# Outcomes Related to Change in Causal Mechanisms

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

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| **ILAB Standard Outcome Indicator Reference Sheet** |
| **Name of Indicator:**  9B – Number of institutions, legal entities, or organizations that have collectively adopted practices associated with improved workers’ rights |
| **Name of Result Measured**: Increased adoption of behaviors/practices associated with improved workers’ rights |
| **DESCRIPTION** |
| **General Definition(s):**  [**“Institutions”**](https://norc.sharepoint.com/sites/9426-OTLAMEServices/Shared%20Documents/Common%20indicator%20tool/TOsC%20Guidebook--June%202024%20Updates.docx#_Institutions) can be interpreted two ways. First, they can be social structures that are collectively created and are continuously altered over time. Institutions can also be “a set of rules governing interpersonal behaviors” (sometimes called “the rules of the game”) that are not owned or possessed by a single actor; rather, they are shared by a larger group or society. See World Bank publication “[The role of institutions in development](https://documents.worldbank.org/en/publication/documents-reports/documentdetail/575481468740986684/the-role-of-institutions-in-development)” for more information.  [**“Legal entities”**](https://norc.sharepoint.com/sites/9426-OTLAMEServices/Shared%20Documents/Common%20indicator%20tool/TOsC%20Guidebook--June%202024%20Updates.docx#_Legal_entities) include institutions, companies, or organizations that have legal rights and obligations.  [**“Practices”**](https://norc.sharepoint.com/sites/9426-OTLAMEServices/Shared%20Documents/Common%20indicator%20tool/TOsC%20Guidebook--June%202024%20Updates.docx#_Practice) refers to actions or inactions by an organization. A “practice” outcome captures the adoption of actions (or the avoidance thereof) of an organization promoted by a project or program. Examples of relevant practices include: an institution adopting legal, policy and regulatory reforms associated with improved workers' rights.  **“Adopted practices”** are practices (as described above) that have been newly enacted as a result of the project.  **“Associated with improved workers’ rights”** is a qualifier that indicates that only institutions, legal entities, or organizations who have adopted practices 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:**  **“Institutions”**   * *Include in project indicator definitions the types of institutions (i.e., the institutions within which systems) that will be considered for this indicator.*   **“Legal entities”**   * *Include in project indicator definitions the types of legal entities that will be considered for this indicator*   **“Practices”**   * *Include in project indicator definitions the specific practices associated with improved workers’ rights, that you are trying to impact and will assess for this indicator.*   **“Adopted practices”**   * *Include in project indicator definitions the criteria that will be used to determine whether practices associated with improved workers’ rights have been adopted.*   **“Associated with improved workers’ rights”**   * *Include in project indicator definitions which practices associated with improved workers’ rights are included in this indicator.* |
| **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)