

Executive summary



International
Labour
Office
Geneva

Effective Labour Protection for All

Lessons learned
from a synthesis review,
2004–2014

EVALUATION
OFFICE

Effective Labour Protection for All: Lessons learned from a synthesis review, 2004–2014

International Labour Organization

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Evaluation Office

Preface

This report is prepared in advance of the 2015 Recurrent Discussion of the 104th Session of the International Labour Conference (ILC) on Social Protection (Labour Protection). ILO's Evaluation Office (EVAL) commissioned this report with the aim of contributing to this discussion by presenting results and lessons learned from selected evaluations and relevant ILO publications in the labour protection domain, with a particular focus on wages, working time, occupational safety and health and maternity protection.

The report was prepared by Maurizio Curtarelli, Vicki Donlevy and Anja Meierkord of the Policy and Research Division at Ecorys UK, with the support of Facundo Sabino Herrera and Victoria Pelka, also of the Policy and Research Division at Ecorys UK.

The report has benefited from input from several units and individuals inside the ILO, who I would like to thank: Conditions of Work and Equality Department (WORKQUALITY), Labour Administration and Inspection Programme (LAB/ADMIN), Occupational Safety and Health Branch (OSH), Policy (DDG/P), Inclusive Labour Markets, Labour Relations and Working Conditions Branch (INWORK), Gender, Equality and Diversity Branch (GED), HIV/AIDS and the World of Work Branch (ILOAIDS), Labour Migration Branch (MIGRANT). A special thanks to Craig Russon, ILO Senior Evaluation Officer, who managed the project with me, and to Dahee Nam, short-term ILO Evaluation Officer for her support to the initial phases of the project. The full report, in English, will be printed and made available on the ILO website. The executive summary will be available in French and Spanish as well.

Guy Thijs

Director
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Executive summary

Background, purpose and scope of the study

This report, *Effective Labour Protection for All: Lessons learned from a synthesis review, 2004–2014*, presents the findings of an extensive review of evaluations, project documents and studies related to ILO interventions in the field of labour protection. Its aim is to contribute to organizational learning on the effectiveness of ILO interventions in this area, through the systematic analysis of the results, lessons learned and good practices of labour protection interventions carried out by the ILO and selected international organizations in the past decade. Based on existing relevant evaluations and studies, it is hoped that the findings of the analysis will strengthen the evidence base, and inform the development and implementation of future labour protection measures by the ILO and its constituents.

Labour protection has been at the core of the ILO's mandate since its foundation in 1919. The preamble of the ILO Constitution sets out the Organization's concerns in relation to issues of working time, wages, and health and safety, amongst others, which has continued to be central to ILO's work to the present day. Since 1919, three major declarations have confirmed the importance of labour protection as one of the principles and policies of the ILO: the Philadelphia Declaration of 1944, the Declaration on Fundamental Principles and Rights at Work of 1998 and, most recently, the ILO Declaration on Social Justice for a Fair Globalization of 2008.

Labour protection is a crucial element of the concept of decent work. Decent work was conceptualised by the ILO's tripartite constituents – governments, employers and workers – at the end of the 1990s to clarify the Organization's priorities. Decent work is based on the idea that work is “*a source of personal dignity, family stability, peace in the community, democracies that deliver for people and economic growth that expands opportunities for productive jobs and enterprise development*”.¹ The concept serves to shape social, economic and political priorities in individual countries and internationally, with the goal of achieving fair globalization, facilitating development that is inclusive, equitable and sustainable, as well as reducing poverty around the world.

The ILO Declaration on Social Justice for a Fair Globalization – a “contemporary vision of the ILO's mandate in the era of globalization”² – sets out four strategic objectives through which the Decent Work Agenda (DWA) is to be implemented: (1) employment; (2) social protection; (3) social dialogue; and (4) fundamental principles and rights at work. Labour protection is subsumed under “social protection” together with “social security” and plays a crucial role in the DWA in alleviating poverty, and reducing economic challenges and risks for workers stemming from major transformations in the world of work. Labour protection aims to promote decent working conditions and focuses on the economic, temporal and physical aspects of the individual at work: wages, working time and occupational safety and health (OSH). These objectives are put into action by different ILO activities, such as in-country interventions, studies and research.

¹ <http://ilo.org/global/about-the-ilo/decent-work-agenda/lang--en/index.htm> [accessed 6 March 2015].

² *ILO Declaration on Social Justice for a Fair Globalization adopted by the International Labour Conference at its Ninety-seventh Session, Geneva, 10 June 2008*, ILO, 2008, www.ilo.org/global/meetings-and-events/campaigns/voices-on-social-justice/WCMS_099766/lang--en/index.htm [accessed 4 March 2015].

This report has been prepared in advance of the 2015 recurrent discussion of the International Labour Conference (ILC) on social protection (labour protection). Recurrent discussions were introduced as a follow-up to the Declaration on Social Justice for a Fair Globalization and as “*a means to understand better the diverse realities and needs of [ILO] Members with respect to each of the strategic objectives, respond more effectively to them, using all the means of action at [the ILO’s] disposal, including standards-related action, technical cooperation, and the technical and research capacity of the Office, and adjust its priorities and programmes of action accordingly*”.³ In previous years, recurrent discussions have focused on the objectives of employment (2008 and 2014), social protection (social security) (2011), fundamental principles and rights at work (2012) and social dialogue (2013).

This review complements the recurrent report drafted as the basis of the ILC’s 2015 recurrent discussion. It will provide an overview of ILO activities in the area of labour protection and outline potential areas of future work. As such, it focuses on the three key dimensions of labour protection as indicated in the 2008 Declaration: (1) labour earnings (wages); (2) working time; and (3) OSH. But it also includes other relevant topics such as job security, norms and standards for work and employment, work sharing, collective bargaining, HIV and AIDS, maternity protection, labour administration and labour inspection, and working conditions.

Methodological approach

The synthesis review was conducted using the Rapid Evidence Assessment (REA) methodology. This ensured a rigorous and systematic analysis and appraisal of existing evaluations and research on the subject, which increased transparency of the review processes and decisions, and took into account the limited time and budget available for this task. Key elements of the approach were: (1) the development of clearly defined REA research questions; (2) the definition of a search strategy (including the key sources) and protocol; (3) the definition of the parameters for inclusion, such as publication date, geographical scope, language, study type and research questions; and (4) the screening and inclusion of the collected literature according to a set of defined parameters relating to the quality of the evidence.

These criteria included: (1) the degree of relevance of the study to the REA questions; (2) the strength of the sources (if other than ILO); (3) the robustness of the research methods used (including considerations of sample sizes, and experimental and quasi-experimental methods); (4) the country of origin; and (5) the detailed appraisal, analysis and synthesis of the filtered literature, using a detailed recording grid, before summarizing the consolidated evidence base.

The ILO collected the documents to be considered for the review primarily from the ILO Evaluation Office (EVAL) evaluation database and forwarded them to the research team. They included independent project evaluations, external evaluation reports, joint evaluation reports, and high-level policy or strategy evaluation reports or studies. The final number of documents included in this review was 89, out of a total of 223 documents initially considered and screened for inclusion.

³ Ibid., Part II(B) (i).

Having appraised the key reports, the research team subjected them to a qualitative thematic synthesis relating to topic areas (e.g. wages, working time, OSH), type of intervention (e.g. training, technical advice on draft legislation), and broad geographical areas (e.g. South-East Asia, Eastern Europe) in order to answer each of the overarching REA questions. In this way, the key research questions were categorised into subsets of relevance for further ILO work in the area of labour protection.

The evidence is illustrated: (1) by displaying the interventions identified in the area of labour protection (What interventions do we observe?); (2) by the impacts and other aspects of project implementation that were particularly effective (What works?); (3) by the beneficiaries of the interventions (For whom?); and (4) by the success factors and challenges (Why?). Conclusions and Recommendations were formulated based on this information.

Background: ILO Conventions and Recommendations in the field of labour protection

International labour standards (ILS) in the form of Conventions (legally binding) and Recommendations (non-binding guidelines) are central to ILO's activities. They set out and ensure the basic principles of labour protection and rights at work. These standards are supported by supervisory activities, as well as direct assistance to countries or sets of countries through training, other technical assistance, or the promotion and facilitation of social dialogue. In the field of labour protection the ILO has adopted several Conventions.

In the field of wages, the ILO has adopted Conventions which have been ratified by a large number of member States such as the Minimum Wage-Fixing Convention, 1928 (No. 26), the Protection of Wages Convention, 1949 (No. 95), the Equal Remuneration Convention, 1951 (No. 100), which specified equal remuneration for men and women for work of equal value, the Minimum Wage Fixing Convention, 1970 (No. 131) (accompanied by Recommendation No. R135). Convention No. 100 is one of the ILO's eight 'fundamental' Conventions. The full report contains a list of the relevant Conventions.

What types of Interventions do we observe?

The available evidence on ILO Interventions in the area of labour protection illustrates the complexity of ILO activity in this field. It is characterised by a variety of different target groups (e.g. high-level government stakeholders, ILO constituents, and individual employers or workers), an extensive range and heterogeneity of types of Interventions (e.g. training, technical advice and support, reports and publications, information and awareness-raising activities), and a range of issues falling under the umbrella of labour protection (e.g. issues around wages, working-time and OSH). Different types of activities are typically linked to target groups at different levels. Three main clusters of Interventions can be identified.

The first cluster aims to support high-level stakeholders. Here, target groups are typically ILO constituents at member State level, as well as international fora and stakeholders working on labour protection issues. Interventions targeting these stakeholders typically provide high-level policy advice, in particular relating to negotiations on the Ratification of ILO Conventions and Recommendations, the introduction of new legislation in the field of labour protection, and the setting up of and participation in platforms for information exchange. Support to high-level stakeholders is provided either indirectly through the

implementation of and participation in international or national policy fora in the area of labour protection, or through the provision of more direct policy advice and support for the establishment of tripartite bodies. In addition to the establishment of more permanent tripartite structures, ILO Interventions have also included the organization of tripartite meetings on different labour protection issues, and the promotion of tripartism and social dialogue in labour protection projects.

Another cluster aims to support intermediate stakeholders, constituted by communities active in the areas of labour protection such as professionals and practitioners, mid-level legislators and policy-makers, national-level constituent organizations, national tripartite committees, employers and labour inspectorates. The Interventions for these groups focus mainly on the provision of advice and support to develop strategies, policies, programmes and guidelines, the dissemination of relevant information at a professional/specialist level, and global monitoring and reporting with the aim of developing and strengthening the capacity of beneficiaries. The types of Interventions include the provision and improvement of an evidence-base for policy-making in the form of publications and reports, the development of thematic databases, capacity-building activities, such as the development of guidelines, and the delivery of training and technical workshops on specific topics or aspects of labour protection.

A final cluster of Interventions aims to support stakeholders at the local level. Target groups include actors such as individual employers and workers, the wider population, and local training providers and business associations. Interventions focus firstly on providing information and awareness-raising campaigns including the development of information materials, and the setting-up of information centres accessible to the different target groups and, secondly, on developing individual capacity through training and technical support. In addition to the training of intermediaries, training is also provided at this level – either through awareness-raising training or through the training-of-trainers approach. Specific target groups are most frequently individual enterprises and workers, but they also include recruitment agencies. Very often, local level Interventions also include training for a range of stakeholders at different levels.

What works?

The outcomes and impacts of the ILO Interventions for which evaluative evidence was available have been grouped to reflect the most important outcomes across the range of Interventions considered. It should be noted, however, that the evidence provided on outcomes and impacts in the reports was highly variable; in some cases, for example, projects' results are reported as outputs. In addition, only limited evidence was available on what works with regards to ILO Interventions in some of the areas of labour protection, such as working time or maternity protection, as no evaluation reports of individual in-country Interventions were available in these areas. Nonetheless, the key outcomes indicated across a range of Interventions can be listed as follows.

- Ratification of ILO Conventions and development of national legislative texts or strategic action plans.

- Development and strengthening of social dialogue in the area of labour protection across a range of different countries.
- Awareness raising on the importance and relevance of labour protection.
- Development of tools that will be of use for the future, such as training materials, human resource management tools and research methodologies.
- Introduction of OSH protection mechanisms in enterprises: in some cases the establishment of OSH management systems or the introduction of compliance assessment tools has been highlighted in relevant evidence.

Various evaluations point to the importance of synergies in achieving positive outcomes, providing both economies of scale and important leverage for impacts on a larger and more strategic scale. These included synergies between projects and initiatives, actors and resources. Certain evaluations, however, highlighted that synergies had not always been exploited. Synergy between projects (and sometimes between project teams) is reported in a number of evaluation reports as having been crucial for the overall functioning of the intervention. In addition, synergies between different actors have, in some cases, played an important role in the functioning of Interventions. Projects have strengthened local networks and knowledge sharing amongst local stakeholders, in particular where ILO constituents and other partners have been closely involved with the project. This can also include stronger involvement with civil society organizations through their participation in meetings. Finally, in some cases, synergy between resources is also reported to have facilitated the functioning of Interventions.

Evidence in terms of ensuring or planning the sustainability of Interventions is discussed in a number of the evaluations, although it is relatively limited. It should be noted that often when the evaluations are conducted, either at mid-term or at the end of the project, little can be reported about the sustainability of the intervention. A certain number of the projects reviewed had experienced major delays in implementation and were not even able to complete the full range of planned activities, making it difficult to identify evidence of sustainability.

Gender equality has been addressed to varying degrees in different Interventions. Certain projects had a clear emphasis on gender equality, with careful attention being paid to gender issues and gender mainstreaming in all project outputs and tasks so that a gender consciousness permeated the project design. Indeed, such projects recognise that many of the issues related to job quality need to be addressed from a gender perspective to succeed, for example, improving work–life balance or OSH are directly impacted by gender issues and power dynamics. In other projects, however, there was a much more limited emphasis on gender issues.

For whom? Beneficiaries and target groups

The analysis of the evaluation evidence enabled the identification of a wide range of beneficiaries and target groups in the area of labour protection. They ranged from national government officials, national and local level decision-makers, law enforcement agencies, employers, employers' and workers' organizations, enterprises and workers in a number of different economic sectors, to the informal economy, civil society organizations, recruitment agencies, the general public and migrant workers. In the majority of instances, ILO

constituents were involved in the Interventions in some capacity, e.g. as participants in capacity-building activities or as members of Steering Committees.

Based on the available evidence, beneficiaries of Interventions in the area of labour protection can be clustered into three main groups corresponding to the level of action of the beneficiary. At the higher level, the beneficiaries are represented by the countries and their governments and national institutions, high-level policy-makers and legislators, and high-level constituents' organizations. At an intermediate level, the beneficiaries are global and national communities, such as professionals and practitioners, national experts in academic institutions and other types of specialists, legislators and policy-makers, national-level constituents' organizations, national tripartite committees, employers and officials of the labour administration system, including labour inspectorates. At the local level, they are employers and workers, training providers, local or regional level enterprises and business associations and, in some cases, even civil society organizations.

And why? Success factors and obstacles

Transversal analysis of the evaluations allows the identification of a number of key success factors in terms of delivering effective labour protection projects, which address a number of different aspects of Interventions.

The evidence clearly highlights, for example, the crucial nature of the development of a clear, over-arching project intervention framework, including an effective needs analysis (for each participating country/actor), a clear work plan, a timetable for implementation, the definition of key responsibilities and identification of external partners, and opportunities for synergies and budgetary estimations. Similarly, the evidence emphasises the importance of management capacity.

Another crucial success factor is the buy-in and involvement of stakeholders at all levels (e.g. government, social partners, civil society organizations) and all stages of the project. In particular, the importance of the tripartite partners' participation was underlined across the different Interventions, while that of other partners was also seen as crucial in adapting the project design and implementation to local contexts.

In addition, the involvement of beneficiaries appears to be crucial in ensuring the effective design of the project, and its sustainability over time. The evidence highlights the importance of identifying and involving the correct target group for each intervention in order to facilitate the accurate identification of needs. It is clear, however, that such involvement can be quite challenging.

Several ILO Interventions as well as those of other agencies benefited from a synergistic approach for those projects falling within the specific subject area and other related topics. The importance of evidence to support effective interventions is another success factor that emerged from several evaluation reports.

Finally, the adoption of a "learning organization" approach was revealed to be particularly effective in a number of cases. In particular, some projects' success factors point to the importance of: flexibility in the provision of support, including the principle of "intervention on demand"; the implementation of a practical approach to integrating learning on an on-

going basis; and the introduction of a flexible approach to project design and management that combines national standards with a “bespoke” project at enterprise level.

Nevertheless, the evidence also indicates a number of challenges related to the implementation of Interventions.

Project management, staffing and funding issues are some of the most common challenges highlighted. In particular, centralised project management appeared to be problematic in some projects covering different countries, while the Logical Framework Approach (LFA) management tool is considered inappropriate for all types of Interventions due to its lack of flexibility. Other evaluations underlined staffing issues that impacted negatively on the project. In other cases, insufficient funding or the cutting short of a funding period were the main issues hampering project implementation. Evaluation reports indicated also that the short timeframe for the funding of Interventions is often not sufficient to bring about a significant change in attitudes to deeply rooted issues.

Another frequent challenge is key actors’ insufficient commitment, which can hamper effective implementation of the Interventions. In some cases, beneficiaries were reluctant to accept support because the government partners ran support services. Outreach was more successful when relationships were built with local communities, authorities and civil society actors.

In conclusion, it should be noted that it is not always easy to assess the effectiveness and key factors leading to the success or failure of the Interventions under review. As noted in the evaluation reports, monitoring and evaluation frameworks (e.g. theories of change) and the activities are not always clear. Indicators are often output- rather than impact-oriented, theory of change and intervention logics can be unclear, and indicators of success are not always specified or set unrealistic targets.

Conclusions and Recommendations

In order to support the effective implementation of the key ILO Conventions and Recommendations into policies and practices in its member States, the ILO carries out an exceptionally wide range of Interventions in the field of labour protection, unparalleled by any other international organization. These Interventions target key actors at every level, ranging from high-level decision-makers at national and international levels (i.e. legislators, policy-makers, national tripartite structures) to key labour market intermediaries (i.e. trade unions, employers’ organizations, labour inspectorates) to beneficiaries and target groups at local level (i.e. workers, employers, training organizations). For high-level decision-makers, the principal Interventions in the field of labour protection include high-level policy-orientated advice and the establishment of appropriate national-level social dialogue mechanisms relating to negotiations on the Ratification of Conventions and Recommendations and to the introduction of new legislation. At the intermediate level, ILO Interventions include the provision of expert analysis and reports, the collation of evidence in databases, the delivery of training and the development of guidance materials. At local level, ILO direct Interventions include information and awareness-raising activities, and training and technical advice. Key factors influencing trends in ILO Interventions in the field of labour protection in the period under review include the Great Recession, increased migration, the accelerating pace of globalisation and technological change. Interventions in

the field of labour protection have clear links to Interventions in other fields, and often benefit from synergies with other organizations, projects and topics.

Some of the principal impacts and outcomes of ILO Interventions which emerged from the review included: support for the Ratification of ILO Conventions and development of national legislative texts or strategic action plans; the development and reinforcement of social dialogue; awareness-raising on key issues for a range of key stakeholders; the development of tools such as training materials, data collection mechanisms and guidebooks; and the introduction of OSH protection mechanisms in enterprises. The findings also underlined the importance of the key dimensions of project implementation including the development of synergies, ensuring sustainability and a focus on gender mainstreaming. In terms of synergies, the results of the evaluations highlighted the leverage effect of exploiting synergies between the topics and themes of labour protection, the projects implemented in the different fields, and the actors who implement them. In respect of sustainability, the findings demonstrated a general lack of focus on ensuring the sustainability of impacts beyond the duration of a project, as well as a lack of consideration and understanding of this crucial dimension in relation to the on-going impact of ILO work within the majority of evaluations examined.

Key success factors which emerged from the Interventions included: the importance of effective project management and a well-designed intervention strategy; the importance of effective stakeholder involvement and engagement; the clear identification and involvement of beneficiaries from the very beginning of the intervention (ideally from the design phase); the need to build on the achievements of previous projects and develop synergies with other Interventions; the importance of evidence and research in supporting an intervention's design (including objective setting) and implementation; and the need to implement a "learning organization" approach. However, some of the main challenges included issues related to: ineffective project management; the lack of skilled staff and understaffing; insufficient funding and other funding issues; a lack of recognition of the time needed to generate results; and, finally, insufficient commitment of key actors, such as stakeholders or beneficiaries.

On the basis of the findings of this review a number of key Recommendations for strengthening the effectiveness of Interventions in the field of labour protection have been formulated and are reported below.

1. Reinforcing mechanisms for social dialogue.

The review has clearly shown the importance of establishing and supporting effective mechanisms for social dialogue in order to introduce and maintain effective standards of labour protection. Support provided by Interventions should include, among others, the establishment of appropriate consultative committees, the raising of all actors' awareness of the importance of social dialogue, the provision of data and best practice guidelines to support collective bargaining, and capacity building for the key actors in the social dialogue process.

2. Encouraging and facilitating the involvement of representatives of employers' organizations and enterprises.

The evaluative evidence has clearly pointed to the key role of companies and their representatives in ensuring the success of Interventions in the field of labour protection.

While governments can provide legislative protection and representatives from workers' organizations can campaign for better measures to protect employees in the workplace, employers hold the key to effective implementation at local level. Their involvement in Interventions should be promoted and facilitated at all levels, for example through targeted awareness-raising campaigns (in particular on the benefits of improved labour protection), and by encouraging their participation in social dialogue and involvement in training activities.

3. An increased focus on gender mainstreaming.

Project evaluations demonstrated the crucial role of effective gender mainstreaming strategies in the success of certain Interventions. In the different fields of labour protection, gender is a major factor encompassing, for example: the gender pay gap in the field of wages; work-life balance issues in the field of working time; maternity protection; highly gender-specific issues related to OSH due to the horizontal segregation of the labour market; the different gender experiences of migrant and domestic workers; and issues related to HIV and AIDS. As such, far too few of the Interventions examined included a comprehensive approach to gender mainstreaming. Reinforcing the focus on the gender dimension in future Interventions could have a major impact on effectiveness.

4. Greater exploitation of synergies between the fields of labour protection.

The review highlighted the fact that Interventions are more successful and have a wider impact where synergies are exploited between different topics and projects and the actors responsible for implementing them. Such synergies should be actively promoted at all levels, for example in in-country project Interventions, between different international organizations and also within the ILO itself where, due to the responsibility for different fields of labour protection being spread across different ILO units, there often appears to be insufficient dialogue and interaction between experts. Promoting such synergies, without reducing the specific focus needed for each of the specialist fields, would also generate efficiencies and give the potential for wider impact.

5. Ensuring effective project management.

Many of the obstacles to achieving successful Interventions in the field of labour protection highlighted in the evaluations revolve around a lack of effective project management. Evaluations clearly highlight the crucial nature of the development of a clear, overarching project intervention framework, including an effective needs analysis (for each participating country/actor), a clear work plan, a timetable for implementation, the definition of key responsibilities, the identification of external partners, and opportunities for synergies and budgetary estimations. However, other evaluations have stressed the need, within this overarching framework, for flexibility and adaptability at local level in the case of multi-country or multi-regional Interventions. This element may be considered of particular importance in the field of labour protection due to the importance of cultural and contextual factors.

ANNEX 1: Detailed methodology

Rapid Evidence Assessment methodology

For the purposes of the synthesis review, in-line with the ILO EVAL standard methodology for synthesis reviews, we used the **Rapid Evidence Assessment (REA) methodology**, which ensured a rigorous and systematic analysis and appraisal of the existing evaluations and research on the subject, through being transparent about review processes and decisions, while also taking into account the limited time and budget available for this task. Key elements of this approach are:

- The development of clearly defined REA research questions, based on the key questions outlined in the TOR and consultation with the ILO EVAL team and further stakeholders.
- The definition of a search strategy (including the definition of key sources) and protocol, defining parameters for inclusion, such as publication date, geographical scope, language, study type, research question.
- The screening and inclusion of the collected literature according to a set of defined parameters relating to the quality of the evidence. Criteria included the degree of relevance of the study to the REA questions, the reputation of the sources (if other than ILO), the robustness of research methods used (including considerations of sample sizes, experimental and quasi-experimental methods) and the country of origin.
- A detailed appraisal, analysis and synthesis of the filtered literature, using a detailed recording grid, before summarizing the consolidated evidence base.

Definition of the research questions

The formulation of REA questions was crucial to the subsequent assessment, as they are the driver for all REA processes and determine the relevance of the conclusions. Questions were developed in consultation with the EVAL team and a broader set of ILO stakeholders at inception stage. The table below includes the final set of questions which guided the review.

Table 1 – Final selection of REA questions guiding the review

<p>What types of Interventions do we observe?</p>	<p>What are the main types of intervention in the labour protection domain (e.g. training, technical advice, policy advice, etc.)? Do we observe trends in labour protection Interventions? Do Interventions target mostly specific areas of labour protection (i.e. Labour earnings/wages, working time, occupational safety and health, other)? Or are different areas within labour protection domain integrated in specific Interventions? Are there any links between labour protection Interventions and other ILO areas of intervention?</p>
<p>What works?</p>	<p>Which outcomes and impacts are observed as a consequence of the intervention? Is there evidence that the Interventions contribute to sustainable development? Is there evidence that the Interventions contribute to inclusive growth? Is there evidence that Interventions contribute to gender equality? Is there evidence of positive synergies when Interventions address different areas? Is there evidence that the Interventions have expanded the scope of coverage and labour protection afforded to workers? Is there evidence that the Interventions have strengthened the institutional capacities of stakeholders (e.g. ILO constituents)? Which Interventions can be considered good practice? Are the Interventions replicable in different contexts/countries?</p>
<p>For whom?</p>	<p>Which are the target groups of the Interventions? What is the context of the observed outcomes and impacts? Are there certain groups that benefit from the intervention more than others? Have the Interventions expanded labour protection to vulnerable categories of workers?</p>
<p>And why?</p>	<p>Which key success factors, mechanisms and circumstances can be identified? Which key inhibiting factors can be identified (e.g. fragile states, economic crisis, other changes in context, implementation challenges, political sensitivity)? Under which conditions do labour protection Interventions contribute most to strengthening the institutional capacities of stakeholders (e.g. ILO constituents)?</p>

Search strategy and protocol

Following the definition of the REA questions, the research team defined criteria for the inclusion of relevant documents to be considered for review. Criteria took into account the questions specified and the overall objectives of the review, in addition any additional guidance provided the ILO EVAL team. The following criteria were specified:

Type of document: evaluation reports or studies concerning Interventions carried out by the ILO, and other selected international organizations;

Authorship: reports and studies authored by the ILO and other selected international organizations or on behalf of the ILO and other selected international organizations;

Quality of document: only evaluation reports and studies based on empirical evidence documents including sound findings and conclusions (e.g. lessons learned, Recommendations, etc.) were considered for review;

Thematic scope: Interventions in the field of labour protection as defined by the ILO, and relating in particular to labour earnings/wages, working time, occupational safety and health, also in relation to job security, norms and standards, work sharing, collective bargaining, HIV and AIDS and working conditions;

Type of Intervention: Interventions carried out by the ILO in the thematic fields indicated above (normally training, technical advice, policy advice, information campaigns), and comparable interventions (as well in terms of size) carried out by other selected international organizations;

Geographical scope: interventions carried out in a specific country (featuring in international reports) or in more than one country or non-country-specific;

Time period: evaluation reports and studies carried out in the period 2004-2014 regarding interventions finalised in that time period;

Language of the evaluation/study: documents in English, French, German, Italian and Spanish were considered for the review.

The evidence on which the review was based included evaluation reports and studies (both published and unpublished) related to labour protection interventions carried out by the ILO, collected internally through ILO EVAL's evaluation database, and included independent project evaluations, external evaluation reports, joint evaluation reports, and high-level policy or strategy evaluation reports or studies.

The literature search for the evaluation reports and studies carried out by other selected international organizations and national governments to be considered for the rapid evidence assessment was carried out by Ecorys. In this case only publicly available documents on the official website were considered for scrutiny.

Search strategies were developed for all databases by using the controlled vocabulary pertinent to each database. Where no thesauri were available, or the controlled vocabulary included no appropriate keywords, free-text searching will be undertaken. The search strategies and search terms (keywords) – for database and website searching - were agreed with the EVAL team. The list of keywords, which has been tested during the inception phase and used to select suitable documents is the following:

- Labour protection
- Working conditions
- Health and safety at work
- Occupational safety
- Occupational health
- Occupational Safety and Health Management Systems
- Occupational Safety and Health Information and Knowledge Sharing
- Hazardous work
- Strenuous work
- Workplace health promotion and well-being
- Occupational Safety and Health Inspection
- Psychosocial risk at the workplace
- Physical risk at the workplace
- Labour inspection
- Risk prevention

- Stress
- Health risks
- Job security
- Work intensity
- Working time
- Work organization
- Working time arrangements
- Working time management
- Work-life balance
- Wage/s
- Income
- Salary/ies
- Pay
- Labour earnings

Also in combination with the following keywords referring to other ILO working areas:

- Social dialogue
- Employment relations
- Labour relations
- Industrial relations
- Collective bargaining
- Tripartisim
- Social protection
- Employment security
- Gender equality
- Gender
- Inclusive growth
- Sustainable development
- HIV and AIDS
- Labour standards
- Labour migrations

The result of this task was a list of relevant evaluations and studies on labour protection interventions that was screened in the next step.

List of data/information sources consulted

According to the criteria indicated above, the following organizations have been assessed as suitable and were considered as sources of information.

Inter-governmental organizations:

- OECD
- Inter-American Development Bank (IADB)
- Asian Development Bank (ADB)
- African Development Bank (AFDB)

At European level:

- European Foundation for the Improvement of Living and Working Conditions (EUROFOUND)
- European Agency for Safety and Health at Work (EU-OSHA)
- European Commission

Within the UN system:

- World Bank Group
- World Health Organization (WHO)

Non-governmental organizations operating internationally at global or European level:

- International Trade Union Confederation (ITUC)
- European Trade Union Confederation (ETUC)
- Global Unions
- European Trade Union Institute (ETUI)
- BUSINESSEUROPE
- UEAPME
- International Organisations of Employers (IOE)
- European Social Observatory

The coding strategy and related data collection grid and guidelines

Subsequent to the search the research team used a three-stage process to filter the search results, so that only the most relevant and best quality studies were included within the review, namely screening, coding, and appraising. These are explained in turn below.

Screening was undertaken based on an analysis of the abstracts/executive summary of each document, with the goal to exclude all sources that did not meet the inclusion criteria specified above. Particular attention was paid to only include sources which could provide answers to one or several REA questions specified above.

Coding of the data was subsequently undertaken by using a coding frame (See Annex 2) which helped to identify items that provide the best available evidence to meet the requirements of the review. Reading the abstracts, the researchers extracted data on the relevance of the studies to the review topic, the reliability of the sources, the research methods used, the sample size (where relevant) and the country of origin. On the basis of the coding, the review team was in a position to select more than 80 documents to appraise and synthesise within the time period of the review.

The **appraisal** of the selected items was conducted using a systematic approach. It built on the coding template and expanded on it by including information on the quality of the methodological approach of each research report, as well as the key findings extracted from each study, including the key outcomes achieved and key success/inhibiting factors.

Synthesis – Answering the REA questions

Having appraised the key literature items, the research team synthesised the literature structured around summarizing the evidence base to answer each of the overarching REA questions. The information collected was summarized in the form of a qualitative thematic synthesis, relating to topic area (e.g. wages, working time, OSH), type of intervention (e.g. training, technical advice to draft legislation) and broad geographical area (e.g. South-East Asia, Eastern Europe). In this way, the key research questions have been summarized for different sub-sets of relevance for further ILO work in the area of labour protection, and justice is paid to the issue of context heterogeneity. Some research/evaluation evidence resulted to cover several of such dimensions, and therefore it was grouped according to their main topic area.

