considerations related to the indicator need to be noted?* |
| **THIS SHEET LAST UPDATED ON:** |

1. See MEL Plan Fillable Templates for Worker Rights Projects, including the Learning for Action (L4A) Agenda (available at: <https://www.dol.gov/sites/dolgov/files/ILAB/Learning-for-Action-L4A-Agenda-Template-CLEAN-508.docx>); Complexity-Aware Logic Model (available at: <https://www.dol.gov/sites/dolgov/files/ILAB/Project-Logic-Model-Template-combined-page-CLEAN-508-1.docx>); and MEL Process Diary (available at: <https://www.dol.gov/sites/dolgov/files/ILAB/Process-Diary-Template-CLEAN-508.docx>). [↑](#footnote-ref-2)
2. A variety of techniques can be used to measure motivation. These include questionnaires and surveys, interviews and observations, and projective tests and assessments. The specific tools used will depend on the type(s) of motivation you wish to assess. For more on these techniques, see “[Fueling Ambition: Exploring Psychological Assessment Tools for Motivation](https://quenza.com/blog/knowledge-base/psychological-assessment-tools-for-motivation/#exploringmotivationassessmenttechniques).” [↑](#footnote-ref-3)