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► **Measuring impact**

Advancing the monitoring and reporting of Safety + Health for All projects

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The ILO flagship programme Safety + Health for All encompasses a number of projects at global, regional and country levels. To ensure that all its initiatives contribute cohesively to the overall aim of improving occupational safety and health (OSH) – and that the changes achieved can be measured – the programme is committed to strengthening its monitoring and reporting functions.

To this end, Safety + Health for All developed at an early stage a global results framework along with a Theory of Change, which is detailed in the 2021-2025 Strategy. Moreover, the programme has further improved its monitoring and reporting practices through the standardisation of tools and the use of technology. Significant efforts towards advancing the monitoring performance can be illustrated by the release of three complementary innovations:
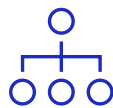
1. **Revised global results framework**

2. **Key Performance Indicators (KPI)**

3. **Online monitoring platform**

Improved monitoring and reporting

This document highlights how these tools will contribute to effectively measuring, tracking and reporting the results and impact of the projects implemented under the flagship programme, as well as facilitating the aggregation of results achieved across all initiatives.

1. Streamlining the Results Framework

The flagship programme further streamlined its results framework to thoroughly reflect the Theory of Change. The process included revising the frameworks of all projects and initiatives, particularly the Vision Zero Fund, for better alignment. Moreover, specific indicators were refined with the support of technical specialists. A flexible approach was adopted to allow projects to use customized or context-specific indicators in addition to the standard ones when required.

The new framework serves as a menu of indicators and facilitates the aggregation of results achieved by projects at a global level. As a result, it will enable greater coherence and synergies across projects concerning the programme's strategic directions.

Workers in palm oil plantations in Indonesia are among the programme's beneficiaries - *© ILO/ Fauzan Azhima*

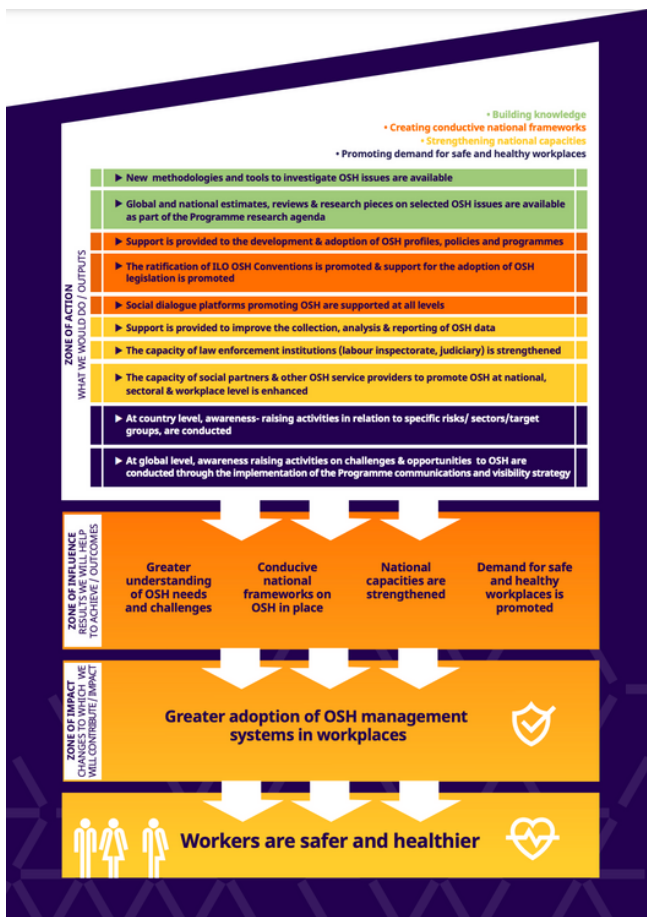

Theory of Change - *Click to open the document*

2. Developing Key Performance Indicators

The programme identified five Key Performance Indicators (KPI) to evaluate the effectiveness and impact of project interventions. The data will allow comparisons across countries and sectors, including over time.

The indicators focus on the knowledge and attitudes of the target groups, individual behavioural change within these groups, and changing organisational practices.

The five KPIs include qualitative elements for the instances when quantitative data is neither adequate nor informative. Specific methods and tools were required to measure progress along these indicators, particularly to obtain comparable data across projects. Therefore, researchers from the University of Leuven were hired to elaborate the indicators and develop corresponding measurement tools.

The measuring tools and a data entry template were pilot-tested in Madagascar and the Philippines for further refinement and finalisation. Next, all project teams across regions received induction training and a detailed implementer's guide to support them in collecting data for each KPI.

The five KPIs

Number and percentage of trained personnel from organizations working on OSH reporting that the training they received is useful to their work.

Number and percentage of employers reporting to have an improved understanding of their legal duties and responsibility related to OSH.

Percentage of workers reporting to have an improved understanding of their rights and duties related to OSH issues.

Percentage of workers reporting to have benefitted from the adoption of concrete and documented actions to improve OSH.

Number and percentage of involved stakeholders that rate engagement in programme activities as being useful to improve OSH outcomes for workers.

Ten projects have submitted their workplans for using the tools and six have already used one or more tools. The KPIs and tools are integrated into the Safety + Health for All programme's new digital monitoring platform, described in the below section. In addition, projects aiming at improving compliance with labour laws and increasing the capacities of the labour inspectorates are also using these KPIs and tools developed by the programme.

3. Launching an online platform for monitoring and reporting

The progressive expansion of the Safety + Health for All portfolio has posed challenges in tracking, aggregating and analysing progress updates across projects. To address this issue, the programme launched a study exploring potential technological solutions. Following the recommendations of the study a call for proposals was conducted, and the web development company DevAlto was hired in April 2022.
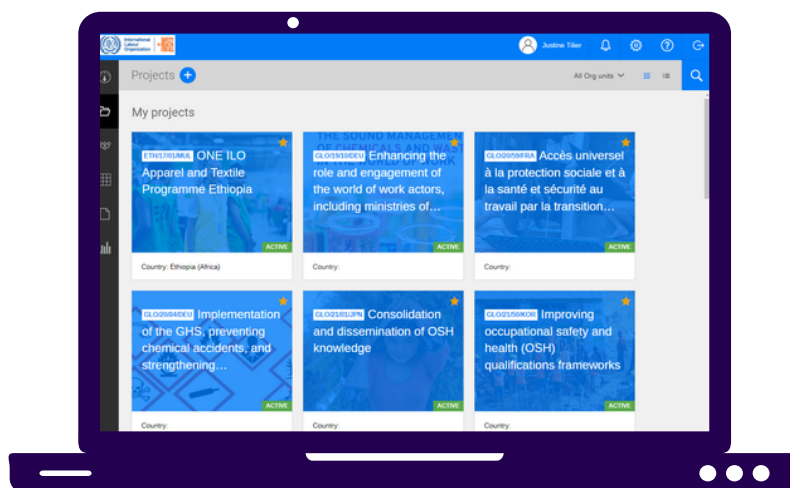

Worker at a tea factory in Kenya - © *ILO*

The service provider proposed a digital tool called LogAlto, which is used by several development agencies. The product offers several valuable features for individual projects as well as for the overall flagship programme. For example, a project can have its exclusive workspace containing all key information and logframe alongside other management tools such as work plans, reports, risk management and sustainability plans.

In addition, the platform allows the automatic linking of project KPIs and flagship programme indicators. This feature will enable the auto-aggregation of reported numbers at the global level, drastically reducing the time spent by the teams in updating and sharing project-related data and statistics.

After validating a demo version presented by DevAlto and training administrators and users, the platform was launched in October 2022.

Screenshot of the monitoring platform showing some of the ongoing Safety + Health for All projects

Key features of the digital platform

- Overall global page that serves as a dashboard.
- Global programme, sub-programme (such as the Vision Zero Fund) and project-level pages available, including logframes at each level.
- All projects have their specific workspace where they can upload work plans, risk matrices, sustainability plans etc.
- Exclusive pages for completed projects.

- Individualized data entry with defined user rights.
- Options for recording narrative details as well as uploading relevant documents such as photos and training reports.
- Data export and analytics possible.
- Single sign-on using ILO ID.
- Customized forms such as KPI tools and data entry forms can be linked.