# Outcomes Related to Change in Causal Mechanisms

## Behaviors and Practices: Indicator 9A[[1]](#footnote-1)

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| **ILAB Standard Outcome Indicator Reference Sheet** |
| **Name of Indicator:** 9A – Number of individual actors within a system who have adopted behaviors associated with improved workers’ rights |
| **Name of Result Measured**: Increased adoption of behaviors/practices 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#_Actor)arepeople 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) for more information. [**“Behaviors”**](https://norc.sharepoint.com/sites/9426-OTLAMEServices/Shared%20Documents/Common%20indicator%20tool/TOsC%20Guidebook--June%202024%20Updates.docx#_Behavior)refers to the way humans act and interact. It is based on and influenced by numerous factors, such as lived experience, culture and individual values and attitudes. Systems behavior describes how the system-of-interest responds to various types of triggers. These triggers align with specific types of processes of interacting system elements that create the systemic properties or cause specific changes in time and abilities. See [USAID’s Primer on Social and Behavior change](https://pdf.usaid.gov/pdf_docs/PA00XWX4.pdf#:~:text=What%20is%20Behavior%3F%20Human%20behavior%20describes%20a%20person%E2%80%99s,of%20the%20decision-m%20aker.%20Examples%20of%20DRG-related%20Behaviors%3A) for information on individual behavior. See Donella Meadows’ “Thinking in Systems Primer” for information on systems behavior. An example of a relevant behavior includes the identification of violations or hazards that may threaten workers’ safety. **“Adopted behaviors”** are behaviors (as described above) that have been newly taken up since the project started.**“Associated with improved workers’ rights”** is a qualifier that indicates that only individual actors who have adopted behaviors associated with improved workers’ rights should be included in this indicator. Other adopted behaviors not associated with improved workers’ rights should not be included. |
| **Guidance on Aligning Project Indicator Terms with Standard Outcome Indicator Terms:** **“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.*

**“Behaviors”** * *Include in project indicator definitions the specific behaviors associated with improved workers’ rights, that you are trying to impact and will assess for this indicator.*

**“Adopted behaviors”*** *Include in project indicator definitions the criteria that will be used to measure whether a behavior has been adopted.*

**“Associated with improved workers’ rights”** * *Include in project indicator definitions which behaviors associated with improved workers’ rights are included in this indicator.*
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| **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?*  |
| **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-1)