



European
Commission

Results and Indicators for Development

Employment and VET

International
Partnerships



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Unit E2 – Micro-economic Analysis, Investment Climate, Private Sector, Trade and Employment

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To see the complete online presentation of the Results and Indicators on Employment and VET please click [here](#).

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In partnership with Young Africa International, the EU is helping to enhance youth employability and income earning capacity for 700 young people in Sofala and Manica provinces, Mozambique

Results and Indicators for Development

General Introduction

The **guidance on thematic results and indicators** covers DG INTPA strategies in various sectors, aiming to enhance the quality of our interventions – in terms of design, monitoring in the course of implementation. It also aims to promote the use of standardized information across European Union-funded interventions in partner countries. [DG INTPA](#) unit in charge of monitoring results ([D.4](#)) and [thematic units](#) developed the guidance.

It is **addressed to EC staff and external partners** involved in the preparation of action documents and project documents, helping them to develop solid logical framework matrices. It identifies clear and measurable results statements in line with DG INTPA policy priorities, as well as with the [UN Sustainable Development Goals \(SDGs\)](#), [NDICI Regulation](#), [Gender Action Plan \(GAP III\)](#) and the [EU Results Framework](#), along with a range of good indicators to monitor progress.

DG INTPA's results reporting and Action Document quality assurance processes identified the **need for such guidance**.

The present guidance covers INTPA strategies in various sectors, and presents for each sector:



1. EU policy priorities: a short narrative explaining EU policy priorities and commitments as articulated in key policy and strategic documents.



2. Results Chain: a diagram showing the main results (impact, outcomes, outputs) that EU development interventions are expected to achieve in the sector, reflecting EU policy priorities and commitments.



3. List of Sector Indicators: examples of measurable indicators associated to each result statement are provided, that may be used in Logframe Matrices at project/ programme level.

You can access the online Guidance on Results and Indicators at <https://europa.eu/capacity4dev/resultsand-indicators>. For further information and/or to provide feedback please contact INTPA Unit D4 at INTPA-EU-RESULTS@ec.europa.eu

1. EU Policy Priorities



Workers make wire harnesses for cars in a factory in Ciudad Juarez, Mexico. © Photo by Joe Raedle / Newsmakers via Getty Images

Productive employment and decent work are crucial to realising an economy that works for the people, achieving sustainable development, poverty reduction, and social cohesion. At the same time, the EU recognises that a severe decent work deficit persists worldwide, especially in global supply chains in many parts of the world, ranging from serious violations of freedom of association to poor working conditions ([EU Trade Strategy, 2021](#)).

The global crisis triggered by the Covid-19 pandemic further underscores how access to sustainable jobs, living wages and decent working conditions is important:

- In 2021, the worldwide shortfall of employment increased by 144 million jobs. The crisis has also affected more disproportionately certain groups of workers, particularly informal workers who represented roughly 2 billion workers, or 60.1 per cent of the globally employed in 2019, according to the International Labour Organisation (ILO).
- Women have suffered disproportionate job losses while seeing their unpaid working time increase. The crisis threatens to jeopardise progress on gender equality.
- The crisis has affected many young people at a critical moment in their lives, disrupting their education and transition from school or university to work.

In parallel, global trends are rapidly transforming the world of work. Technological advances, the environmental and climate crisis, demography, as well as globalisation are drivers for this development. These transformations have the potential to generate economic growth and create new job opportunities, but in some instances, they can contribute to lowering labour standards or decline in working conditions.

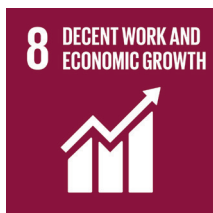
The ILO defines decent work as “the productive work for women and men in conditions of freedom, equity, security and human dignity”. Expanding the number of decent jobs worldwide is an objective, in parallel to combating child labour and forced labour.

EU Strategic Priorities Relative to Decent Work and Vocational Education and Training in Partner Countries

The [New European Consensus on Development](#) recognizes that “creating decent jobs, particularly for women and youth is essential for inclusive and sustainable growth”, in line with the EU’s global commitments to the 2030 Agenda. The EU and its Member States also “promote education at secondary and tertiary level, technical and vocational training, and work-based and adult learning, including in emergency and crisis situations”.

The above strategic priorities regarding employment and skills development build upon EU long-term support to promoting decent work and vocational education within its development agenda. The 2006 [Communication from the Commission regarding Decent Work](#), states that “action must be taken to create an environment which is conducive to national and foreign investment in the creation of jobs at the local level, improve governance, including the social dialogue, establish a legal and regulatory framework to protect workers and ensure equality between men and women, establish viable systems of social protection, education and lifelong learning, ensure legal certainty for businesses, reduce corruption and establish fair rules for competition”.

Sector Guidance



The results chain for EU-funded interventions on Employment and VET contributes to attaining SDG 4 and 8 and the ILO [Decent Work Agenda](#). It is also in line with the rights-based approach of the EU. In particular, gender equality, the fight against child labour and forced labour and the inclusion of the rights of young people, people with disabilities and other vulnerable groups such as Indigenous Peoples, migrant workers and informal workers,

are embedded as cross-cutting themes. Gender Equality also has a dedicated outcome in the chain in line with the provisions of the [EU Gender Action Plan III](#). This approach responds to EU pledges that:

- “Empowerment of women is the key to all development and gender equality should be a core part of all policy strategies” ([New European Consensus on Development](#));
- the EU promotes a zero-tolerance policy on child labour, and the eradication of forced labour (EU Action Plan on Human Rights and Democracy 2020-2024);
- EU’s ambitions to step up action to combat all forms of discrimination faced by persons with disabilities, as well as their lack of job opportunities (Strategy for the Rights of Persons with Disabilities 2021-2030).

The results chain diagram links job creation and employment to the support for a better-skilled workforce, linking skills development to the needs and demands of emerging economic sectors, thus harnessing the support provided for VET to the EU’s ambitions to foster the green and digital transitions. In this respect, the 2019 Communication “[European Green Deal](#)” recognises that “the circular economy offers great potential for new activities and jobs” while at the same time “pro-active re-skilling and upskilling are necessary to reap the benefits of the ecological transition”. This logic also applies to the EU external actions in its partner and neighbourhood countries, where “the EU’s international cooperation and partnership policy should continue to help channel both public and private funds to achieve the transition” (ENP).

The 16 outputs in the results chain diagram encompass four areas of work:

1. “policy development and implementation”,
2. “entrepreneurship, business development and public investment”,
3. “institutional capacity building, skills development and dialogue”,and
4. “compliance” with labour standards.

They directly contribute to nine medium-term outcomes in line with the pillars of the ILO Decent Work agenda: standards and rights at work, employment creation and enterprise development, social protection and social dialogue.

The results chain diagram for Employment and VET avoids duplications, while at the same time promoting synergies with the guidance defined for the sectors of [Social Protection](#), Jobs and Growth ([Business Environment Reform](#) and [Education](#)), Green Deal ([Circular Economy](#) and [Green Economy](#)), Digital Transition ([Digitalisation](#)) and [Gender Equality](#). We hope it will be helpful to you in the design of logframes and intervention logic.

Policy and Strategic Documents

- [ILO Decent Work Agenda](#),
- [Neighbourhood, Development and International Cooperation Instrument \(NDICI\) – Global Europe Regulation, 2021](#),
- [Communication from the Commission on Trade Policy Review – An Open, Sustainable and Assertive Trade Policy, 2021](#),
- [Strategy for the Rights of Persons with Disabilities 2021-2030](#),
- [Gender Action Plan 2021-2025 \(GAP III\)](#), 2020,
- [EU Action Plan on Human Rights and Democracy 2020-2024](#),
- [Communication “European Green Deal”, 2019](#),
- [New European Consensus on Development](#), 2017,
- [Africa-Europe Alliance on Investment and Jobs](#) (COM (2018) 643 final)
- [Action Plan on Sustainable Finance, 2018](#),
- [Communication “Achieving Prosperity through Trade and Investment”, 2017](#),
- [External Investment Plan, 2017](#),
- [Agenda 2030 for Sustainable Development, 2015](#),
- [European Neighbourhood Policy \(ENP\), 2015](#),
- [Communication on a Stronger Role of the Private Sector in Achieving Inclusive and Sustainable Growth in Developing Countries, 2014](#),
- [Communication from the Commission on Promoting Decent Work for All, 2006](#).



2. Results Chain

COMPLIANCE

INSTITUTIONAL CAPACITY BUILDING, SKILLS DEVELOPMENT & DIALOGUE

ENTREPRENEURSHIP, BUSINESS DEVELOPMENT & PUBLIC INVESTMENT

POLICY

OUTPUTS

1. Improved public capacities for design and implementation of employment policies **to address specific employment barriers faced by youth, women and persons living in vulnerable situations, including persons with disabilities**

2. Strengthened capacity of the social security system to **entitle all workers and their families, including contributors** to value chains outside the formal economy, to comprehensive and adequate social employment insurance

3. **Strengthened national capacity** for trade policy design, implementation and facilitation, taking in consideration employment concerns of youth, women and persons living in vulnerable situations, including persons with disabilities

4. **Increased access to credit and other financial services for self-employed individuals and micro and small firms** - including those headed by youth, women and persons living in vulnerable situations, such as persons with disabilities

5. **Increased access to business development services for the unemployed, jobseekers and existing businesses**, including those headed by youth, women and persons living in vulnerable situations, such as persons with disabilities

6. **Strengthened entrepreneurship skills** among the unemployed, jobseekers and existing businesses, including for export competitiveness and investment promotion, including among youth, women and persons living in vulnerable situations, such as persons with disabilities

7. **Increased short-term direct employment opportunities** - including for youth, women and persons living in vulnerable situations, such as persons with disabilities - through labour-intensive public works funded by the EU

8. Strengthened capacities of companies for **exercising responsible business conduct**

9. **National, subnational and sector labour market information systems improved**, gender-sensitive and accessible for persons living in vulnerable situations, including persons with disabilities

10. Enhanced capacities of employment services to **support the diversity of jobseekers**

11. Strengthened capacity of VET providers to **offer inclusive access and quality services that respond to labour market needs**, including for digital and green transitions

12. Strengthened capacity of employers to **provide inclusive apprenticeships and/or other work-based learning schemes**, including for digital and green transitions

13. Strengthened capacity of social partners to **engage in and conduct social dialogue** (including in the VET system)

14. Improved capacity of labour inspectorate to **enforce compliance with labour legislation**

15. Enhanced regulatory and administrative capacity for **preventing and eliminating child labour and any form of forced labour**

Specific objectives OUTCOMES

A. Improved alignment of national regulations with international labour standards, including on eliminating child labour and forced labour

B. Increased enforcement of international labour standards, including on eliminating child labour and forced labour, as well as the social security law

C. Increased efficiency of job search, including for youth, women and persons living in vulnerable situations, such as persons with disabilities

D. Systemic dialogue between social partners, VET and education institutions addresses supply and demand mismatch

E. Improved information about the labour market opportunities available to job seekers, employers, VET and education institutions, and employment services

F. Increased decent employment in companies that improved their competitiveness and integrated into global value chains with EU support, including in circular economy and digital sectors

G. New businesses established or informal business registered by beneficiaries of EU-funded business development services, especially in circular economy and digital sectors

H. Relevant labour market technical and soft - including green and digital - skills acquired by beneficiaries of EU-supported VET, including for youth, women and persons living in vulnerable situations, such as persons with disabilities

I. Improved access for women in all their diversity to managerial and leadership roles in economic sectors and for a (GAP III)

Overall objective IMPACT



Decent work for women and men in all their diversity

Reference to SDG targets:

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.




8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

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.

3. List of Sector Indicators

OPSYS core indicators are highlighted in the list. For more information about OPSYS core indicators see [here](#).

Result	Indicator(s)
IMPACT: Decent work for women and men in all their diversity	SDG 8.5.2: Unemployment rate by sex, age and persons with disabilities <i>Data Source(s)</i> Global SDG Indicators Database, https://unstats.un.org/sdgs/indicators/database/
	SDG 8.6.1: Proportion of youth (aged 15–24 years) not in education, employment or training <i>Data Source(s)</i> Global SDG Indicators Database, https://unstats.un.org/sdgs/indicators/database/
	SDG 1.1.1: Proportion of the population living below the international poverty line by sex, age, employment status and geographic location (urban/rural) <i>Data Source(s)</i> Global SDG Indicators Database, https://unstats.un.org/sdgs/indicators/database/
	SDG 8.5.1: Average hourly earnings of employees, by sex, age, occupation and persons with disabilities <i>Data Source(s)</i> Global SDG Indicators Database, https://unstats.un.org/sdgs/indicators/database/
	SDG 5.5.2: Proportion of women in managerial positions <i>Data Source(s)</i> Global SDG Indicators Database, https://unstats.un.org/sdgs/indicators/database/
	SDG 8.7.1: Proportion and number of children aged 5–17 years engaged in child labour, by sex and age <i>Data Source(s)</i> Global SDG Indicators Database, https://unstats.un.org/sdgs/indicators/database/
	Low pay rate, disaggregated by sex <i>Data Source(s)</i> ILO STAT data portal , https://ilostat.ilo.org/data/
	Time-related underemployment, disaggregated by sex, age and rural / urban areas <i>Data Source(s)</i> ILO STAT data portal , https://ilostat.ilo.org/data/
	Number of beneficiaries previously underemployed who increased hours of work 6 months after EU support, disaggregated by sex, ethnicity, disability status, migration status, age <i>Data Source(s)</i> Baseline and endline surveys conducted and budgeted by the EU-funded intervention
	Percentage of jobseekers who found formal employment within 6 months after participating in a EU-funded intervention, disaggregated by sex, population group, disability status, age <i>Data Source(s)</i> Baseline and endline surveys conducted and budgeted by the EU-funded intervention
	Average wages of workers benefitting from EU-funded interventions, disaggregated by sector, sex, age and disability status <i>Data Source(s)</i> Baseline and endline surveys conducted and budgeted by the EU-funded intervention
	Percentage of workers supported by EU-funded interventions whose conditions of employment are covered by a collective bargaining agreement within 6 months after EU support, by sex <i>Data Source(s)</i> Baseline and endline surveys conducted and budgeted by the EU-funded intervention
	Gender wage gap <i>Data Source(s)</i> ILO STAT data portal , https://ilostat.ilo.org/data/ or survey conducted and budgeted by the EU-funded intervention
	Percentage of beneficiaries of EU-funded interventions with increased income 6 months after EU support, disaggregated by sex, population group, disability status, age <i>Data Source(s)</i> Baseline and endline surveys conducted and budgeted by the EU-funded intervention
	Percentage of beneficiaries supported by EU interventions who are entitled to health or unemployment insurance as part of their contractual arrangements 6 months after EU support, disaggregated by sex, disability status, age, and components included (health, unemployment, both, neither) <i>Data Source(s)</i> Baseline and endline surveys conducted and budgeted by the EU-funded intervention
OUTCOME 1: Improved alignment of national regulations with international labour standards, including on eliminating child labour and forced labour	Extent to which national laws and practices align with international labour standards, including the fundamental ILO conventions <i>Data Source(s)</i> Baseline and endline assessments conducted and budgeted by the EU-funded intervention
	GAP III: Extent to which the partner country's labour market policy is informed by sector-specific gender analysis <i>Data Source(s)</i> Baseline and endline assessments conducted and budgeted by the EU-funded intervention
	Number of ILO fundamental conventions ratified by the country <i>Data Source(s)</i> NORMLEX - ILO Information System on International Labour Standards, https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1:

Result	Indicator(s)
OUTCOME 2: Increased enforcement of international labour standards, including on eliminating child labour and forced labour, as well as the social security law	 Percentage of timely submissions of reports to the ILO Committee of Experts supported by EU-funded interventions <i>Data Source(s)</i> Progress reports
	 Percentage of timely submissions of reports on child labour and/ or forced labour to the ILO Committee of Experts supported by EU interventions <i>Data Source(s)</i> Government reports
	 Percentage of labour inspectorates who self-report improvement in the enforcement of compliance with labour legislation, supported by the EU-funded intervention, disaggregated by sex and age <i>Data Source(s)</i> Baseline and endline surveys conducted and budgeted by the EU-funded intervention
	 Percentage of labour inspectorate filed cases for breaches to labour regulations out of total number of inspections conducted in the last year <i>Data Source(s)</i> Administrative data of labour inspectorates supported by the EU
OUTCOME 3: Increased efficiency of job search, including for youth, women and persons living in vulnerable situations, such as persons with disabilities	 Number of weeks for a jobseeker to a) find a job b) create a job for himself/herself after having received support from the EU-funded intervention, disaggregated by sex, age, disability status <i>Data Source(s)</i> Baseline and endline surveys of job seekers conducted and budgeted by the EU-funded intervention
	 Average number of weeks to fill-in a vacancy by employment services supported by the EU-funded intervention, disaggregated by green/digital/other sectors and size of the firm <i>Data Source(s)</i> Administrative data of supported institutions if available, otherwise baseline and endline surveys to be conducted and budgeted by the EU-funded intervention
	 Percentage of individuals who found a job within 6 months after having received support from the EU-funded intervention, disaggregated by sex, age, disability status <i>Data Source(s)</i> Survey of EU beneficiaries
OUTCOME 4: Systemic dialogue between social partners, VET and education institutions addresses supply and demand mismatch	 Number of private sector representatives involved in the systemic dialogue supported by the EU-funded interventions, disaggregated by sex, age and disability status <i>Data Source(s)</i> Baseline and endline surveys conducted and budgeted by the EU-funded intervention
	 Status of adoption of the legal framework governing the VET system ensuring that effective mechanism(s) for dialogue and coordination for VET providers, government and social partners supported with an EU-funded intervention <i>Data Source(s)</i> Progress reports
	 Extent to which the National Strategy for Youth Employment comprises systemic dialogue between social partners, VET providers and education institutions <i>Data Source(s)</i> Progress Reports, Expert analysis
	 Number of VET plans/programmes jointly revised or drafted by education regulators, VET institutions and social partners (employers' and workers' organisations) with support of EU and adopted <i>Data Source(s)</i> Progress Reports, Expert analysis
	 Percentage of VET and skills development curricula jointly revised or drafted by education regulators, VET institutions and social partners (employers and workers organisations) that are adopted, out of all VET and skills development curricula used in the country, by economic sector <i>Data Source(s)</i> Progress Reports, Expert analysis
OUTCOME 5: Improved information about the labour market opportunities available to job seekers, employers, VET and education institutions, and employment services	 Percentage of beneficiaries who report receiving useful information from the labour market information system supported by EU-funded interventions, disaggregated by type of users, age, sex and disability status <i>Data Source(s)</i> Baseline and endline surveys conducted and budgeted by the EU-funded intervention
	 Number of policies that incorporate labour market data made available with EU support <i>Data Source(s)</i> Progress Reports, Expert analysis
OUTCOME 6: Increased decent employment in companies that improved their competitiveness and integrated into global value chains with EU support, including in circular economy and digital sectors	 GERF - Number of (a) jobs, (b) green jobs supported/sustained by the EU - in companies supported by the EU to improve their competitiveness and integration into global value chains <i>Data Source(s)</i> EU-funded intervention's M&E system: database of jobs created, ROM reports, evaluations

Result	Indicator(s)
OUTCOME 7: New businesses established or informal business registered by beneficiaries of EU-funded business development services, especially in circular economy and digital sectors	<ul style="list-style-type: none"> Number of businesses created after business development services provided by the EU-funded intervention, disaggregated by registration status (not registered, in process, fully registered), economic sector, age and sex of the owners <i>Data Source(s)</i> Survey of business development services beneficiaries
OUTCOME 8: Relevant labour market technical and soft – including green and digital – skills acquired by beneficiaries of EU-supported VET, including for youth, women and persons living in vulnerable situations, such as persons with disabilities	<ul style="list-style-type: none"> Number of beneficiaries receiving a certification having successfully completed a VET programme designed/implemented with EU support, disaggregated by sex, age, disability status and sector (green, digital, others) <i>Data Source(s)</i> Database of training participants with certification results Percentage of beneficiaries having their performance/technical skills as apprentice rated by their employers as satisfactory, disaggregated by beneficiaries' sex, age, disability status and economic sector <i>Data Source(s)</i> Employer surveys conducted and budgeted by the EU-funded intervention Percentage of beneficiaries of EU VET programmes who report having gained relevant work experience with the apprenticeship, disaggregated by beneficiaries' sex, age, disability status <i>Data Source(s)</i> Baseline and endline surveys conducted and budgeted by the EU-funded intervention Percentage of beneficiaries who self-report improvement in their soft skills by attending EU-supported VET interventions, disaggregated by sex and disability and age <i>Data Source(s)</i> Baseline and endline surveys conducted and budgeted by the EU-funded intervention
OUTCOME 9: Improved access for women in all their diversity to managerial and leadership roles in economic sectors and fora (GAP III)	<ul style="list-style-type: none"> GAP III - Percentage of women nominated to senior level positions in public sector (e.g. ministries of finance, economic planning, business development) <i>Data Source(s)</i> Baseline and endline surveys to be conducted and budgeted by the EU-funded intervention GAP III - Percentage of women nominated to senior level positions in private sector (e.g. investment boards / fund management teams, corporate boards, CEOs, business associations, chambers of commerce, cooperative boards, professional bodies etc.) <i>Data Source(s)</i> Baseline and endline surveys to be conducted and budgeted by the EU-funded intervention GAP III - Extent to which gender norms regarding leadership are challenged to enhance women's access to leadership positions <i>Data Source(s)</i> Baseline and endline assessments conducted and budgeted by the EU-funded intervention GAP III - Proportion of women in high level negotiation and mediation fora (peace, trade, investment, post-conflict and distribution) (FPI RF) <i>Data Source(s)</i> Baseline and endline surveys to be conducted and budgeted by the EU-funded intervention
OUTPUT 1: Improved public capacities for design and implementation of employment policies to address specific employment barriers faced by youth, women and persons living in vulnerable situations, including persons with disabilities	<ul style="list-style-type: none"> Number of public officers trained by the EU-funded intervention who increased their skills and/or knowledge on design and implementation of employment policies, disaggregated by sex and institution <i>Data Source(s)</i> Database of training participants, pre- and post- training test results Number of individuals participating in drafting, revisions, implementation or monitoring of employment policies supported by the EU-funded intervention, disaggregated by sex, ethnicity, disability status, age <i>Data Source(s)</i> Database of participants GERF (modified) - Number of government policies developed or revised with civil society organisation participation through EU support - in the area of employment <i>Data Source(s)</i> EU-funded intervention's M&E system, ROM reviews, evaluations
OUTPUT 2: Strengthened capacity of the social security system to entitle all workers and their families, including contributors to value chains outside the formal economy, to comprehensive and adequate social protection insurance	<ul style="list-style-type: none"> GERF (modified) - Number of countries which have benefitted from EU support to strengthen their social protection systems - in line with ILO Recommendation 204 <i>Data Source(s)</i> EU-funded intervention's M&E system, Progress reports, ROM reviews, evaluations Number of public social services employees trained by the EU-funded intervention who increased their knowledge and/or skills for tackling the issue of informality/informal employment, including in line with the ILO Recommendation 204, disaggregated by sex <i>Data Source(s)</i> Database of training participants, pre- and post- training test results Extent to which the EU-funded intervention supported the development or revision of the social protection systems in order to widen their scope and enhance their inclusiveness for workers in the informal sector <i>Data Source(s)</i> Progress reports, minutes of meetings or other official correspondence with relevant Ministries or institutions with reference to the proposals issued

Result	Indicator(s)
OUTPUT 3: Strengthened national capacity for trade policy design, implementation and facilitation taking in consideration employment concerns of youth, women and persons living in vulnerable situations, including persons with disabilities	<ul style="list-style-type: none"> GERF (modified) - Number of government policies developed or revised with civil society organisation participation through EU support - in the area of trade, for taking into consideration employment concerns, including prevention of child labour, forced labour and other labour exploitation <i>Data Source(s)</i> EU-funded intervention's M&E system, Progress reports, ROM reviews, evaluations GERF (modified) - Number of government policies developed or revised with civil society organisation participation through EU support - in the area of trade, aiming to maximise the employment impact from trade policy <i>Data Source(s)</i> EU-funded intervention's M&E system, Progress reports, ROM reviews, evaluations Number of monitoring mechanisms supported by the EU-funded intervention to detect and correct child labour practices, forced labour practices and other labour exploitation <i>Data Source(s)</i> Progress reports Number of individuals trained by the EU-funded intervention with increased knowledge of available avenues to detect and correct child labour practices, forced labour practices and other labour exploitation (disaggregated by sex and sector - public, private or civil society) <i>Data Source(s)</i> Database of training participants, pre- and post- training test results Number of individuals trained by the EU-funded intervention who increased their knowledge and/or skills for designing and implementing policies that maximize the employment impact of trade policy (disaggregated by sex) <i>Data Source(s)</i> Database of training participants, pre- and post- training test results
OUTPUT 4: Increased access to credit and other financial services for self-employed individuals and micro and small firms, including those headed by youth, women and persons living in vulnerable situations, such as persons with disabilities	<ul style="list-style-type: none"> GERF (modified): Number of beneficiaries with access to financial services with EU support: (a) firms, disaggregated by firm size and owner's sex <i>Data Source(s)</i> EU-funded intervention's M&E system, Progress reports, ROM reviews, evaluations GERF (modified): Number of beneficiaries with access to financial services with EU support: (b) Individuals (self-employed only), disaggregated by sex, disability status and age <i>Data Source(s)</i> EU-funded intervention's M&E system, Progress reports, ROM reviews, evaluations Number of self-employed individuals and owners of micro and small firms supported by the EU-funded intervention with increased knowledge on financial services, disaggregated by sex, age, disability status and size of firm <i>Data Source(s)</i> Database of training participants, pre- and post- training test results Number of self-employed individuals and owners of micro and small firms who qualify for accessing financial services with support of the EU-funded intervention, disaggregated by sex, age, disability status and size of firm <i>Data Source(s)</i> Database of beneficiaries, with a survey after EU-support to see if they qualified for the desired financial service
OUTPUT 5: Increased access to business development services for the unemployed, jobseekers and existing businesses, including those headed by youth, women and persons living in vulnerable situations, such as persons with disabilities	<ul style="list-style-type: none"> Number of self-employed individuals and owners of micro and small firms benefiting from business development services, disaggregated by sex, age, disability status and type of business development services received (digital development services, Sustainable Consumption and Production services, or other) <i>Data Source(s)</i> Database of beneficiaries Number of business incubators with inclusion-sensitive active mechanism established / modernized with EU support, disaggregated by sex, disability status, age, migration status <i>Data Source(s)</i> Database of benefitting incubators Number of business development service providers offering relevant advice/training with EU support, disaggregated by development services type: digital development services, Sustainable Consumption and Production services, or other <i>Data Source(s)</i> Database of business development service providers benefitting from EU support
OUTPUT 6: Strengthened entrepreneurship skills among the unemployed, jobseekers and existing businesses, including for export competitiveness and investment promotion, including among youth, women and persons living in vulnerable situations, such as persons with disabilities	<ul style="list-style-type: none"> Number of individuals enrolled in EU-funded entrepreneurship or financial education training programmes, disaggregated by sex, population group, disability status, migration status, employment status, age <i>Data Source(s)</i> Database of training participants Percentage of individuals who completed the EU-funded entrepreneurship or financial education training programme in which they enrolled, disaggregated by sex, ethnicity, disability status, migration status, employment status, age <i>Data Source(s)</i> Database of training participants with completion records Number of individuals trained by the EU-funded intervention with increased knowledge and/or skills for entrepreneurship or financial education, disaggregated by sex, population group, disability status, migration status, employment status, age <i>Data Source(s)</i> Database of training participants, pre- and post- training test results

Result	Indicator(s)
OUTPUT 7: Increased short-term direct employment opportunities – including for youth, women and persons living in vulnerable situations, such as persons with disabilities – through labour-intensive public works funded by the EU	<ul style="list-style-type: none"> GERF – Number of (a) jobs, (b) green jobs supported/sustained by the EU <i>Data Source(s)</i> EU-funded intervention's M&E system, Progress reports, ROM reviews, evaluations
OUTPUT 8: Strengthened capacities of companies for exercising responsible business conduct	<ul style="list-style-type: none"> Number of companies supported by the EU-funded intervention in the area of corporate Responsible Business Conduct, disaggregated by size and economic sector <i>Data Source(s)</i> Database of beneficiaries Number of company policies, programmes, regulations or practical measures supported by the EU-funded intervention to improve their Responsible Business Conduct <i>Data Source(s)</i> Database of beneficiaries
OUTPUT 9: National, subnational and sector labour market information systems improved, gender-sensitive and accessible for persons living in vulnerable situations, including persons with disabilities	<ul style="list-style-type: none"> Number of Labour Force Survey rounds conducted with EU support <i>Data Source(s)</i> Progress Report: Must include an explanation of the specific contributions made by the EU-funded intervention and a link or reference to the survey published Number of individuals trained by the EU-funded intervention with increased knowledge and/or skills for establishing, maintaining and using labour market information systems that are gender-sensitive and accessible for persons living in vulnerable situations, disaggregated by sex, age, disability status, sector (public, private, civil society) <i>Data Source(s)</i> Database of training participants, pre- and post- training test results Number of policies, measures, regulations, supported by the EU to establish / modernise labour market information systems with required levels of disaggregation <i>Data Source(s)</i> Progress reports Status of the public availability of the results of the Labour Force Survey conducted with EU support <i>Data Source(s)</i> Labour Force Survey reports Number of sectoral skills needs assessments conducted with EU support <i>Data Source(s)</i> Skill needs assessment reports Status of the public availability of the skills needs assessments conducted with EU support <i>Data Source(s)</i> Progress reports, links to skills needs assessments published online
OUTPUT 10: Enhanced capacities of employment services to support the diversity of jobseekers	<ul style="list-style-type: none"> Number of employment services staff trained by the EU-funded intervention with increased knowledge and/or skills for supporting jobseekers, disaggregated by sex and disability status <i>Data Source(s)</i> Database of training participants, pre- and post- training test results Number of facilities offering employment services with the support of the EU-funded intervention, disaggregated by sector – public (private or civil society) <i>Data Source(s)</i> Database of beneficiaries Number of facilities offering employment services accessible to persons with disabilities with support of the EU-funded intervention, disaggregated by sector (public, private or civil society) <i>Data Source(s)</i> Database of beneficiaries

Result	Indicator(s)
OUTPUT 11: Strengthened capacity of VET providers to offer inclusive access and quality services that respond to labour market needs, including in green and digital transitions	<ul style="list-style-type: none"> Number of representatives of the VET providers, government and social partners trained by the EU-funded intervention with increased knowledge and/or skills on labour market oriented governance of VET systems, disaggregated by sex and type of organisation (VET provider, government, social partner) <i>Data Source(s)</i> Database of training participants, pre- and post- training test results Number of VET curricula drafted/ updated in cooperation with employers representatives with support of the EU-funded intervention, disaggregated for green and digital transition VET curricula <i>Data Source(s)</i> Progress reports Extent to which the EU-funded interventions supported the government in revising the legal framework governing the VET system in order to ensure that effective mechanism(s) for dialogue and coordination for VET providers, government and social partners are in place <i>Data Source(s)</i> Progress reports Number of initiatives for institutionalised/regulated dialogue and coordination between public and private VET stakeholders developed with EU support (by level: local, national, by sector; green and digital transition sectors) <i>Data Source(s)</i> Progress reports
	<ul style="list-style-type: none"> GERF - Number of people who have benefited from institution or workplace based VET/skills development interventions supported by the EU: (a) all VET/skills development, (b) only VET/skills development for digitalisation <i>Data Source(s)</i> EU-funded intervention's M&E system, Progress reports, ROM reviews, evaluations
	<ul style="list-style-type: none"> Percentage of beneficiaries who have benefited from institution or workplace based VET/skills development supported by the EU who report satisfaction with the skills acquired, disaggregated by sex, population, disability status, employment status, age <i>Data Source(s)</i> Satisfaction survey
	<ul style="list-style-type: none"> Percentage of beneficiaries who completed the EU-funded VET programme in which they enrolled (disaggregated by sex, disability status, employment status, age) <i>Data Source(s)</i> Database of trained individuals and records of trainings cycles
	<ul style="list-style-type: none"> GERF (modified) - Number of government policies developed or revised with civil society organisation participation through EU support - in the area of VET <i>Data Source(s)</i> EU-funded intervention's M&E system, Progress reports, ROM reviews, evaluations
	<ul style="list-style-type: none"> Number of individuals who have benefited from recognition of prior learning thanks to EU support, disaggregated by sex, population group, disability status, age <i>Data Source(s)</i> Database of beneficiaries
	<ul style="list-style-type: none"> Number of employers providing apprenticeships and/or other types of work-based training with support of the EU-funded intervention, disaggregated by company size, economic sector and those applying Sustainable Consumption and Production practices <i>Data Source(s)</i> Intervention's M&E system
	<ul style="list-style-type: none"> GERF - Number of people who have benefited from institution or workplace based VET/skills development interventions supported by the EU: (a) all VET/skills development, (b) only VET/skills development for digitalisation <i>Data Source(s)</i> EU-funded intervention's M&E system, Progress reports, ROM reviews, evaluations
	<ul style="list-style-type: none"> Percentage of apprentices successfully completing the apprenticeship or other work-based learning scheme supported by the EU-funded intervention for which they registered, disaggregated by sex, age and disability status <i>Data Source(s)</i> Database of beneficiaries with completion records
OUTPUT 12: Strengthened capacity of employers to provide apprenticeships and/or work-based learning schemes, including for digital and green transitions	<ul style="list-style-type: none"> Percentage of companies reporting satisfaction with the skills of apprenticeships and/or other work-based learning schemes graduates supported by the EU intervention, disaggregated by size and green/digital/ other sectors of the companies <i>Data Source(s)</i> Periodic surveys of companies providing apprenticeships and/or other work-based learning schemes thanks to EU support
OUTPUT 13: Strengthened capacity of social partners to engage in and conduct Social dialogue, including in the VET system	<ul style="list-style-type: none"> Number of government, workers' and employers' organisation representatives trained by the EU-funded intervention with increased knowledge and/or skills for social dialogue, disaggregated by sex, disability status and type of social partner (government, workers, employers) <i>Data Source(s)</i> Database of training participants, pre- and post- training test results
	<ul style="list-style-type: none"> Percentage of social partners who self-report that the trainings on Social Dialogue received with the support of the EU Intervention have provided them with new resources to engage in social dialogue more effectively, disaggregated by sex, age, disability status and type of target group <i>Data Source(s)</i> Survey at the end of each training cycle
	<ul style="list-style-type: none"> Number of relevant position documents published by Employers' Organizations with support of the EU-funded intervention <i>Data Source(s)</i> Progress Report: Must include an explanation why the document is relevant and a link or reference to the publication
	<ul style="list-style-type: none"> Number of relevant position documents published by Workers' Organizations with support of the EU-funded intervention <i>Data Source(s)</i> Progress Report: Must include an explanation why the document is relevant and a link or reference to the publication

Result	Indicator(s)
● OUTPUT 14: Improved capacity of labour inspectorate to enforce compliance with labour legislation	<p>Number of labour inspectors trained by the EU-funded intervention with increased knowledge and/or skills for enforcing compliance with labour legislation, disaggregated by sex, disability status and government level <i>Data Source(s)</i> Database of training participants, pre- and post- training test results</p>
	<p>Number of labour inspectors provisioned with EU-funded means to enforce compliance with labour legislation <i>Data Source(s)</i> Database of beneficiaries, with details of equipment provided</p>
● OUTPUT 15: Enhanced regulatory and administrative capacity for preventing and eliminating child labour and any form of forced labour	<p>Number of regulations produced with the support of EU funded-interventions to prevent or eliminate child labour and any form of forced labour <i>Data Source(s)</i> Progress reports</p>
	<p>Number of mechanisms/ policies/ initiatives supported or implemented by EU-funded interventions to prevent or eliminate child labour and any form of forced labour <i>Data Source(s)</i> Progress reports</p>
	<p>Number of civil servants provisioned with means to prevent or to eliminate child labour and any form of forced labour with the support of EU funded interventions, disaggregated by sex, disability status and national / subnational if relevant <i>Data Source(s)</i> Database of supported individuals/positions</p>
	<p>Number of individuals trained by the EU-funded intervention with increased knowledge on legal and administrative provisions for eliminating child labour and any form of forced labour, disaggregated by sex, disability status <i>Data Source(s)</i> Periodic surveys conducted and budgeted by the EU-funded intervention</p>

