Evaluability Review of the "Strengthening Social Partners and Civil Society Capacities on Fundamental Principles and Rights at Work" (Fundamentals) Project

Evaluability Assessment and Recommendations

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Prepared by:
Can Okman, Independent Evaluator

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List of Abbreviations

CIP	
CSO(s)	Civil Society Organisation(s)
DoA	Description of the Action
EA	Evaluability Assessment
EU	European Union
EVAL	ILO Evaluation Office
GoT	Government of Türkiye
ILO	International Labour Organization
ILS	International labour standards
ITC	International Training Centre of ILO
M&E	Monitoring and evaluation
NAS	Needs Assessment Study
OECD/DAC	Organisation for Economic Co-operation and Development/Development Assistance Committee
P&B	Programme and Budget for the Biennium
PMT	Project Management Team
SDG(s)	Sustainable Development Goal(s)
SMART	specific, measurable, achievable, relevant, and time-bound
SP(s)	Social Partner(s)
ToR	Term of reference
US	United States

I. EXECUTIVE SUMMARY

The Evaluability Assessment of *Strengthening Social Partners and Civil Society Capacities on Fundamental Principles and Rights at Work (Fundamentals)* Project was conducted in March 2024 in line with the ILO Evaluation Policy and Guidelines. The purpose of this study is to strengthen the adaptive management of the monitoring and evaluation practices and provide revisions into the project design and/or logical framework, so that the Fundamentals Project displays the technical and strategic elements to achieve the intended results, which can be demonstrated in a credible manner in future evaluation studies.

The Evaluability Assessment is carried out through analysis of the information and data obtained from the document review and discussions with the ILO Office for Türkiye. The findings of the assessment are categorized under four parameters including the design, data availability and quality, management mechanism and future evaluation needs.

Firstly, the project is assessed to be strong in terms of its relevance with ILO's mandate, Sustainable Development Goals (SDGs), national policies and strategies. Also, the design of the intervention displays clear causal logic and results-level linkages.

Secondly, within the scope of the data availability and quality, it is observed that the basic background data is provided. Moreover, the indicators of achievement are found to be SMART. On the other hand, it is assessed that some of the assumptions given in the project demonstrate the characteristics aligning more closely with early impact indicators rather than assumptions. Thirdly, it was observed that the roles and responsibilities in the management of the monitoring and evaluation activities, monitoring approach, monitoring framework and necessary tools are described in the relevant documents. Lastly, the documents describing the planned evaluation studies, the anticipated audience are observed to be clear, and the evaluation budget is allocated for the mid-term and final evaluation.

The Evaluability Assessment found the intervention highly evaluable for the majority of assessment criteria and mostly available for the remaining criteria. None of the criteria is assessed as limited evaluability or not evaluable.

The recommendations to improve the evaluability of the intervention include minor changes in the log-frame to increase the consistency between the log-frame and the DoA, inclusion of indicators to facilitate the calculation of overall achievements and impact prospects, and reviewing the table of risks and risk mitigation methods.

1 BACKGROUND AND RATIONALE

Rationale for the evaluability assessment

The Evaluability Assessment of the Fundamentals Project is carried out in line with the Governing Body decision (GB.331/PFA/8) and ILO Policy Guidelines for Result-based Evaluation requiring that Development Cooperation projects with budgets over US$5million must undergo evaluability assessment in order to improve the monitoring and evaluation practices.

Evaluability assessments determine the extent to which Fundamentals Project is ready for an evaluation and identifies any changes required to improve M&E components for enhanced effective performance. Results from the evaluability assessment aim to improve: (a) Theory of Change; (b) Evaluation approach; (c) Log-frame; (d) Evaluation questions; (e) Design of monitoring systems.

The Evaluability Assessment is expected to bring programme implementers and key stakeholders to a shared understanding of the Project's targeted results in the programme logic with a view to ensure the necessary programme inputs and monitoring arrangements are in place, and clarify respective implementation parameters for improved programme coherence.

The key objectives of the Evaluability Assessment are as follows:

- Identify useful methods for defining and evaluating impacts and good practices,
- Suggest good practices for planning and for monitoring implementation and performance,
- Provide technical support to PMT in order to develop their M&E operations,
- Identify any gaps in logical framework and make recommendations for further improvement,
- Assess the extent to which the project can be evaluated in a reliable manner and validate the M&E system in place,
- Assess the impact of identified risks on the planning of project activities,
- Provide project specific sample OECD/DAC questions to be included in project mid and final evaluation considering the OECD/DAC Criteria.

The Evaluability Assessment will serve to strengthen the adaptive management and monitoring functions of the project and prompt necessary adjustments.

2 DESIGN AND METHODOLOGY

The difference between Evaluability Assessments and evaluations lies in the fact that Evaluability Assessments do not make judgements about the intervention or comment on the achievements but discusses the viability and the possible utility of an evaluation.

In terms of scope, an Evaluability Assessment typically examines the evaluability regarding all six OECD/DAC evaluation criteria[1], whereas evaluations focus only on selected criteria as required in the specific ToR for the evaluation study.

Notwithstanding the fact that different stakeholders may seek answers to a variety of different evaluation questions, the allocated or available time and resources, or available data may be limited to provide answers to all those questions in detail. Therefore, it will be necessary to limit the scope of an evaluation. It should be kept in mind that an intervention's quality of design and coherence must be examined at some point to allow making solid judgements on key evaluation questions.

Objectives and Parameters of an Evaluability Assessment

The purpose of the evaluability assessment (EA) is to determine the extent to which the Fundamentals Project has the technical and strategic elements to achieve intended results and ensure that it can demonstrate the related results in a credible manner in future evaluation studies.

This assessment will be conducted through four parameters including design, data availability, implementation and future evaluations.

Parameter 1: Programme design elements – review of the strategic relevance, appropriateness and coherence of the program concept and design, including the re-assessment of the clarity of intended results and pathways to achieve them (logical frameworks, theories of change, etc.).

Parameter 2: Assessment of relevant data and information – review of relevance of indicators and targets and the existence of different types or sources of evidence that will provide the basis for refining results.

Parameter 3: Implementation, management and accountability – review of the work plan and ascertain the existence of clear implementation plans, management arrangements and accountabilities, and considerations for risk management related to achieving results, with a focus on the effectiveness of management in relation to M&E practices as well as the quality and timeliness of monitoring.

Parameter 4: Future Evaluation Needs - To determine the need for subsequent evaluative activity for the Fundamentals Project and the plausibility of conducting the evaluation(s).

Evaluability Assessment Questions

Five key questions are designated for the evaluability review:

[1] Relevance, Coherence, Effectiveness, Efficiency, Impact and Sustainability

EA Q1: Is there a clear intervention logic, including an assessment of risks and assumptions?
EA Q2: Is the quality of indicators, baselines, target and milestones are clearly indicated?
EA Q3: Are the means of verification, measurement and methodologies for M&E activities available?
EA Q4: Are the necessary infrastructure, human and financial resources for M&E activities in place to ensure smooth management arrangements and accountabilities?
EA Q5: What is the level of partners' participation in M&E activities and how the information obtained from M&E activities is used?

Annex II presents a conceptual measurement matrix for the Evaluability Assessment. It also includes a set of rating criteria tailored to each sub-question above.

The Evaluability Assessment is carried out in four phases:

Document review: Document review consisted of a study of the project "on paper", i.e. programme documents to understand the underlying factors pertaining to project planning, monitoring and oversight developed at ILO Office for Türkiye and activities/interventions intended at Fundamentals Project. A list of the documents reviewed is provided in Annex I.

This stage allowed familiarizing with the nature of the program being assessed to provide a detailed analysis of the project design.

Analysis of information and data
Based mostly on project documents and reports, the following analyses are conducted for the purposes of the Evaluability Assessment:

- Review of the causal logic and results-level linkages between "Programme and Budget for the Biennium (P&B) 2024-2025", Sustainable Development Goals (SDGs) and the Project, including suggestions for improvements;

- Analysis of the project's intervention logic to clarify the logical links between activities, outputs, objectives, risks and assumptions and an assessment of the relevance of indicators and targets, including baseline measures, including recommendations to improve the design in case of gaps in logical framework as well as the impact of identified risks on the planning of project activities;

- Analysis of the definitions, key questions, methodological approach, and initial preparations made by the project to assess the effectiveness and impact of the project, through an analysis of the relevance and quality of indicators, baselines, targets and milestones to review and re-assess the future evaluability of project's impact. The analysis of the descriptive qualities of each indicator identified in ToC and the log-frame of the Project included an assessment of the presence (or absence) of information (e.g., the presence of clear inputs, outputs that are linked to goals areas/outcomes of the project). The analysis of the normative qualities of each indicator used a standardization exercise to establish inter-rater reliability among the four raters and assigned ratings during the document review, based on these established criteria.

The analysis lay the basis for assessing the extent to which the project can be evaluated in a reliable manner.

- Analysis of the resources and management arrangements for implementing the M&E plan to validate the M&E system and ascertain the feasibility and appropriateness and make recommendations for improvements to strengthen the adaptive management and monitoring functions of the project and prompt necessary adjustments with the M&E plan, if needed.

The recommendations include clues for good practices for planning and monitoring implementation and performance, identifying good practices, methods for evaluating impacts and good practices and provide technical support to PMT in order to develop their M&E operations, if needed.

Reporting

The Evaluability Review Report is prepared and submitted for the approval of ILO. The report is revised in line with the discussions held with the staff of the ILO Office for Türkiye and comments provided to the draft report.

3 FINDINGS

3.1 Evaluability in Principle (Parameter 1 - ToC)

Parameter 1 addresses whether there is conceptual clarity and a shared understanding of ILO framing of fundamental labour rights in the future of work and tripartism, the strategic relevance of the project, and whether the design is conducive to achieving the results formulated as "enhanced technical and advocacy capacity of social partners and civil society organisations on fundamental labour rights in the future of work" and "enhanced fundamental labour rights through enabling social dialogue opportunities and involvement of social partners and civil-society organizations."

3.1.1 Conceptual Clarity and Coherence

The project has a Theory of Change with established causal links between outputs-outcomes-impacts following a logical order to give a clear explanation of what the project will attempt to change. The log-frame presents how the planned activities will yield the results/outputs as well as the expected impact of the intervention.

The main stakeholders and target groups are well framed and their roles are clearly described.

3.1.2 Relevance of Project

The project is totally coherent with the mandate, conventions and polices of ILO with a focus on fundamental principles and rights at work. Relevance to SDGs are well established. (SDG indicator "8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment)

Though inherent in the design and evident in the fact that there is a long-standing cooperation experience of ILO and the GoT, and the public authorities with responsibilities in labour issues are among the main stakeholders, the relevance of the design with national laws, principles and policies in Türkiye are not clearly established in the project document.

The overall objective and specific objectives of the project are relevant to the needs of the target groups based on experience gained in numerous previous interventions aiming at ensuring labour rights and supporting SPs and CSOs. The needs in terms of level of preparedness to cope with change, with a specific focus on the labour rights of women, children and other disadvantaged groups is also relevant with the overall concept of the project.

The design is not built on a situation assessment pertaining to practices to ensure human rights at work, and the needs and challenges of SPs and CSOs in various settings, representing various groups, including the vulnerable and disadvantaged. However, the design has taken into consideration the universe of the target groups and prospective beneficiaries based on the data and information pertaining to the number and type of trade unions and confederations, membership in trade unions, number and type of CSOs to demonstrate the possible outreach of activities as well as impact prospects. The relevance of the intervention for target groups, especially for disadvantaged groups will need to be strengthened during the implementation of the needs assessment study.

The overall objective and specific objectives of the project are conducive to build the capacity of the target groups to plan and conduct advocacy activities in defence of their rights. The proposed design and, planned activities, especially the Grant Scheme (GS) are appropriate and relevant for the target groups and have high chances for producing the expected outputs and outcomes with high chances of multiplication and replication.

There are no foreseen physical security risks for the implementation of project activities. The risks for implementing the project, assessed at the design stage, will need to be revised as an integral part of the M&E process: to leave out risks that are not valid anymore; and to transfer some of the assumptions in the log-frame into the risks table, since their occurrence will require mitigation measures.

Sustainability is embedded in the design through mechanisms such as the e-library that will enable continued impact through providing learning opportunities, replication and/or multiplication of good practices as well as repetitive use of communication materials.

The intervention method foresees to build capacity and support SPs and CSOs with technical and financial assistance within the framework of a grant scheme is likely to produce the intended results. However, the relevance and efficiency of the support center may require further considerations: (a) the location of the facility is not decided upon to ensure sustained benefits for SPs and CSOs; (b) how the center will be operationalized, and how the financial and human resources to ensure the sustainability of the center is not clearly envisaged in the DoA; (c) the feasibility and cost-efficiency of establishing a center in a single location in a project to be implemented throughout the country is not clear.

3.1.3 Plausibility

The causal chain that connects the implementing agency and its implementing partners with the final outcomes is established.

There are high chances for the planned activities to achieve all planned outputs and outcomes. The expected result of most activities are clearly formulated as “assumptions” to guide the monitoring and evaluation activities and to demonstrate achievement.

3.1.4 Testability

All activities and outputs are clearly described and formulated as number and percentages, or clear description of indications of early impact to allow observations to assess how the planned was transformed into practice.

3.1.5 Complexity

The intervention logic is clear and simple. As long as the timing of activities are planned to allow a smooth sequencing of activities, the results of which will feed into the other. In fact, an efficient planning of activities and ensured quality of the processes may create synergies between different outcomes.

3.1.6 Inclusiveness

The project is designed to allow an inclusive approach to implementation. The M&E data will be disaggregated by gender, age, province, title, institution.

The Needs Assessment Study is planned to provide a detailed analysis of the needs, challenges of different target groups and their expectations from the intervention. Other studies will provide a deeper focus on specific groups and issues.

3.2 Evaluability in Practice (Parameter 2 & 3)

Evaluability in practice refers to how the theory of change has been operationalized and translated into practice, given the availability of relevant data and the capacity of management systems able to provide it.

This involves means of assessing the proposed programming assumptions, defining accountabilities, clarifying how different stakeholders should work together towards enhancing capacities to promote and defend labour rights as well as establishing partnerships to improve the practices to ensure human rights in work environments and achieving the results and creating an impact on the overall objective. Hence evaluability questions assessed in this section seeks to identify the existence of information and data as well as systematic monitoring mechanisms to inform the intervention's planned future evaluation studies of Fundamentals Project. Also, the existence of clear accountabilities and adequate management arrangements to support programme implementation is assessed.

3.2.1 Data Availability

First, the evaluability assessment considered whether project documentation provided sufficient information about the context and adequate justification for programming choices for achieving results for Fundamentals Project.

The DoA including the log-frame and the theory of change along with the M&E Plan and its annexes are the available project documents at this stage of the implementation. The project provides quantitative data on the target groups and end beneficiaries obtained from official sources. Since this data is part of the official statistics collected regularly; any changes in the level of unionization (number of labour unions, number and ratio of unionized workers) and organization of civil society (number of foundations and associations), may be monitored to assess the possible indirect impact of the intervention. Other data are project specific with a "0" baseline and will be monitored during the implementation.

Indicators and monitoring processes

Evaluability Assessment examined whether there are coherent monitoring systems, including SMART indicators, tools, processes and resources for strengthening the capacity of SPs and CSOs for carrying out advocacy activities and establishing partnerships to promote and protect labour rights.

The project has an M&E framework. The indicators are SMART, formulated as numbers and percentage. The tools for measuring progress of the indicators are appropriate for most cases. However, there are inconsistencies across the project documents and M&E templates: Some indicators in the DoA are missing in the log-frame, some need clarification to avoid double counting, some of the targets needs revising. The recommendations regarding the improvements in the log-frame through the inclusion of all indicators in the DoA as well as new indicators and targets to allow calculations and reporting on progress are presented in Section 5.2: Recommendations for further improvement of logical framework. A work plan with milestones may render the monitoring of indicators for timely implementation. The processes and resources are appropriate for producing the outputs and achieving the outcomes.

The activity level “assumptions” in the log-frame are well-thought to monitor early impact, assess progress towards the outcomes as well as prospects of replication and multiplication. However, the “assumptions” in the log-frame display different characteristics:

- Some of the “assumptions” in the project log-frame are indeed assumptions that should kept as assumptions or treated as a risk in the Table of Risks and Risk Mitigation.
- Some of the “assumptions” are part of the contractual obligations, i.e. can and should be controlled as part of the project management and M&E activities, therefore should be removed from the log-frame.
- Some of the “assumptions” are not assumptions but success criteria and/or immediate/early impact at a time later than the actual implementation, which can be observed within the project duration, which should be formulated as “indicators” to describe the expected situation of an effectively implemented activity. They are not commitments, but they can be monitored and reported through end of activity evaluations, and/or follow-up activities such as phone-calls, periodic mini-surveys etc. to assess the early signs of impact/change and feed into the evaluation studies.

The assessment and rational for revising the “assumptions” in the log frame are presented in Section 5.2: Recommendations for further improvement of logical framework.

Activity/output-focused data collection is planned to be carried out by ILO monitoring and evaluation team and/or project staff responsible of implementing the activities. The tools provided in the M&E framework include report templates. The interviews held for the purpose of this EA revealed that other tools such as activity evaluation templates, field visit reports, web-based tools and pre and post-tests are prepared but not annexed to the M&E framework. Standard templates will ensure the quality of data collected for monitoring purposes. An activity-based implementation follow-up calendar has been devised and will be updated weekly by the respective officers overseeing each activity. A work-plan with milestones will further ensure timely implementation of the monitoring plan.

Outcome/impact-focused monitoring and reporting tools are designed to present compiled and consolidated analyses of aforementioned data which will inform the key stakeholders regarding the outcomes and impact the Project aims to achieve. These mainly include annual progress reports, final report, mid-term evaluation report and the final evaluation report.

The monitoring framework and tools for the grant scheme will be prepared once the grant proposals are assessed and selected projects are awarded. The monitoring of grant projects will be carried out primarily through their reports under the responsibility of a designated officer. ILO will attend the key events. A specific activity to evaluate the grant scheme is planned. Framework and tools for the grant scheme will need to be fine-tuned once the grant proposals are assessed and selected projects are awarded. It should be noted that aligning the monitoring framework with the project will ensure that the achievements will be reported to reflect the synergies between the two components, i.e. capacity development and grant scheme.

Validity

The activities and indicators of achievement are clear and adequately measures the intended result. The "assumptions" at activity level, if appropriate follow-up methods are introduced, will also guide the evaluations for assessing the impact and sustainability prospects.

Integrity

Assessment of indicators reveals that the outcome and output indicators are directly relevant for the activity and measurable using either: (a) standard tools as the sources of verification at activity by the implementing partners, (b) official national and international data. Therefore, the chances for manipulation is low. However, indicators for Activities 2.1.2 and 2.1.2a that may lead to double counting, unless revised or clarified.

Precision

The assessment of precision reveals that, most of the outcome and output indicators are clearly formulated to allow precise measurements in line with the monitoring plan. However, the "assumption" for Activity 1.2.2 formulated as "The videos and photographs strengthened the impact and dissemination of the project's communication actions" contain two assumptions: (i) Enhanced communication of "messages", which is a contractual obligation; (ii) Strengthened impact, which needs to be measured though follow up activity(ies). A detailed list of comments and recommendations regarding the indicators are presented under Recommendations for Improved Evaluability is provided in in Section 5.2: Recommendations for further improvement of logical framework.

Reliability

The fact that the output indicators of the project will inform the higher-level M&E frameworks is yet another indication that the data for some indicators are collected over time and across locations.

The progress in activities will be monitored on a weekly basis. Though not specifically indicated, it is likely that the collection of data on indicators will be carried out on a weekly basis, where applicable. Following a brief training, the monitoring and reporting of Grant Projects will be assisted through hands-on support by Mentors and field visits by Mentors and ILO staff.

Timeliness

The implementation of planned activities will be monitored on a weekly basis. The monitoring data for activities will mainly be collected at the end of each activity. Depending on the timing of the activity and considerations regarding its impact on the planned activities the findings may be useful for decision making at management level.

Acceptance

The document review did not observe any risks pertaining to major disagreements or objections regarding the indicators, their definitions and methods of collecting data.

Measurability

The assessment revealed that the indicators are measurable using the planned tool within the timelines indicated in the M&E Plan.

Baseline data at impact level is provided using the SDG indicator 8.8. Baseline for all other indicators is “0”.

The assessment implies that ILO Office for Türkiye has the capacity for data gathering, monitoring, analysis and management of information.

3.2.2 Evaluation Implementation, Management and Accountability

ILO Office for Türkiye is responsible of collecting and reporting on the progress against the indicators for activities implemented within the framework of the project. An M&E officer responsible of M&E issues is assigned and monitoring tools were prepared. The frequency and the responsibility of data collection is explained in the M&E Plan. The evaluability of the project will further improve if some of the “assumptions” in the log-frame are formulated as indicators of early impact that can be monitored through end of activity participant evaluations or follow-up activities to assess early impact as explained under 5.2 Recommendations for further improvement of logical framework – Parameter 2.

The M&E data is expected to feed into the project reports and provide input for the mid-term and final evaluation. Director of ILO Office for Türkiye will act as ILO Responsible Official for this Action. As the manager of the PMT, the Senior Project Coordinator will report to the Director and will facilitate the regular interaction on project activities and project progress with the EU Delegation and other relevant project stakeholders.

The evaluation budget for the project is reported as 2% of the total budget to outsource or carry out the regular evaluation activities of the project activities as well as the three external evaluation activities, i.e. an evaluability assessment, a mid-term and a final evaluation.

3.3 Future Evaluation Needs (Parameter 4)

The project document foresees mid-term and final evaluations, which will be conducted by external collaborators independently, in line with ILO Evaluation Policy and its relevant guidelines pertaining to the Development Cooperation Projects.

The primary users of the evaluation report are the ILO Office for Türkiye and the donor organization. Nevertheless, considering ILO’s experience of collaboration with the donor organization, relevant public authorities in Türkiye as well as with other donor organizations, evaluations are expected to serve as significant tools to communicate with the project stakeholders and wider public, and present the accomplishments to shed light on future programming.

All stakeholders at the central and local level are accessible. The working relations, dating back to long years of cooperation, are reported to be smooth and constructive. The resources for the external evaluation activities are assigned in the budget.

4 CONCLUSIONS

The project design is highly evaluable with needs for updating and improving the risk and mitigation measures. The project design does not contain an exit strategy to strengthen the prospects of sustainability. However, this is not perceived as a design weakness, since the project outputs will be uploaded in the e-library for continued dissemination of knowledge with possible further impact. In fact, the prospects for sustainability for this intervention lies with the SPs and CSOs as beneficiaries of the intervention.

The data to monitor the implementation is available and can be monitored using the monitoring tools in a reliable manner. There is a need for minor improvements in the indicator definitions, including new definitions to facilitate the calculation of and reporting on overall progress.

The data will be collected through the project M&E activities, therefore with high chances of accuracy and reliability. The links between the two components of the intervention will need to be fine- tuned when the grant projects are awarded. Now monitoring tools may be needed to conduct follow-up activities to observe early impacts.

The management arrangements for the most part are fully in place.

The future evaluation needs are included in the design as an obligation of the ILO Evaluation Policy. The management arrangements, budget, stakeholder cooperation is conducive to conduct an evaluation.

4.1 Parameter 1: Programme Design

The programme design is relevant to ILO's mission, and relevant legal and institutional framework of Türkiye. The relevance to the needs of target groups is based on the long—term experience of both ILO and the major stakeholders in the fields of fundamental rights, labour rights and support to social partners and of civil society.

The intervention logic is straightforward and clear with rooms for improvement in the formulation of "assumptions" as success criteria for activities that will serve the assessment of the performance criteria for outputs and outcomes.

Table 1 Evaluable elements for programme design: (Parameter 1)

Evaluability Elements	**Rating Criteria**	**Evaluability rating and Justification**
Situation Analysis (EQ1.1)	The design is based on the performance of Türkiye against the global indicators and lessons learned from previous similar interventions; the stakeholders have been identified; the target population has been	Highly Evaluable

	differentiated and will be further detailed during the implementation.	
Project's overall objective (EQ1.2)	The overall objective is linked to international development frameworks, specifically SDG targets, thus to long-term ILO priorities and outcomes;	Highly Evaluable
Theory of change, change strategies etc. (EQ1.3)	There is a ToC model reflecting the logical connection between the assessed status, and the desired changes; strategies of why and how change will be affected is clear; the intervention is relevant to the needs of target groups assessed by similar previous interventions	Highly Evaluable
Immediate Objectives/Project outcomes (EQ1.4)	Immediate objectives (IOs) clearly state the final situation to be achieved; through the success criteria for activities, IOs describe the standard which must be met in order for the performance to be considered acceptable (criteria); indirectly linked to cross-cutting policy drivers as well as a focus on and inclusion of people with disabilities; there is a clear and holistic approach to capacity development based on a capacity assessment of key partners.	Highly Evaluable
Assumptions, Risks and Mitigations (EQ1.5)	The project document contains an analysis of risks and mitigation measures, some of which needs and update revision; the assumptions incorporated into the log-frame at activity level are success indicators for activities that will feed into the	Mostly Evaluable

	evaluation of outputs and outcomes.	
Sustainability (EQ1.6)	The project does not have an exit strategy or transition strategy; the sustainability of project outputs are ensured through the e-library which will sustain the prospects of further impact; the grant scheme is the main mechanism to hand over the initiative of defending labour rights to the representatives of labour organizations and rights-based CSOs.	Highly Evaluable, especially if the indicators of the GS is aligned with the indicators of capacity building activities.

Of the six evaluability elements applicable to Parameter, five are assessed as highly evaluable and one is mostly evaluable.

4.2 Parameter 2: Data Availability and Quality

The indicators, baseline data, targets for the project outcomes are reflected in the results matrix and the indicators reference sheet.

No major issues are observed in terms of availability of data. However, some indicators may need revision. Also the success criteria at activity level should be revised.

Table 2 Evaluable elements data availability (Parameter 2)

Evaluability Elements	**Rating Criteria**	**Evaluability rating and Justification**
Indicators (EQ 2.1, EQ 2.2)	The logical links between the indicators and outcomes are established. IOs enable reporting on progress under relevant SDGs targets and indicators. Also monitoring of the "assumptions" or success criteria at activity level will feed into the assessment of progress in outputs and outcomes. How the grant projects will feed into the achievement can be finalized once the grant proposals are awarded.	Highly evaluable

Baseline data available (EQ2.3)	Baseline at impact level is an SDG target 8.8. Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment and SDG indicator 8.8.2: Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status 8.8) Baselines at output and outcome level is "0".	Highly Evaluable
Targets (EQ2.4)	Targets are specified for each indicator in detail, including success criteria for activities. The links between the baseline value and the targets allow an analysis of achievements.	Highly Evaluable
Milestones (EQ2.5)	The project does not have milestones but achievement of outputs as well as the time-frame for the Grant Scheme implementation may be considered as milestones.	Mostly Evaluable
Disaggregation (EQ2.6)	Collection of data will be disaggregated by gender, age, province, title, and institution and may need further disaggregation to include vulnerable groups.	Highly Evaluable.

Of the five evaluability elements applicable to Parameter 3, four are assessed as highly evaluable, one is assessed mostly evaluable in need of improvement.

4.3 Parameter 3: Existence of Management Arrangements

Infrastructure, human and financial resources for the monitoring and evaluation activities planned in line with the ILO Evaluation Guidelines, are in place.

Table 3 Evaluable elements for accountabilities and management arrangements

Evaluability Elements	**Rating Criteria**	**Evaluability rating and Justification**
M&E (EQ3.1, EQ3.2, EQ3.3)	The proposal is in conformity with the ILO Evaluation Policy Guidelines. A monitoring and evaluation framework has been developed. Comparison groups are not included, since it is not appropriate or feasible for evaluation purposes of this project. Information needs for performance reporting is well identified. Monitoring of the GS will be clarified once the grant projects are identified. Roles and responsibilities for data collection, evaluation and reporting are specified.	Highly evaluable
M&E Resources (EQ 4.1, EQ 4.2, EQ4.3)	The evaluation budget is on a separate line of the project budget. M&E budget is adequate for the size and duration of the project. Resources have been identified and committed to ensure that predefined data will be collected and analysed. A member of project management has been designated to be responsible for M&E issues. PAC is the main tool to ensure the involvement of the stakeholders in the M&E process. It will convene	Highly Evaluable

	annually but can convene ad-hoc if necessary. Monitoring arrangements for grant projects are explained, pending for clarification of indicators aligned with the project indicators, once the grant scheme projects are identified. Reporting mechanisms and products are identified with clear responsibilities.	
Organizational arrangements (EQ 4.4)	Organizational arrangements how the M&E framework is used for work planning and implementation is not reflected in the documentation provided. However, the fact that the monitoring framework foresees day to day monitoring, the report templates will contain an account of the implementation for the reporting period and the planned implementation for the upcoming cycles is an indicator that a work plan will be prepared. Involvement of EU delegation in the oversight of monitoring is clear. Tripartite partners are not directly responsible for day-to-day implementation. Therefore, their involvement in M&E is not foreseen. However, they will receive the reports.	Highly Evaluable
Participation (EQ5.1)	Besides the long-lasting relationship of the ILO Office for Türkiye with the workers' and employers' organizations, relevant government institutions as well as the CSOs as indicated in the DoA, two	Highly Evaluable

	online consultation meetings with the SPs and CSOs and a meeting in Istanbul were held with CSO representatives. Moreover, the trainings were planned comprehensive needs analysis conducted for the SPs and CSOs. The design of the grant scheme was discussed in the PAC held and feedback received was reflected to the grant scheme design.	
Lessons learned (EQ5.2)	Lessons learned from previous IPA projects implemented in Türkiye on *"Improving OHS in Turkey* through Compliance with International Labour Standards", *"Social Dialogue in Working Life"*, "*More and Better Jobs for Women", "Elimination of Child Labour in Seasonal Agriculture", "Response to Syrian Refugee Crisis",* and " ILO Academy" as an ongoing resource for training described in the DoA have been used to design the project.	Highly Evaluable
Reporting and dissemination (EQ5.3)	Although not explicit in the documents, the stakeholder consultations held for the purpose of the EA highlighted that the reports on progress and achievements will be discussed in PAC meetings, especially in sessions on the findings of the evaluation studies; encouraged participation of government stakeholders in the project activities; rendering evaluation reports in the i-eval system of ILO. Compendium for the GS	Mostly Evaluable, if reflected in the project progress reports.

	will be shared with a wide audience.	

Of the six evaluability elements applicable to Parameter 3, five are highly evaluable, one is mostly evaluable.

4.4 Parameter 4: Future Evaluation Needs

A mid-term evaluation and a final evaluation is part of the project design, thus an obligation. However, the timing, scope and content of the evaluation studies may need reconsideration to maximize the learning opportunity it can provide for all.

As the term implies, the optimal timing of a Mid-Term Evaluation is around month 24 of the implementation. However, the Mid-Term Evaluation is best planned for a period when the implementation of activities reaches a point to allow and assessment for relevance and design, complementarity efficiency and effectiveness.

The Final Evaluation, by definition, should be planned to take place during the last couple of months of the implementation and should focus on efficiency and sustainability. It is worth noting that the final evaluation should provide an account of the relevance, efficiency and effectiveness of the grant projects.

The evaluation studies should pay due consideration of horizontal issues, i.e. human rights, gender and poverty alleviation should frame the relatively complex structure of stakeholders within the framework of the grant scheme with a view to draw lessons learned and identify good practices.

Indicative lists of evaluation questions adapted to the context of the project that can be used for a Mid-Term and Final Evaluation is provided in Section 5.6: Recommendations for project specific sample OECD/DAC questions to be included in project mid and final evaluation.

5 RECOMMENDATIONS FOR EVALUATION

The recommendations are mainly addressed to ILO Office for Türkiye responsible of the M&E of the project and organized as per the requirements of the assignment.

How the recommendations will be utilized is at the discretion of ILO. They may be ignored, used as internal working documents or may be rendered official through a requests for notifications and/or addendums.

5.1 Recommendations for further improvement of the theory of change – Parameter 1

The intervention is relevant to ILO's mission and overarching objectives, the needs of target groups as assessed in previous interventions. The implementation methods are appropriate to produce the intended results/outcomes and to create the expected immediate and short term impact.

The recommended improvements in the theory of change are presented below:

- Consider strengthening the Theory of Change with minor improvements to establish the links between as recommended in Annex V.

- Consider reviewing and revising risks and risk mitigation methods as a routine M&E process, since monitoring of risks, reviewing and revising the risk table as necessary throughout the implementation is a good practice. A recommended risk and risk mitigation table is provided in Annex VI.

- Consider defining milestones, since they can help to monitor the efficiency of implementation and may guide the timing of the evaluation studies.

5.2 Recommendations for further improvement of logical framework – Parameter 2

The logical framework may be further strengthened and rendered more consistent through minor improvements applicable to the log-frame in the DoA:

- Consider improving the consistency of information and data on the DoA and the Monitoring Framework as demonstrated in the Reconstructed ToC and Recommended Revised Log-Frame.
- Consider reviewing and revising the indicators in order to increase the evaluability of the project through ensuring that;
  - all indicators are assigned baseline values and targets, keeping in mind that baselines for indicators that are not a continuation of a previous intervention or a situation assessment on which the project is developed is "0".
  - one indicator measures only one dimension;
  - possibility of double counting does not exist;
  - quantitative activity targets add up to provide an account of the overall progress.
- Consider describing the methods/tools/processes for assessing whether the "assumptions" at activity level has held true, i.e. whether the activity was carried to produce the intended results.

The recommendations pertaining to indicator definition (rephrasing/revising of indicators, inclusion of new indicators either to present a complete account of achievements, to aligning the Log-Frame with the text of the DoA) are, calculation of indicator targets are provided in the table titled **"**Recommendations pertaining to indicator definitions and targets".

Recommendations pertaining to the indicator definitions and targets; are meant to:

- Ensure the consistency between the text and the log-frame featured in the DoA. The indicators marked (NEW from the DoA) are activities that can be formulated as indicators with target mentioned in the DoA but not reflected in the log-frame.
- The proposed indicators marked (NEW) will allow reporting about the progress towards the outputs and outcomes.
- The indicators marked as (Revised) are indicators proposed to improve the formulation of the indicator to better display its relevance with the activities/outputs/outcomes.

Recommendations pertaining to the assumptions at activity and output level are meant to differentiate between:

- assumptions describing situations beyond the control of the project implementation, i.e. situation necessary to implement the activity as planned and in good quality;
- assumptions that are actually the expected impact of an effectively implemented activity, which can be formulated "indicators" describing the expected result of an effective activity and can guide the monitoring of early impact and progress towards the outcome and which can be measured using additional M&E tools.
- assumptions that are in fact contractual responsibility of the implementing body are proposed to be removed.

The recommendations regarding the formulation of "assumptions" as success criteria and possible methods for monitoring whether or not and to what extent the expected short-term impacts can be observed is provided in the table titled "Recommendations pertaining to the assumptions"

Consolidated recommendations for improving the log-frame is provided in Annex VIII.

Recommendations pertaining to indicator definitions and targets:

Outcome/ Output/ Activity	**Indicator definition**	**Target**	**Recommendation**
Output 1.1: The knowledge of SPs and CSOs on fundamental labour rights in the future of work was enhanced	**(Revised)** % of average increase in the knowledge of representatives of SPs and CSOs to all trainings (level 2)	50%	Consider clarifying what is meant by level 2 Consider formulating the indicators as an average since there are several training activities Consider increasing the target to 75-80%

Activity 1.1.3: Establishing the e-library under ILO Academy	# of resource documents made publicly available in e-library under ILO-Academy	10	There are a total of 12 documents that can serve as references after the project is over • Needs Assessment Report • 6 thematic surveys • 4 training modules • Compendium of good practices (grant scheme) • Communication materials Consider the possibility of uploading them in the e-library and revising the target value to 12
Output 1.2: The awareness of SPs and CSOs on the fundamental labour rights in the future of work was enhanced	***(NEW from the DoA)*** # of communication events organized	4	
	(NEW from the DoA) # of people reached through communication events	120	To be calculated using the data generated as a result of Activities 1.2.3, 1.2.4, 1.2.5
Activity 1.2.2 Producing communication and visibility materials including videos and photographs for raising awareness on fundamental labour rights in the future of work	# of communication and visibility materials developed	20	As per the monitoring plan, the target should have been set as 15 considering the justification of the budget item 5.7.2. A revision would be requested in the target if necessary".
Activity 1.2.3: Organising a "Social Dialogue and Youth Gathering" in	***(NEW from the DoA)*** # of university student participants in the "Social	50	

collaboration with universities	Dialogue and Youth Gathering"		
	(NEW-revised) # of persons supported to attend the trainings of ITC-ILO		The indicator is recommended to be revised to replace the word "teams" with "persons" to set a clear measurable target and to plan the budget Consider setting the target.
	(NEW) # of other participants in the "Social Dialogue and Youth Gathering		Since the # of SPS and CSOs are expected to take action on the fundamental labour rights after meeting university students, it is assumed that more than 50 people in the event. The DoA does not provide information and consider reflecting it in the budget if necessary. Consider setting a target for this indicator
Activity 1.2.4: Organizing meetings among the SPs, CSOs and the media players	***(NEW from the DoA)*** # of participants in the meetings with media players	70	
Outcome 2: Fundamental labour rights are enhanced through enabling social dialogue opportunities and involvement of social partners and civil-society organizations	# of SPs and CSOs took incremental action to engage in social dialogue for fundamental labour rights	100	Consider clarifying the indicator definition: "# of SPs and CSOs applicants to the grant scheme". Please note that the ratio of awarded projects/applications is difficult to foresee and is around ¼. Please also note that meeting the target may be difficult and even surpassing the target may lead to difficulties in assessing performance. OR Consider revising the indicator definition: "# of SPs and CSOs that took action to engage in social dialogue for fundamental labour rights through the

			grant scheme and multi-stakeholder activities”
Output 2.1: SPs and CSOs were empowered with the Support Centre and set of services was provided	# of SPs and CSOs representatives benefitted from the services provided in the Support Centre	1000	Consider deleting the indicator which is already used in 2.1.2 to avoid double counting.
	(Revised) # of representatives from SPs and CSOs participated in the multi-stakeholder activities/action plans for facilitating an enabling environment for social dialogue and on advocacy for on fundamental labour rights	470	Since the activities will be on both social dialogue and advocacy on fundamental rights, the “advocacy” is included in the indicator definition. Consider clarifying the target value which should be calculated using the data generated in activities 2.1.2 a, b, c, d, after clarifying the target value for 2, 2.1.2 a. Consider revising the target, as necessary
	(NEW) # of workshops/ meetings	22	
Activity 2.1.2: Operating the Support Centre for SPs and CSOs on fundamental labour rights in the future of work	# of representatives from SPs and CSOs who benefitted from the services of the support centre	1000	Consider clarifying the difference between if “benefitting from services” and “benefitting from facilities” in the support center. If different, then consider: • rewording the indicators for 2.1.2 and 2.1.2.a to clearly reflect the difference • changing the target value for 2.1 to 2000 If there are no differences, then consider: deleting either the indicator for 2.1.2 or 2.1.2.a to avoid double counting.
Activity 2.1.2.a: Providing physical and technical facilities within the Support Centre	# of representatives from SPs and CSOs benefitted from the facilities within the Support Centre	1000	

Activity 2.1.2.b: Facilitating the partnerships within and among the SPs and CSOs	# of partnership workshops attended by SPs and CSOs	6	
	(NEW from the DoA) # of participants in the partnership workshops	120	Consider aligning the log-frame with the M&E plan.
Activity 2.1.2.c: Organising advanced advocacy workshops for SPs and CSOs	# of advocacy workshops attended by SPs and CSOs	6	
	(NEW from the DoA) # of participants in the advocacy workshops	120	Consider aligning the log-frame with the M&E plan.
Activity 2.1.2.d: Organising good practice sharing workshops for SPs and CSOs	# of good practice workshops attended by SPs and CSOs	3	Consider aligning the log-frame with the M&E plan.
	(NEW from the DoA) # of participants in the good practice workshops attended by SPs and CSOs		Consider aligning the log-frame with the M&E plan.
Activity 2.1.2.e: Organizing meetings to bring working groups of SPs and CSOs with relevant public authorities and decision-makers	# of meetings with public authorities and decision-makers	5	
	(NEW from the DoA) # of participants in the meetings with public authorities and decision-makers	50	Consider aligning the log-frame with the M&E plan.

Activity 2.1.2.f: Organizing workshops on Just Transition and Green Jobs	# of workshops on Just Transition and Green Jobs	2	
	(NEW from the DoA) # of partnership workshops attended by SPs and CSOs	30	Consider aligning the log-frame with the M&E plan.

Recommendations pertaining to the assumptions:

Outcome/ Output/ Activity	**"Assumption"**	**Recommendation for formulating indicators to monitor the "assumptions"**
Outcome 1: Technical and advocacy capacity of social partners and civil society organisations on fundamental labour rights in the future of work is enhanced	SPs and CSOs developed and executed long-term advocacy strategies for fundamental labour rights	**Recommended Indicator:** # of SPs and CSOs benefitted from training activities developed and executed long term advocacy strategies for fundamental labour **Recommended Monitoring Methods:** • regular follow-up calls/on-line surveys • including the indicators in the monitoring framework of the grant scheme • covering the issue in the evaluation studies
	More SPs and CSOs got involved in social dialogue processes for fundamental labour rights	**Recommended Indicator:** # of SPs and CSOs benefitted from training activities involved in sustainable social dialogue processes for fundamental labour rights **Recommended Monitoring Methods:** • regular follow-up calls/on-line surveys • including the indicators in the monitoring framework of the grant scheme • covering the issue in the evaluation studies

	Public authorities and decision-makers adopted a constructive approach toward social dialogue with SPs and CSOs	**Recommended Indicator:** # of cases reported by beneficiaries of training activities in which public authorities and decision-makers adopted a constructive approach agenda toward social dialogue with SPs and CSOs **Recommended Monitoring Methods:** • regular follow-up calls/on-line surveys • including the indicators in the monitoring framework of the grant scheme • covering the issue in the evaluation studies
Output 1.1: The knowledge of SPs and CSOs on fundamental labour rights in the future of work was enhanced	The training participants from SPs and CSOs successfully mainstreamed their training takeaways within their organizations	**Recommended Indicator:** # of training participants from SPs and CSOs successfully mainstreamed their training takeaways within their organizations **Recommended Monitoring Methods:** • regular follow-up calls/on-line surveys • collecting information on lessons learned and good practices • covering the issue in the evaluation studies
	The knowledge gained through trainings and information sources enabled SPs and CSOs develop effective advocacy strategies on fundamental labour rights	**Recommendation:** Consider removing this "assumption", since it is already and assumption for Outcome 1
Activity 1.1.1 Determining the specific technical capacity development needs, including the advocacy capacity of SPs	The needs and gaps identified in the report can be addressed within the scope of the project	This is not an assumption but a contractual obligation to ensure the quality of the NAS to duly reflect the needs and gaps of the beneficiaries. **Recommendation:** • Consider removing this "assumption" **Recommended Assumption:** The stakeholders were willing to participate in the needs assessment

and CSOs in Türkiye		**Recommendation:** Consider removing this "assumption", since it is already and assumption Output 1.1.
Activity 1.1.2 Conducting a series of research studies on thematic areas in the world of work	The research studies generated information, insights, and recommendations that can contribute to SPs and CSOs in capacity development	**Recommended Indicator:** The number of SPs and CSOs that has made use of the research studies. **Recommended Monitoring Methods:** • regular follow-up calls/on-line surveys • collecting information on lessons learned and good practices • including the indicator in the monitoring framework of the grant scheme • covering the issue in the evaluation studies • data such as the number of visitors, number of downloads that can be obtained from the on-line ILO academy.
Activity 1.1.3 Establishing the e-library under ILO Academy	SPs and CSOs are aware of the resources available on the e-library	This is a contractual obligation that can be measured as a result of the communication activities and the number of entries in the e-library **Recommendation:** • Consider removing this "assumption"
	The resources on the e-library are addressing the need of knowledge and information for SPs and CSOs	• This is not an assumption but a contractual obligation to ensure the quality of the NAS to duly reflect the beneficiaries' needs for knowledge and information. **Recommendation:** • Consider removing this "assumption"

Activity 1.1.4 Strengthening the capacities of SPs and CSOs through a modular training programme on fundamental labour rights in the future of work	SPs and CSOs assigned their trained staff to positions leading the advocacy works on fundamental labour rights	**Recommended Indicator:** Number of SPs and CSOs assigned their trained staff to positions leading the advocacy works on fundamental labour rights **Recommended Monitoring Methods:** • regular follow-up calls/on-line surveys • collecting information on lessons learned and good practices • covering the issue in the evaluation studies
	The trainings encouraged the participants and their organizations to engage with the other project activities	**Recommendation** Consider removing this "assumption" to Outcome 1
Activity 1.1.4.a. Developing the content and methodology of the modular training programme The training content is relevant to the needs and expectations of the participants	The training content is relevant to the needs and expectations of the participants	This is not an assumption but a contractual obligation to ensure the quality of the NAS to duly reflect the needs and gaps of the beneficiaries. **Recommendation:** Consider removing this "assumption"
	SPs and CSOs are familiar with the practice of providing online trainings to their members and professionals	This is not an assumption but a contractual obligation to ensure the quality of the NAS to duly reflect the needs and gaps of the beneficiaries. **Recommendation:** Consider removing this "assumption"
Activity 1.1.4.b Developing the content and methodology of the modular training programme	The trainings equipped the representatives from SPs and CSOs with the necessary skills and competencies for effective advocacy on fundamental labour rights	This is not an assumption but a contractual obligation to ensure the quality of the NAS to duly reflect the level of preparedness of the prospective beneficiaries for the proposed content. M&E plan foresees to measure this aspect through the training evaluation reports and training certificates

		Recommendation: • Consider removing this "assumption"
	The trainings motivated the participants for self-learning on the fundamental labour rights	**Recommended Indictor:** # of training participants reported to be motivated for self-learning on the fundamental labour rights **Recommended Monitoring Methods:** • Participant lists • Pre- and post- tests • Training evaluation by participants • Training reports • Training certificates • ILO Academy system reports showing registrations and completion of the digital trail
Activity 1.1.5 Sponsoring the participation of the representatives of SPs and CSOs to the trainings of International Training Centre of the ILO (ITC-ILO)	SPs and CSOs translated the international experience on advocacy for fundamental labour rights into Türkiye context	**Recommended Indicator:** #SPs and CSOs translated the international experience on advocacy for fundamental labour rights into Türkiye context **Recommendation:** • Consider removing this "assumption" • Consider measuring this aspect in the end of activity evaluations
Output 1.2 The awareness of SPs and CSOs on the fundamental labour rights in the future of work was enhanced	More SPs and CSOs got involved in social dialogue processes for fundamental labour rights	**Recommendation:** Consider removing this "assumption", since it is already and assumption for Outcome 1
	SPs and CSOs are willing to enhance their capacities for advocacy on fundamental labour rights	**Recommendation:** Consider: • Removing this "assumption", since it is already and assumption for output 1.1. • Including the assumption "access to mainstream social media platforms effectively available"

Activity 1.2.1 Updating and fine-tuning the Project Communication and Visibility Plan to raise awareness on fundamental labour rights in the future of work	The updated communication and visibility plan identified the right strategies to reach out to the target group	This is not an assumption but a contractual obligation to ensure the quality of the communication and visibility plan to ensure reaching out to target groups. **Recommendation:** • Consider removing this "assumption"
Activity 1.2.2 Producing communication and visibility materials including videos	Access to mainstream social media platforms is publicly and effectively available	**Recommendation:** Consider removing this "assumption", to Output 1.2
	The videos and photographs strengthened the impact and dissemination of the project's communication actions	There are two assumptions: **Assumption 1:** Strengthened Dissemination of the project's communication actions is a contractual obligation. It is a continuous activity and which can be measured and reported on a regular basis using the following indicators, "0" as a baseline • Number of communication activities held. • Number of people reached through communication activities held • The number of communication materials produced and disseminated **Assumption 2:** Strengthened impact of project's communication actions can be measured through a survey **Recommended Monitoring Methods:**

and photographs for raising awareness on fundamental labour rights in the future of work		• Consider including an awareness baseline and end-line survey to measure the level of awareness before and after the project implementation in the communication plan and the evaluation budget
	SPs and CSOs identified in the communications strategy voluntarily helped to disseminate the project's communication actions	**Recommended and revised Indicator** # SPs and CSOs voluntarily helped to disseminate the project's communication actions materials **Recommended Monitoring Methods:** Activity reports including distribution tables for communication materials, disaggregated by the media, including SPs and CSOs of
Activity 1.2.3 Organising "Social Dialogue and Youth Gathering" in collaboration with universities	Opportunity to meet with university students motivated SPs and CSOs to take more action on the fundamental labour rights	**Recommended Indicator:** # of SPS and CSOs motivated to take more action on the fundamental labour rights after meeting with university students **Recommended Monitoring Methods:** • assessing the intention through and end of activity assessment • covering the issue in the evaluation studies to assess the possible impact of interaction with youth
Activity 1.2.4 Organizing meetings among the SPs, CSOs and the media players	The media produced more contents on the fundamental labour rights and the role of SPs and CSOs in advocacy	**Recommended Indicator:** • Increased content in selected media on fundamental labour rights **Recommended Monitoring Methods:** • media monitoring tool or media monitoring services

		• assessing observations of stakeholders through the evaluation studies, including an analysis of challenges.
Activity 1.2.5 Organising a competition of "young women leaders of SPs and CSOs" and rewarding fellowships	Young women professionals in SPs and CSOs are incentivized to improve themselves and their organizations on advocating for fundamental labour rights	**Recommended Indicators:** # of young women professionals in SPs and CSOs incentivized to improve themselves and their organizations on advocating for fundamental labour rights
Outcome 2: Fundamental labour rights are enhanced through enabling social dialogue opportunities and involvement of social partners and civil-society organizations	More SPs and CSOs started to develop effective advocacy strategies for fundamental labour rights is an evaluation question	**Recommendation:** Consider removing this "assumption", since an indicator to the same effect is already mentioned under Outcome 1
	Advocacy efforts by SPs and CSOs led to progressive legal, political and administrative transformations	**Recommendation:** • Consider removing this "assumption", since an indicator to the same effect is already mentioned under Outcome 1
	The SPs and CSOs are motivated to take part in advocacy on fundamental labour rights	**Recommendation:** • Consider removing this "assumption", since an indicator to the same effect is already mentioned under Outcome 1
Output 2.1: SPs and CSOs were empowered with the Support Centre and set of services was provided	An enabling political and social environment for social dialogue is maintained	**Recommendation:** • Consider removing this "assumption", since an indicator to the same effect is already mentioned under Outcomes 1
	Political determination for effective social dialogue is maintained	**Recommendation:** • Consider removing this "assumption", since an indicator to the same effect is already mentioned under Outcome 1

Activity 2.1.1: Establishing the Support Centre for SPs and CSOs on fundamental labour rights in the future of work	The Support Centre became an attractive learning and social dialogue venue for SPs and CSOs	**Recommendation:** • Consider removing this "assumption", under output 1
	Efficient communication channels between the Support Centre and SPs and CSOs are established	**Recommendation:** • Consider removing this "assumption", under output 1
Activity 2.1.2: Operating the Support Centre for SPs and CSOs on fundamental labour rights in the future of work	The activities and facilities in the support centre addressed the needs of SPs and CSOs effectively	This is not an assumption but a contractual obligation to ensure the quality of the services in the Support Center in a manner to respond to the needs of the beneficiaries **Recommendation:** Consider removing this "assumption" and Consider organizing regular satisfaction surveys to include this aspect as a question.
	The administrative staff and the team of mentors in the support centre demonstrated high performance	This is not an assumption but a contractual obligation to ensure the quality of the human resources management in the Support Center in a manner to respond to the needs of the beneficiaries **Recommendation:** Consider removing this "assumption" and Consider organizing regular satisfaction surveys to include this aspect as a question.
Activity 2.1.2.a: Providing physical and technical facilities within the Support Centre	New COVID outbreak or a new variant did not cause travel or mass-gathering restrictions	This is an assumption for project implementation. There is a risk formulated to the same effect. Consider aligning this assumption to the similar a risk in the risk assessment

		Recommendation: Consider removing his “assumption”
Activity 2.1.2.b: Facilitating the partnerships within and among the SPs and CSOs	SPs and CSOs are willing to develop partnerships for advocacy on fundamental labour rights	**Recommended Indicator:** # of SPs and CSOs reported to have improved skills for building partnerships on fundamental labour rights. **Recommended monitoring methods:** • End of activity evaluation
Activity 2.1.2.c: Facilitating the partnerships within and among the SPs and CSOs	SPs and CSOs are willing to implement effective advocacy strategies for fundamental labour rights	**Recommended Indicator:** # of SPs and CSOs reported to have improved skills for advocacy on fundamental labour rights. **Recommended monitoring methods:** • End of activity evaluation
Activity 2.1.2.d: Organising good practice sharing workshops for SPs and CSOs	The public authorities and decision-makers put the results of the meetings with SPs and CSOs on their agenda	**Recommended Indicator:** # of SPs and CSOs that took example of good practices of advocacy on fundamental labour rights and partnerships for social dialogue **Recommended monitoring methods:** • End of activity evaluation
Activity 2.1.2.f: Organizing workshops on Just Transition and Green Jobs	SPs and CSOs were informed and encouraged to act on the rising agenda of just transition and green jobs	**Recommended Indicator** # of SPs and CSOs encouraged to act on the rising agenda of just transition and green jobs **Recommendations for monitoring** Participant evaluation of the training.
Activity 2.1.2.e: Organizing workshops on Just Transition and Green Jobs	Public authorities, political actors, and the public opinion react positively to the requests and recommendations advocated by the SPs and CSOs	There is an assumption to similar effect for Outcome 1 **Recommendation:** Consider removing the “assumption” Assumption at output level • Consider including this aspect the follow-up activities to assess

		the actual practices after the activity is implemented • Consider covering the issue in the evaluation studies.
	The relations established with the meetings are maintained as a long-term and constructive partnership	This assumption is not measurable **Recommendation:** Consider removing this "assumption" Consider assessing the prospects of long-term partnerships in the evaluation studies.
Output 2.2: SPs and CSOs were supported to take effective action for improving the fundamental labour rights and contributing to the human centred future of work (GRANTS)	Public authorities, political actors, and the public opinion react positively to the requests and recommendations advocated by the SPs and CSOs	**Recommendation:** Consider retaining this "assumption" with a focus on Grant Scheme ımplementation
	SPs and CSOs have sufficient resources to sustain and progress their advocacy outcomes after the grant projects	This is not an assumption but an aspect that needs to be monitored as a potential risk: • During the grant assessment process • During the grant implementation to assist the grant beneficiaries for preparing sustainability strategies **Recommendation:** Consider removing this "assumption"
Output 2.2.1: Designing of the grant support scheme and announcing the Call for Proposals	SPs and CSOs that can meet the eligibility criteria are willing to apply to the grant scheme	**Recommendation:** • Consider retaining the assumption • Consider aligning this assumption to the similar risk in the revised risk assessment
	SPs and CSOs applied to the grant scheme with quality applications	**Recommendation:** • Consider retaining the assumption • Consider aligning this assumption to the similar risk in the revised risk assessment
	SPs and CSOs have adequate capacity to manage a grant project properly	This is a contractual obligation within the framework of assessment

		of grant scheme proposals, assessment of the applicants' capacity **Recommendation:** Consider removing this "assumption"
Activity 2.2.2: Implementation, monitoring, and mentorship support to the grant projects	All the grantees managed to complete their grant projects successfully	"All" is an ambitious target. **Recommended indicator** % of grantees managed to complete their projects successfully **Recommended Monitoring Method:** • Final reports of grant projects • Grant scheme evaluation report **Recommendation:** • Consider removing this "assumption"
	Mentors provided effective guidance and support to the grantees	This is a contractual obligation **Recommendation:** • Consider follow up activities for corrective action in due time. • Consider removing this "assumption"
	Monitoring processes led to corrective and remedial results in the ongoing grant projects	This is a contractual obligation **Recommendation:** • Consider follow up activities for corrective action in due time. • Consider removing this "assumption"
Activity 2.2.3: Drafting an overall evaluation report and a compendium on the good practices of the grant programme	The evaluation report and the compendium inspired better practices of advocacy on fundamental labour rights	Whether this "assumption" holds true or not cannot be assessed within the time-frame of the project. • Consider removing the assumption. • Consider uploading the compendium and the evaluation report to the e-library of ILO to increase the impact prospects of the project

5.3 Recommendations for improving the risks and assumptions analysis

The risks in the project document is recommended to be revised for: (a) removing the risks which have become outdated, or the risks which are actually in the sphere of control as reflected in the project design and description of activities; (b) including new risks which have been listed among the activity level "assumptions", but in fact are relevant for output and outcome level.

Risk	Impact	Mitigating Measure(s)
(CONSIDER REMOVING, since the risk is not relevant any more**)** **Upcoming national elections in the second quarter of 2023 may alter the agenda and operations of social partners (SPs) and civil society organizations (CSOs) and which would hinder their effective and active participation in the project activities.**	n.a.	The project had taken the upcoming election period into consideration by designating the first half of 2023 as an inception phase, where the efforts will focus on the needs assessment, target groups and thematic area fine tuning and implementation strategy consolidation.
(CONSIDER ADDING) **Weakening ownership and determination at policy level that may jeopardize an enabling political and social environment for social dialogue is maintained**	H	Higher level efforts to ensure continued ownership at policy level.
Deteriorating commitment and willingness of SPs and CSOs for advocating fundamental labour rights due to continuation and/or drastic shrinking of the enabling political and social environment at national and local level for the social dialogue.	H	The PMT will monitor the changes in political and social environment in a broader context and approach of SPs and CSOs at national and local level with due diligence also providing support for the creation of dialogue platforms regarding fundamental labour rights.
(CONSIDER ADDING) **Deteriorating economic conditions that results in an increasing tendency for unregistered employment, thus weakening ownership for labour rights.**	H	The PMT will monitor the changes in the labour markets and try to minimize the risks through measures to increase the outreach and impact of its communication activities.
(CONSIDER REMOVING since the risk which **should** have been assessed and mitigated **at design stage)** **Pre-existing disagreements between and among CSOs and SPs may hinder facilitating an environment for social dialogue and multilateral cooperation.**	M	Project design considers the needs and sensitivities of SPs and CSOs. It is devised to facilitate partnerships within and among SPs and CSOs strategizing utilization of joint workshops, grant projects, and mobilizing the inclusive, participatory, and multilateral nature of the Support Centre.
(CONSIDER REMOVING, since the risk which should have been assessed and mitigated at design stage**)** **Some specific target groups of the project (i.e., CSOs of Roma community; people with disabilities; women) have deep rooted and**	M	The project had taken the vulnerabilities of the mentioned target groups and their constituents into consideration with utmost awareness and importance, where specific strategies will be developed and implemented to safeguard that their voices will be heard in the scope of the project activities.

more specific vulnerabilities in the current political and social environment for advocating on the fundamental labour rights and social dialogue which would hinder their ability to partake in the project.		
(CONSIDER REMOVING, since the risk which should have been assessed and mitigated at design stage**)** **Some of the SPs and CSOs may have disadvantageous positions such as having lack of financial literacy, capacity for project development and management which would affect their willingness to take part in the grant scheme of the project.**	M	The grant programme is devised not only as a financial scheme but also as an intervention for providing opportunity to the target groups for accumulating know-how by grant management trainings and comprehensive support through mentorships.
(CONSIDER REMOVING. this is a risk which should have been assessed and mitigated at design stage**)** **SPs and CSOs may show less interest in using and benefiting from the services provided by the Support Centre.**	L	The Support Centre is devised to create an enabling environment for SPs and CSOs an outreach strategy will be set for the wider dissemination and advertisement of the Support Centre.
SPs and CSOs that can meet the eligibility criteria are willing to apply to the grant scheme	L	The Grant Scheme dissemination will start at an early stage of the implementation during the capacity development activities as well as through the communication activities to motivate prospective beneficiaries
SPs and CSOs applied to the grant scheme with quality applications	L	The prospective beneficiaries will be provided with mentorship support to formulate good projects and submit quality applications
(CONSIDER ADDING) **Natural and/or manmade disasters such as earthquakes, floods and fires, the frequency of which appear to increase due to climate change as well as public health threats e.g. COVID**	M	The PMT, in consultation with stakeholders will review and revise the work and resource planning, introduce additional measures to mitigate the negative impact of the crises on end beneficiaries.
(CONSIDER ADDING) **Access to mainstream social media platforms is publicly and effectively available**	L	The Communication and Visibility Strategy and communication tools will be reviewed and revised and reallocation of resources will be effected as necessary
(CONSIDER ADDING) **Consider removing this "assumption"** **The findings of the Needs Assessment Study (NAS) findings imply that the prospective beneficiaries are not accustomed to learning**	L	The targets for training activities and the planning training activities will be revised, including necessary budget allocations, to ensure that the targets are met in the overall

on-line, this may become a risk and should be mitigated through:

5.4 Recommendations for good practices for planning and for monitoring implementation and performance – Parameter 3

The project design is clear and consistent, indicators are smart, sources of verification are well-defined to enable the monitoring of outputs and activities, using the monitoring tools and report templates provided in the M&E plan. Based on the findings of the evaluability assessment the following measures are recommended to improve the evaluability of the project at the design stage and in the preparation of the M&E plan:

- Consider consulting and/or communicating with stakeholders to ensure their ownership of the project design and M&E plan.
- Consider explaining how the outputs of the M&E activities will be communicated with the stakeholder and the public in general, possibly by disseminating the key outputs (mid-term evaluation report, final evaluation report, compendium of grant projects on e-library)
- Consider planning regular follow-up activities and appropriate tools collect systematic data and information on observations for drawing lessons learned and identifying good practices.
- Consider ensuring the links between monitoring, evaluation and reporting with future programming to feed into the planned interventions.
- Consider allowing room in the Grant Project reports to elaborate on the immediate impacts, best practices and lessons learned

5.5 Defining and evaluating good practices

The need for identifying good practices within the framework of a project is frequently voiced, but rarely done in a systematic manner to allow replication, multiplication or scaling up of a successful example.

The project has planned activities to discuss and present good practices, which are expected to be adopted and adapted by the participants of the activities. If planned and carried out in a manner to encourage cross fertilization between different stakeholders at different settings the impact prospects of the intervention may increase significantly. Identifying and presenting good practices is a valuable means of capacity building, since it requires the implementing body to describe and explain the action, which, in itself is a learning experience.

In order to benefit from any exercise pertaining to identifying and presenting good practices, to increase the chances for multiplying the good practices within and beyond the timeframe of the project following measures may be considered.:

- Ensuring that the timing of the activities on good practices allow learning opportunities for beneficiaries of training activities as well as beneficiaries of grand projects
- Using the good practice workshop as a training/capacity development opportunity for sharing experiences
- Building capacity in documenting and presenting good practices and ensuring that they are reflected in the project reports, communication activities, evaluation reports and compendium, as applicable.
- Developing a template for recording and presenting good practices and sharing it with project beneficiaries.

5.6 Recommendations for project specific sample OECD/DAC questions to be included in project mid and final evaluation considering the OECD/DAC Criteria – Parameter 4

Although, the specific questions for an evaluation activity will be formulated once the decision on the type, time, content and scope of the evaluation is finalized, the below questions are recommended for consideration when planning the Mid-Term and Final Evaluations.

Relevance

1. To what extent is the action aligned to ILOs mission, country programme, national strategies and SDGs?
2. To what extent is the action aligned to national policies and strategies?
3. To what extend is the action aligned to human rights, including labour rights, equality, non-discrimination, and inclusion?
4. To what extent is the action suitable for addressing the needs of target groups (SPs, CSOs, Public Authorities)?
5. What was the involvement of stakeholders in the design of the intervention?

Coherence

6. To what extend the intervention is supported by and coordinated with other initiatives of the main stakeholders?
7. To what extent the intervention is supported by and coordinated with other initiatives, policies and programmes of other agencies and institutions.
8. What are the complementarities between this interventions and similar other initiatives?
9. What is the added value of the intervention in promoting fundamental labour rights?
10. Did the project ensure co-ordination with other similar interventions to encourage synergy and avoid overlaps?

Effectiveness

11. To what extent have the action enhanced the technical and advocacy capacity of social partners and civil society organisations on fundamental labour rights in the future of work is enhanced through development of long-term advocacy strategies, ?

12. To what extent have the action enhanced the fundamental labour rights through enabling social dialogue opportunities and involvement of social partners and civil-society organizations?
13. To what extent the interventions promoted gender equality, labour rights of vulnerable, increased awareness of the links between development, human rights at work, environment and climate change and j Just Transition and Green Agenda?
14. What were the major factors influencing the achievement or non-achievement of the action objectives?
15. Has the action provided any additional (not directly planned by the Action) significant outcomes?
16. Did the research studies generate information, insights, and recommendations that can contribute to SPs and CSOs in capacity development?
17. Did SPs and CSOs take example of the good practices of advocacy on fundamental labour rights?

Efficiency

18. To what extent were the project activities delivered in a timely and organized manner?
19. To what extent have activities planned / implemented enabled optimized use of resources?
20. To what extent and how well has the action adapted to the changing context (socio-economic-political challenges, natural and manmade disasters) through continuous assessment of risks?
21. Was the engagement of government partners and other stakeholders constructive?

Impact

22. To what extent did the action contribute to respect for fundamental labour standards in the changing world of work in Türkiye?
23. Did social partners and civil society organizations achieve positive results in advocacy on fundamental labour rights?
24. Did public authorities and decision-makers put the results of the meetings with SPs and CSOs on their agenda?
25. Did public authorities and decision-makers adopted or likely to adapt a constructive approach toward social dialogue with SPs and CSOs?
26. Did public authorities, political actors, and the public opinion react or likely to reach positively to the requests and recommendations advocated by the SPs and CSOs
27. Did advocacy efforts by SPs and CSOs led or likely to lead to progressive legal, political and administrative transformations
28. Did the trainings encourage the participants and their organizations to engage with the other project activities?
29. Are there any lessons learned that can feed into future planning.

Sustainability

30. Did the action design include an appropriate sustainability strategy (including promoting national/local ownership, use of local capacity, policy development etc.) to support positive changes for the most vulnerable groups after the intervention ends?
31. To what extent are government institutions/ministries committed to further support enabling political and social environment for social dialogue, provide positive responses to advocacy activities for fundamental labour rights?
32. Did SPs and CSOs that mainstreamed their training takeaways in their respected organizations
33. Do the SPs and CSOs have sufficient resources to sustain and progress their advocacy outcomes after the grant projects?
34. What is the likelihood SPs and CSOs of sustaining the achievements in terms of positive results in advocacy on fundamental labour rights?
35. What are the key barriers and bottlenecks toward achieving sustainability in the field of respect for fundamental labour rights.
36. Did SPs and CSOs assign their trained staff to positions leading the advocacy works on fundamental labour rights?
37. Did the public authorities and decision-makers put the results of the meetings with SPs and CSOs on their agenda?
38. Did the public authorities and decision-makers put the results of the meetings with SPs and CSOs on their agenda

6 ANNEX I REFERENCE DOCUMENTS

1. Description of Action
2. Monitoring and Evaluation Plan
3. Contribution Agreement and its Annexes
4. Progress Calculation Template
5. Activity-based Implementation Follow-up Calendar
6. Annual Report Narrative Section Template
7. Final Report Narrative Section Template
8. ILO Guidance Note 1.3: Procedure and Tools for Evaluability

7 ANNEX II EVALUABILITY ASSESSMENT MATRIX

1. Intervention logic, risks and assumptions		
Question		Assessment criteria
1.1 Has the situation been properly analysed?		A problem statement has been formulated through a situation analysis, baseline study or other evidence
		Stakeholders have been identified
		The target population has been differentiated
1.2 Are the programmes/ project's overall objective clearly defined?		The intervention specifies its contribution to the long-term ILO priorities and outcomes
		The intervention specifies its linkage with CPOs, national strategies and the international development frameworks, including SDG targets
		The intervention is linked to specific topics of the ILO's mandate (e.g. cross-cutting policy drivers) as well as pro-poor focus and inclusion of people with disabilities
		The proposal sets out a clear and holistic approach to capacity development based on a capacity assessment of key partners in the results strategy.
1.3 Does the document contain a strategy or Theory of Change for dealing with the problem?		The project has a Theory of Change/intervention model that reflects the logical connection between the project's situation analysis and its objectives and outcomes
		The intervention explains the what, how and why of the intended change process, specifying causal links, mechanisms for change and assumptions.
		The intervention concentrates on dealing with root causes (causal logic established)
		The intervention is relevant to the needs of the target group(s)
1.4 Does the document contain satisfactory immediate objectives / project outcomes?		Immediate objectives (IOs) clearly state the final situation to be achieved and the target groups that will benefit
		IOs describe the conditions under which the performance is to be observed
		IOs describe the standard which must be met in order for the performance to be considered acceptable (criteria)
1.5 Are assumptions, risks and mitigations		The principal restrictions to achieving outcomes have been identified
		The risks associated with each strategy for achieving project outcomes have been identified
		The risk mitigation measures are clearly defined, and are supported by theory, logic, empirical evidence and/or past ILO experience

adequately identified?		Assumptions have explicitly been presented for the project logic to hold true
1.6 Partnerships for sustainability of results		The project articulated an exit or transition strategy for its support
		Plans exist to gradually and effectively hand over the project to national partners
		The project established a knowledge management strategy with national partners and civil society, as appropriate

2. Quality of indicators, baselines, targets and milestones		
Question		Assessment criteria
2.1 Are indicators appropriate proxies for the IOs?		There is a logical fit between indicators and outcomes, meaning the indicators measure the intended result
		IOs are enable reporting on progress under specific SDG targets and indicators
2.2 Are indicators of quality?		Indicators include a clear definition of what is being measured
		Indicators measured intended results
		Indicators are SMART
		Indicators allow to capture gender equality, non-discrimination and people with disabilities concerns
2.3 Is Baseline information collected for each indicator?		A baseline exists for each indicator
		Baselines are specific to the programme/project
		Baseline clearly describe the situation prior to the intervention
		Data is available to track the baseline
		Baselines permit comparison of results
2.4 Are targets established for each		Targets are specified for all indicators
		Targets were computed by adding amount of change desired to baselines
2.5 Are milestones identified for each indicator?		Milestones provide a clear sense of the time frame for achieving results
		Milestones are identified for all indicators
		Milestones provide a clear sense of progress made for achieving goals
2.6 Can data be disaggregated to support performance reporting on		Indicators, baselines, targets and milestones will permit gender disaggregation and disaggregated data on other relevant concerns for the project

areas of special interest for the ILO?		

3. Means of verification/measurement and methodologies		
Question		Assessment criteria
3.1 Does the document propose the appropriate combination of annual reviews, mid-term and final evaluations?		The proposal conforms with ILO evaluation policy guidelines by including the appropriate amount of annual reviews, mid-term and final evaluations
3.2 Does an M&E plan exist to conduct monitoring and evaluation in a systematic manner?		A monitoring and evaluation plan has been developed
		The results framework includes actions to achieve appropriate M&E results ((for example responsibilities and periodicity for data collection)
		If applicable, comparison groups are included for impact evaluation purposes
		Information needs for performance reporting is well identified
		Roles and responsibilities for data collection, evaluation and reporting are specified
		Risks for the monitoring and evaluation system have been defined with identified mitigation strategies
3.3 Are the data collection and analyses methods in the M&E plan technically adequate?		The methods proposed will lead to valid and reliable propositions
		A data gathering system to generate information on all indicators has been defined
		Methods are technically and operationally feasible with appropriate levels of efforts and cost for value added by the information
		Sources of information are specified for all indicators

4. Infrastructure, human and financial resources		
Question		Assessment criteria
4.1 Is the budget for the evaluation properly		The evaluation budget is on a separate line of the project budget

expressed in the project budget?		
4.2 Are there adequate financial resources in the evaluation budget?		The monitoring and evaluation budget is adequate for the size and duration of the project
		Resources have been identified and committed to ensure that predefined data will be collected and analysed
4.3 Are there adequate human resources?		A member of project management has been designated to be responsible for M&E issues
		Social partners and beneficiaries expected to participate in monitoring and evaluation
		Reporting mechanisms and products identified with clear responsibilities
4.4 Are organizational arrangements for M&E efficient?		An M&E system is used for work planning, implementation and reporting practices
		Tripartite partners engage in M&E and use information

5. Partners' participation and use of information		
Question		Assessment criteria
5.1 Was the proposal designed in a participatory manner?		Constituents and other stakeholders were involved in establishing project priorities and outcomes
		The areas of agreement and disagreement among constituents priorities and outcomes are identified
5.2 Was information from previous evaluations used to design the proposal?		Lessons learned from past evaluations have been used to design the project
5.3 Is there a plan for		The project has a communication strategy for evaluation results

evaluation reporting and dissemination?		Evaluation results will be communicated to constituents and stakeholders in a timely fashion

8 ANNEX III LIST OF PERSONS INTERVIEWED

	Name	Date	
1.	Tuba Burcu Senel	14.03.2024	
2.	Emre Dönmez	11.03.2024	14.03.2024
3.	Mehmet İner	11.03.2024	14.03.2024

9 ANNEX IV RUBRIC FOR ASSESSING EVALUABILITY OF INTERVENTIONS

	Evaluability elements	**High evaluability**	**Mostly Evaluable**	**Limited evaluability**	**Not evaluable**
1	Situation analysis	The intervention is planned based on situation analysis and lessons learned from previous projects. The main stakeholders and the main target groups are differentiated.	The intervention is based on a situation analysis. The stakeholders are identified, the target groups are identified but not differentiated,	The intervention is not based on a situation analysis, instead it is built on prior experience. The stakeholders and target groups are vaguely identified.	The intervention is not based on a situation analysis of the problem it attempts to tackle with is not clear. The stakeholders and target groups are not identified.
2	Project's overall objective	The overall objective specifies its contribution to the long-term ILO priorities and outcomes, the links with national strategies and international development frameworks, as well as SDGs and presents a capacity development approach appropriate for different target groups and to achieve the outcomes.	The overall objective specifies its contribution to the long-term ILO priorities and outcomes, the links with national strategies and international development goals without mentioning SDGs and provides a capacity development approach which is not evidence based.	The overall objective specifies its contribution to the long-term ILO priorities, linkages with national strategies without mentioning international development goals or SDGs. The capacity development activities are not fully justified.	The overall objective does not provide any relevance with the higher level, long-term ILO priorities, national strategies, international development frameworks, or SDGs and the capacity development approach is non-existent.
3	Theory of change,change strategies	There is a clear reference to the assessed situation and needs of the target groups and the strategies selected to bring out the intended change. The	Desired changes can be observed in the causal chain of outputs, outcomes and impact.	There are missing elements in the causal chain.	There is no theory of change strategy.

4	Immediate objectives/project outcomes	Immediate objectives (IOs) describe the conditions under which the performance is to be observed and clearly state the final situation to be achieved, and, where necessary, describe the standard which must be met in order for the performance to be considered acceptable (criteria)	Immediate objectives (IOs): clearly state the final situation to be achieved, with rooms for further clarification of the target groups that will benefit; describe the conditions under which the performance is to be observed; where necessary, describe the standard which must be met in order for the performance to be considered acceptable	It is clear how the immediate objectives are planned to be achieved, but the criteria to assess the performance is missing,	It is not clear how the immediate objectives (IOs) will be achieved
5	Assumptions, risks and mitigations	The project document contains an analysis of assumptions, risks and mitigation measures, and an updated risk analysis is provided in the progress reports.	Assumptions and risks and mitigation measures are identified at the design stage but not updated.	Assumptions and risks are presented without risk mitigation strategies and with no updates.	Assumptions, risks and risk mitigation strategies are non-existing,
6	Sustainability	Sustainability is embedded in the design as reflected in the activities and outputs, one of which is an exit strategy.	Sustainability is envisaged in the design through and approach to ensure ownership	Sustainability is assumed to be strong, but no measures are foreseen to strengthen the prospects of sustainability.	The project does not have an exit strategy or transition strategy.
7	Indicators and indicator quality	The logical links between the outputs, and outcomes and the expected impact are established and measurable using the SMART indicators.	The logical links between the outputs, outcomes and expected impact can be followed, but needs improvements by rendering the indicators SMART	The logical links between the outputs, outcomes and impact is not clear, there are gaps in the links between outputs and outcomes.	The logical links between the outputs, outcomes and impact is missing. The indicator definitions are not clear.
8	Baseline data	Baseline data that would allow the calculation of cumulative achievement through a series of	Baseline data are provided, using the output of previous interventions, but the definitions	Baseline data as the output of previous similar projects, without one-to-one	Baselines data is not provided.

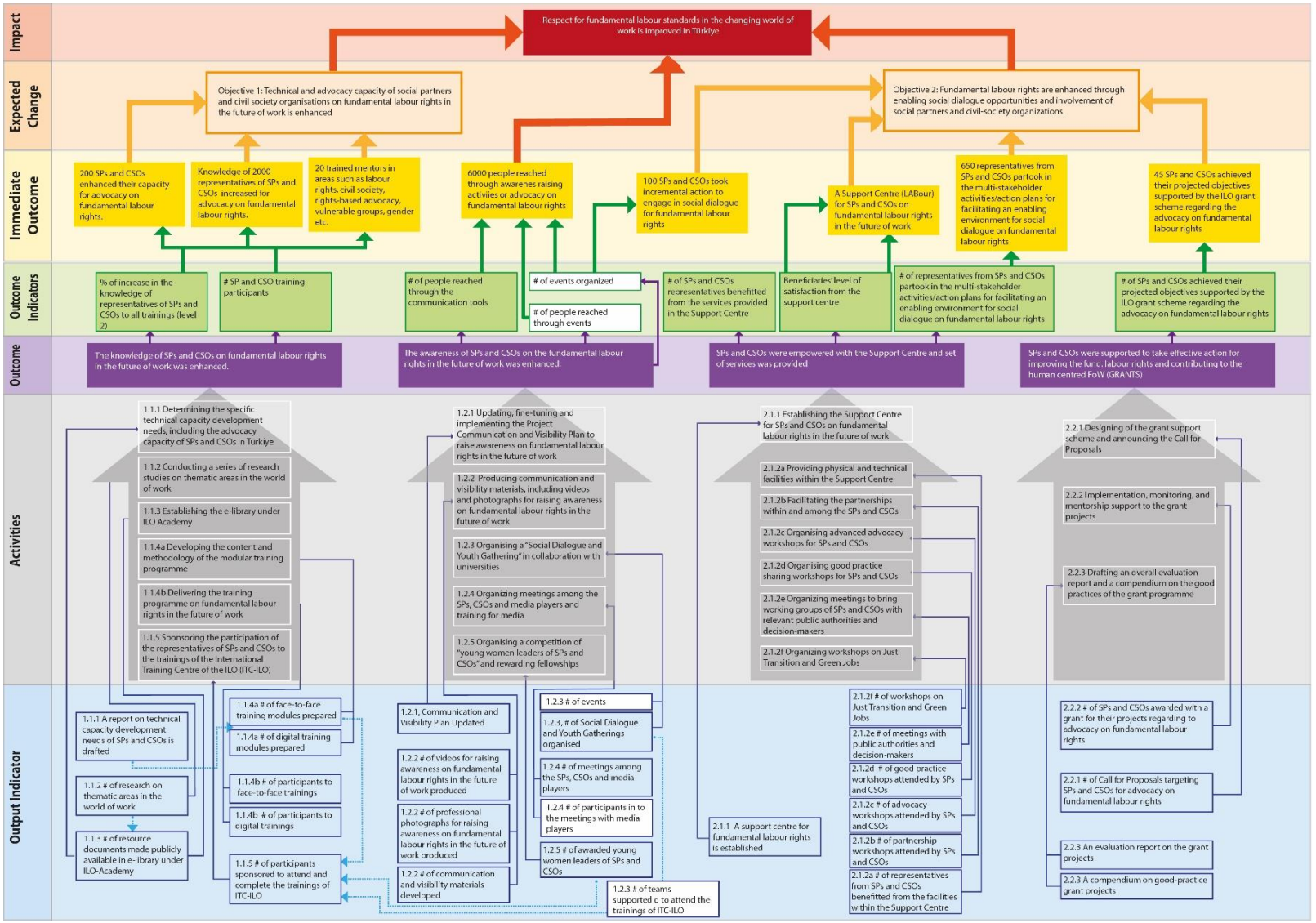
		projects is provided.	of the baseline values are not clear.	correspondence with the project specific indicators in terms of the level of disaggregation, type of support, funding organization.	
9	Targets	Targets are clearly defined with for each indicator. The links between baseline value and the targets are clear.	The match between some indicators and its target is not clear and the links between the target and the baseline value needs strengthening.	Not all indicators have targets and the match between the target and the baseline is missing.	Most indicators do not have targets.
10	Milestones	Milestones to assess progress within a planned time frame is identified for all indicators.	Milestones to assess progress within a planned time frame is identified for some indicators.	Milestones to assess progress is provided without any milestones for indicators.	Project does not have milestones.
11	Disaggregation (EQ2.6)	Indicators, baselines, targets and milestones will permit disaggregation by gender and other concerns.	The information regarding disaggregation is not clearly indicated or not fully consistent across project indicators, baselines and targets.	The level of disaggregation does not allow an analysis of the achievement in terms of different target groups.	No disaggregation is provided in the indicators, baselines, targets and milestones.
12	M&E	The proposal is in conformity with the ILO Evaluation Policy Guidelines. A monitoring and evaluation framework with appropriate combination of reviews has been developed, with clear sources of verification, and identified comparison groups.	The proposal is in conformity with the ILO Evaluation Policy Guidelines. A monitoring and evaluation framework has been developed. Sources of verification and comparison groups are identified. Information needs for performance reporting and roles	The proposal is in conformity with the ILO Evaluation Policy Guidelines. A monitoring and evaluation framework has been developed. Sources of verification and comparison groups and technically adequate data collection and	The proposal is in conformity with the ILO Evaluation Policy Guidelines. The monitoring and evaluation framework is not clear and consistent to follow the progress using the identified

		Information needs for performance reporting is clear with specified roles and responsibilities for data collection, evaluation and reporting and technically adequate data collection and analyses methods in the M&E framework.	and responsibilities for data collection, evaluation and reporting are specified, with technically adequate data collection and analyses methods in the M&E framework. Risks for the monitoring and evaluation system have not been defined.	analysis methods are not clearly described. Information needs for performance reporting and roles and responsibilities for data collection, evaluation and reporting are missing. In the M&E framework. Risks for the monitoring and evaluation system have not been defined.	sources of verification and in assigning roles and responsibilities for data collection, evaluation and reporting,
13	M&E resources	The evaluation budget is on a separate line of the project budget. M&E budget is adequate for the size and duration of the project, with resources identified and committed to ensure that predefined data will be collected and analyzed. There is an assigned M&E person in the project management team. Social partners and beneficiaries are expected to participate in M&E. Reporting mechanisms and products identified with clear responsibilities	The project has an evaluation budget on a separate line of the project budget. M&E budget is adequate for the size and duration of the project. Resources have been identified and committed to ensure that predefined data will be collected and analyzed. A member of project management has been designated to be responsible for M&E issues. Reporting mechanisms and products identified with clear responsibilities. Involvement of social partners and beneficiaries in the M&E activities is not clearly explained,	The project has an evaluation budget on a separate line of the project budget and it is adequate for the size and duration of the project, with resources have identified and committed to ensure that data will be collected and analyzed. An assigned person responsible of monitoring and evaluation is missing and the involvement of stakeholders in the M&E activities is vague.	The project budget does not contain a separate line specific for M&E activities.

14	M&E organizational arrangements	Organizational arrangements clearly indicate how the M&E framework is used for work planning, implementation and reporting practices. Tripartite partners engage in M&E and use information.	Organizational arrangements for using the M&E framework is work planning, implementation and reporting practices are described. Information on the tripartite partners' level of involvement in M&E activities and use information is not provided.	Organizational arrangements clearly indicating how the M&E framework is used for work planning, implementation and reporting practices is not reflected in the documentation provided. There is no information regarding the involvement of tripartite partners in M&E and use information.	There are no organizational arrangements to ensure the use of M&E framework for planning, implementation and reporting.
15	Participation	Constituents and other stakeholders were involved in establishing project priorities and outcomes. Areas of agreements and disagreements among constituent priorities and outcomes are identified.	Main stakeholders are consulted at the design stage. There are no major fields issues of disagreement reported among main stakeholders.	Limited consultation with stakeholders. Major disagreements among stakeholders about the priorities and outcomes of the project.	No consultation with constitutions and stakeholders. No information on the areas of agreement and disagreement regarding the project priorities and outcomes.
16	Lessons Learned	Lessons learned from past evaluations/experience have been used to design the project	Some lessons learned from past evaluations/experience used in the design	Lessons learned from past evaluations are not fully reflected in the design	Lessons learned from past evaluations or experience are referred to in the design

17	Reporting and dissemination	Evaluation results will be communicated relevant institutions and rendered public.	Evaluation results will be communicated to the main stakeholders	Evaluation results will be communicated only with the beneficiary institution	Evaluation results will not be disseminated.

10 ANNEX V THEORY OF CHANGE



11 ANNEX VI KEY INFORMANT INTERVIEW QUESTIONS

Relevance ad Design

1 Do you agree with the project design (activities, outputs, expected outcomes)? In your opinion, is the intervention logic clear?

2 Do you think the project can produce the planned outputs/results and make an impact on the outcome?

3 Do you think the targets continue to be realistic and feasible? What are the changes that may be introduced?

4 In your opinion, what are the factors that may hamper smooth implementation?

5 Which risks continue to hold true and are there any other risks that can be foreseen during implementation?

Efficiency of Implementation

6 Is the work plan and resource allocation updated before the start of the implementation?

7 How would you describe the current state of cooperatıon between major stakeholders?

M&E

8 Is there a monitoring and evaluation plan to monitor the implementation of grant projects?

9 What type of training or capacity development related to monitoring and evaluation would be useful for grant beneficiaries?

Evaluability

10 What would be your expectations from the mid-term and final evaluations?

11 Do you think an ex-post evaluation 2 or 3 years after the termination of the project would be useful as a follow up mechanism?

12 Is there a Management Information System (MIS) that will be used by project stakeholders in producing performance reports?

13 Is the Management Information System (MIS) for storing and safeguarding the data sustainable to allow and an ex-post evaluation?

12 ANNEX VII RECOMMENDATIONS FOR REVISED RISKS AND RISK MITIGATION TABLE

Risk	Impact	Mitigating Measure(s)
(Weakening ownership and determination at policy level that may jeopardize an enabling political and social environment for social dialogue is maintained	H	Higher level efforts to ensure continued ownership at policy level.
Deteriorating commitment and willingness of SPs and CSOs for advocating fundamental labour rights due to continuation and/or drastic shrinking of the enabling political and social environment at national and local level for the social dialogue.	H	The PMT will monitor the changes in political and social environment in a broader context and approach of SPs and CSOs at national and local level with due diligence also providing support for the creation of dialogue platforms regarding fundamental labour rights.
Deteriorating economic conditions that results in an increasing tendency for unregistered employment, thus weakening ownership for labour rights.	H	The PMT will monitor the changes in the labour markets and try to minimize the risks through measures to increase the outreach and impact of its communication activities.
Pre-existing disagreements between and among CSOs and SPs may hinder facilitating an environment for social dialogue and multilateral cooperation.	M	Project design considers the needs and sensitivities of SPs and CSOs. It is devised to facilitate partnerships within and among SPs and CSOs strategizing utilization of joint workshops, grant projects, and mobilizing the inclusive, participatory, and multilateral nature of the Support Centre.
Some specific target groups of the project (i.e., CSOs of Roma community; people with disabilities; women) have deep rooted and more specific vulnerabilities in the current political and social environment for advocating on the fundamental labour rights and social dialogue which would hinder their ability to partake in the project.	M	The project had taken the vulnerabilities of the mentioned target groups and their constituents into consideration with utmost awareness and importance, where specific strategies will be developed and implemented to safeguard that their voices will be heard in the scope of the project activities.
Some of the SPs and CSOs may have disadvantageous positions such as having lack of financial literacy, capacity for project development and management which would affect their willingness to take part in the grant scheme of the project.	M	The grant programme is devised not only as a financial scheme but also as an intervention for providing opportunity to the target groups for accumulating know-how by grant management trainings and comprehensive support through mentorships.
SPs and CSOs may show less interest in using and benefiting from the services provided by the Support Centre.	L	The Support Centre is devised to create an enabling environment for SPs and CSOs an outreach strategy will be set for the wider dissemination and advertisement of the Support Centre.

SPs and CSOs that can meet the eligibility criteria are willing to apply to the grant scheme	L	The Grant Scheme dissemination will start at an early stage of the implementation during the capacity development activities as well as through the communication activities to motivate prospective beneficiaries
SPs and CSOs applied to the grant scheme with quality applications	L	The prospective beneficiaries will be provided with mentorship support to formulate good projects and submit quality applications
Natural and/or manmade disasters such as earthquakes, floods and fires, the frequency of which appear to increase due to climate change as well as public health threats e.g. COVID	M	The PMT, in consultation with stakeholders will review and revise the work and resource planning, introduce additional measures to mitigate the negative impact of the crises on end beneficiaries.
Access to mainstream social media platforms is publicly and effectively available	L	The Communication and Visibility Strategy and communication tools will be reviewed and revised and reallocation of resources will be effected as necessary
The findings of the Needs Assessment Study (NAS) findings imply that the prospective beneficiaries are not accustomed to learning on-line.	L	The targets for training activities and the planning training activities will be revised, including necessary budget allocations, to ensure that the targets are met in the overall

13 ANNEX VIII REVIZED LOGICAL FRAMEWORK

Results chain	Indicators	Baseline (2022)	Target (2026)	Means of verification	Assumptions
Respect for fundamental labour standards in the changing world of work is improved in Türkiye	Level of national compliance with labour rights based on ILO #of positive and negative mentions and references with regard to fundamental labour rights in Türkiye in the reports of independent bodies	**3.66 (2020)** **(Tbd)**[2]	**2.75** **(Tbd)**	• UN SDG Indicators Database • Independent of verification of positive mentions in CEACR Reports, UPR Reports, CEDAW Reports, EU Türkiye Report	
Outcome 1: Technical and advocacy capacity of social partners and civil society organisations on fundamental labour rights in the future of work is enhanced	# of SPs and CSOs enhanced their capacity for advocacy on fundamental labour rights. *# of SPs and CSOs benefitted from training activities developed and executed long term advocacy strategies for fundamental labour* *# of cases reported by beneficiaries of training activities in which public authorities and decision-makers adopted a constructive approach agenda toward social dialogue with SPs and CSOs* *# of cases reported by beneficiaries of training activities in which public authorities and decision-makers included the topics raising in meetings with SPs and CSOs in their in their agenda* *# of SPs and CSOs engaged with other project activities, inspired by the newly acquired knowledge*	**0** **0** **0** **0** **0**	**200** **N/A** **N/A**[3] **N/A** **N/A**	• Project monitoring reports • Reports on follow-up activities • Project evaluation reports	The social, political and economic environment stays the same or improves to allow the promotion of fundamental rights and support the development of civil society. An enabling political and social environment for social dialogue is maintained The public authorities and decision-makers have a positive approach put the results of the meetings with SPs and CSOs on their agenda

[2] The baseline and the target of this impact indicator will be calculated based on the report that will be prepared under A.1.1.2.

[3] The targe values for early impact indicators (in Italics) are not set, because they are not commitments in the project design and are beyond the control of the project. However they can be monitored to provide input for the evaluation studies

Output 1.1: The knowledge of SPs and CSOs on fundamental labour rights in the future of work was enhanced	# SP and CSO training participants % of average increase in the knowledge of representatives of SPs and CSOs to all trainings (level 2) *# of training participants from SPs and CSOs successfully mainstreamed their training takeaways within their organizations* *# of SPs and CSOs engaged with other project activities, inspired by the newly acquired knowledge*	**0** **0** **0** **0**	**2,000** **75%** **N/A** **N/A**	• Training attendance sheets • Pre-post-tests of training participants • Follow-up assessment	SPs and CSOs are willing to enhance their capacities for advocacy on fundamental labour rights building partnerships
Activity 1.1.1 Determining the specific technical capacity development needs, including the advocacy capacity of SPs and CSOs in Türkiye	A report on technical capacity development needs of SPs and CSOs is drafted	**0**	**1**	• Capacity Development Needs Analysis Report	The stakeholders were willing to participate in the needs assessment
Activity 1.1.2: Conducting a series of research studies on thematic areas in the world of work	# of research on thematic areas in the world of work *# of SPs and CSOs that has made use of the research studies.*	**0** **0**	**6** **N/A**	• of the research studies and assessment reports • Follow-up assessment • ILO Academy system reports	The research studies generated information, insights, recommendations that can contribute to SPs and CSOs in capacity development
Activity 1.1.3: Establishing the e-library under ILO Academy	# of resource documents made publicly available in e-library under ILO-Academy	**0**	**10**	• Issued reports and other resources in the e-library	The target groups made good use of the e-library under ILO Academy
Activity 1.1.4: Strengthening the capacities of SPs and CSOs through a modular training programme on fundamental labour rights in the future of work	# of participants completed the training modules *# of SPs and CSOs assigned their trained staff to positions leading the advocacy works on fundamental labour rights*	**0** **N/A** **N/A**	**2,000** **N/A** **N/A**	• Training completion certificates • Follow-up assessment • Follow-up assessment	SPs and CSOs have the motivation to enhance their knowledge on fundamental labour rights

Activity 1.1.4.a. Developing the content and methodology of the modular training programme	# of face-to-face training modules prepared # of digital training modules prepared	**0** **0**	**4** **4**	• Training packages (booklet, exercises, trainer's manual, etc.) • Links to the training modules on ILO Academy	
Activity 1.1.4.b: Delivering the training programme on fundamental labour rights in the future of work	# of participants to face-to-face trainings *# of representatives from SPs and CSOs who report to be equipped the with the necessary skills and competencies for effective advocacy on fundamental labour rights* # of participants to digital trainings *# of training participants reported to be motivated for self-learning on the fundamental labour rights*	**0** **0** **0** **0**	**1,000** **N/A** **1000** **N/A**	• Participant lists • Pre- and post- tests • Training evaluation by participants • Training reports • Training certificates • ILO Academy system reports showing registrations and completion of the digital trainings	SPs and CSOs actively participated in the face-to face and on-line training courses SPs and CSOs are willing to engage in self learning on fundamental rights.
Activity 1.1.5: Sponsoring the participation of the representatives of SPs and CSOs to the trainings of International Training Centre of the ILO (ITC-ILO)	# of participants sponsored to attend and complete the trainings of ITC-ILO *#SPs and CSOs translated the international experience on advocacy for fundamental labour rights into Türkiye context*	**0** **N/A**	**10** **N/A**	• Gender disaggregated trainee list • Post-training reports submitted by the participants • Certificates of attendance provided by the ILO-ITC • Follow-up assessments • Evaluation stuties	The awarded individuals actively participated in the trainings and prepared quality report to share their experience
Output 1.2: The awareness of SPs and CSOs on the fundamental labour rights in the future of work was enhanced	# of people reached through the communication tools # of communication events organized # of people reached through communication events	**0** **0** **0**	**6,000** **4** **120**	• Reports on the social media accounts • Reports on the web site • Activity reports • Participant lists	SPs and CSOs are determined to advocate on fundamental labour rights
Activity 1.2.1: Updating and fine-tuning the Project Communication and Visibility Plan to raise awareness	Updated Communication and Visibility Plan	**0**	**1**	• Updated communication and visibility plan plan	Access to mainstream social media platforms is publicly and effectively available

on fundamental labour rights in the future of work					
Activity 1.2.2: Producing communication and visibility materials including videos and photographs for raising awareness on fundamental labour rights in the future of work	# of videos for raising awareness on fundamental labour rights in the future of work produced # of professional photographs for raising awareness on fundamental labour rights in the future of work produced # of communication and visibility materials developed *# of SPs and CSOs voluntarily helped to disseminate the communication*	**0** **0** **0** **0**	**3** **100** **20** **N/A**	• Videos for raising awareness on fundamental labour rights • Reports on the social media accounts • A digital photograph album of the project • Copies of the communication and visibility materials • Follow-up assessments	The communication materials attracted the attention of viewers SPs and CSOs voluntarily helped to disseminate the project's communication
Activity 1.2.3: Organising "Social Dialogue and Youth Gathering" in collaboration with universities	# of Social Dialogue and Youth Gatherings organised # of university student participants in the "Social Dialogue and Youth Gathering # of persons supported to attend the trainings of ITC-ILO # of participants in the "Social Dialogue and Youth Gathering *# of SPS and CSOs motivated to take more action on the fundamental labour rights after meeting with university students*	**0** **0** **0** **0** **0**	**1** **50** **(Tbd)**[4] **N/A** **N/A**	• Participants list • Activity reports • End of activity evaluations • Pre-post activity assessment	Opportunity to meet with university students motivated SPs and CSOs to take more action on the fundamental labour rights
Activity 1.2.4: Organizing meetings among the SPs, CSOs and the media players	# of meetings among the SPs, CSOs and media players # of participants in the meetings with media players Increased content in selected media on fundamental labour rights	**0** **0** **(Tbd)**[5]	**2** **70**	• Participants lists • Event reports	Media representatives actively participated in the meetings
Activity 1.2.5: Organising a competition of "young women	# of awarded young women leaders of SPs and CSOs	**0**	**3**	• Report of the evaluation committee	Young women professionals in SPs and CSOs incentivized to

[4] The unit in the DoA is "team" which will be expressed as "persons" as agreed in the meeting with ILO.

[5] A baseline is necessary to assess the increase

leader*# of SPs and CSOs that achieved sustainable and positive results in advocacy on fundamental labour rights.* s of SPs and CSOs" and rewarding fellowships	*# of young women professionals in SPs and CSOs incentivized to improve themselves and their organizations on advocating for fundamental labour rights*			• ITC-ILO training attendance certificates • Pre- and post-assessment reports • Evaluation studies	improve themselves and their organizations on advocating for fundamental labour rights

Outcome 2: Fundamental labour rights are enhanced through enabling social dialogue opportunities and involvement of social partners and civil-society organizations	# of meetings in total # of participants in total *# of SPs and CSOs took incremental action to engage in social dialogue for fundamental labour rights*[6]	**0** **0** **0**	**N/A** **N/A** **NA**	• Support centre reports • Follow-up activities • Evaluation studies	The social, political and economic environment stays the same or improves to allow the promotion of fundamental rights, social dialogue supportive of civil society. The public authorities and decision-makers have a positive approach to put the results of the meetings with SPs and CSOs on their agenda
Output 2.1: SPs and CSOs were empowered with the Support Centre and set of services was provided	# of SPs and CSOs representatives benefitted from the services provided in the Support Centre # of representatives from SPs and CSOs partook in the multi-stakeholder activities/action plans for facilitating an enabling environment for social dialogue on and advocacy for fundamental labour rights	**0** **0**	**1,000** **470**	• Participant lists of trainings, workshops, and meetings • Activity participant lists	Efficient communication channels between the Support Centre and SPs and CSOs are established Efficient communication channels between the Support Centre and SPs and CSOs are established
Activity 2.1.1: Establishing the Support Centre for SPs and CSOs on fundamental labour rights in the future of work	A support centre for fundamental labour rights is established	**0**	**1**	• Procurement documents • Rent contract • Press release of the opening ceremony	SPs and CSOs made active use of services provided in the Support Center SPs and CSOs actively particiyated in the activities

[6] This indicator should be monitored through follow up surveys to collect information and data on # of SPs and CSOs. (i) developed and executed long term advocacy strategies for fundamental labour; (ii) involved in sustainable social dialogue processes for fundamental labour rights; (iii) reported cases in which public authorities and decision-makers adopted a constructive approach agenda toward social dialogue; cases reported in which public authorities and decision-makers included the topics raised in meetings with SPs and CSOs in their in their agenda

Activity 2.1.2: Operating the Support Centre for SPs and CSOs on fundamental labour rights in the future of work	The support center is operationalized and staffed Beneficiaries' level of satisfaction from the support centre and the performance of administrative staff and the team of mentors	**0** **0**	**1** **75%**	• Business Plan • Standard of Operations • Support Centre satisfaction survey results held on a regular basis[7]	SPs and CSOs are willing to use the services in the Support Center
Activity 2.1.2.a: Providing physical and technical facilities within the Support Centre	# of representatives from SPs and CSOs benefitted from the facilities within the Support Centre # of representatives from SPs and CSOs who benefitted from the services of the support centre	**0** **0**	**1000** **1000**	• Participant lists • Entrance records	SPs and CSOs actively use the facilities and services of the Support Center
Activity 2.1.2.b: Facilitating the partnerships within and among the SPs and CSOs	# of partnership workshops attended by SPs and CSOs # of participants in the workshops *# of SPs and CSOs reported to have improved skills for building partnership for fundamental labour rights*	**0** **0** **0**	**6** **120** **N/A**	• Participant lists • Participant evaluation • Meeting minutes	SPs and CSOs are willing to develop partnerships for advocacy on fundamental labour rights
Activity 2.1.2.c: Organising advanced advocacy workshops for SPs and CSOs	# of advocacy workshops attended by SPs and CSOs # of participants in the workshops *# of SPs and CSOs reported to have improved skills for advocacy on fundamental labour rights.*	**0** **0**	**6** **120**	• Participant lists • Participant evaluations • Meeting minutes	SPs and CSOs are willing improve their skills for advocacy on fundamental labour rights
Activity 2.1.2.d: Organising good practice sharing workshops for SPs and CSOs	# of good practice workshops attended by SPs and CSOs # of participants in the good practice workshops *# of SPs and CSOs that took example of good practices of advocacy on fundamental*	**0** **0** **N/A**	**3** **100** **N/A**	• Participant lists • Participants evaluation • Meeting minutes	SPs and CSOs are interested in learning about good practices of advocacy on fundamental rights and partnerships for social dialogue

[7] The content of the Satisfaction survey is recommended to include questions to assess whether or not: the Support Centre became an attractive learning and social dialogue venue for SPs and CSOs; efficient communication channels between the Support Centre and SPs and CSOs are established; the activities and facilities in the support centre addressed the needs of SPs and CSOs effectively; The administrative staff and the team of mentors in the support centre demonstrated high performance

	labour rights and partnerships for social dialogue				
Activity 2.1.2.e: Organizing meetings to bring working groups of SPs and CSOs with relevant public authorities and decision-makers	# of meetings with public authorities and decision-makers # of participants in the meetings with public authorities and decision-makers	**0** **?**	**5** **?**	• Participant lists • Meeting minutes	
Activity 2.1.2.f: Organizing workshops on Just Transition and Green Jobs	# of workshops on Just Transition and Green Jobs # of participants in the workshops on Just Transition and Green Agenda *# of SPs and CSOs encouraged to act on the rising agenda of just transition and green jobs*	**0** **?** **?**	**2** **?** **?**	• Participant lists • Participants evaluation • Meeting Minutes	SPs and CSOs are interested in learning about Just Transition and Green Jobs
Output 2.2: SPs and CSOs were supported to take effective action for improving the fundamental labour rights and contributing to the human centred future of work (GRANTS)	# of SPs and CSOs awarded with a grant for their projects regarding to advocacy on and partnerships building for on fundamental labour rights *# of SPs and CSOs awarded with grants developed and executed long term advocacy strategies for fundamental labour* *# of SPs and CSOs awarded with grants involved in sustainable social dialogue processes for fundamental labour rights* *# of cases reported by grant beneficiaries in which public authorities and decision-makers adopted a constructive approach agenda toward social dialogue with SPs and CSOs* *# of cases reported by grant beneficiaries in which public authorities and decision-makers included the topics raising in*	**0** **0** **0** **0** **0**	**45** **N/A** **N/A** **N/A** **N/A**	• Grant assessment report	SPs and CSOs that can meet the eligibility criteria are willing to apply to the grant scheme SPs and CSOs applied to the grant scheme with quality applications

	meetings with SPs and CSOs in their in their agenda				
Activity 2.2.1: Designing of the grant support scheme and announcing the Call for Proposals	# of Call for Proposals targeting SPs and CSOs for advocacy on fundamental labour rights	**0**		• Documents published for the calls for proposals (application guidelines, application form, evaluation sheet, etc.) • Web page and social media posts dedicated to the call for proposals	
Activity 2.2.2: Implementation, monitoring, and mentorship support to the grant projects	# of SPs and CSOs awarded with a grant for their projects regarding to advocacy on fundamental labour rights % of grantees managed to complete their projects successfully	**~~0~~** **0**	**50** **90%**	• Grants assessmet report Grant scheme evaluation report • Grant final reports • Grantee reports	
Activity 2.2.3: Drafting an overall evaluation report and a compendium on the good practices of the grant programme	An evaluation report on the grant projects A compendium on good-practice grant projects	**0** **0**	**1** **1**	• Copy of the evaluation report • Copy of the compendium	