

RESULTS FRAMEWORK FOR GEORGIA LABOR SECTOR PROGRAM

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DISCLAIMER

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RESULTS FRAMEWORK

The goal of this portion of the LaSSO methodology is to elaborate a Results Framework (RF), USAID's basic planning tool. An RF links causes and effects between higher level objectives, stated as results to be achieved, and lower levels, and (like the logical framework) vice-versa. Two frameworks are presented below. The first is a 'holistic' view that considers the labor sector overall. The second is a 'special' labor sector objective that focuses more narrowly on worker rights and organizations. This is not intended to reflect a formal RF for both a Strategic Objective and Special Objective program in the country in which a LaSSO is being prepared. This RF outline is intended to more clearly illustrate short- and medium-term program possibilities and where the labor sector might 'fit' within development portfolios.

Figure 1: Overall Objective for a Well-Functioning Labor Sector

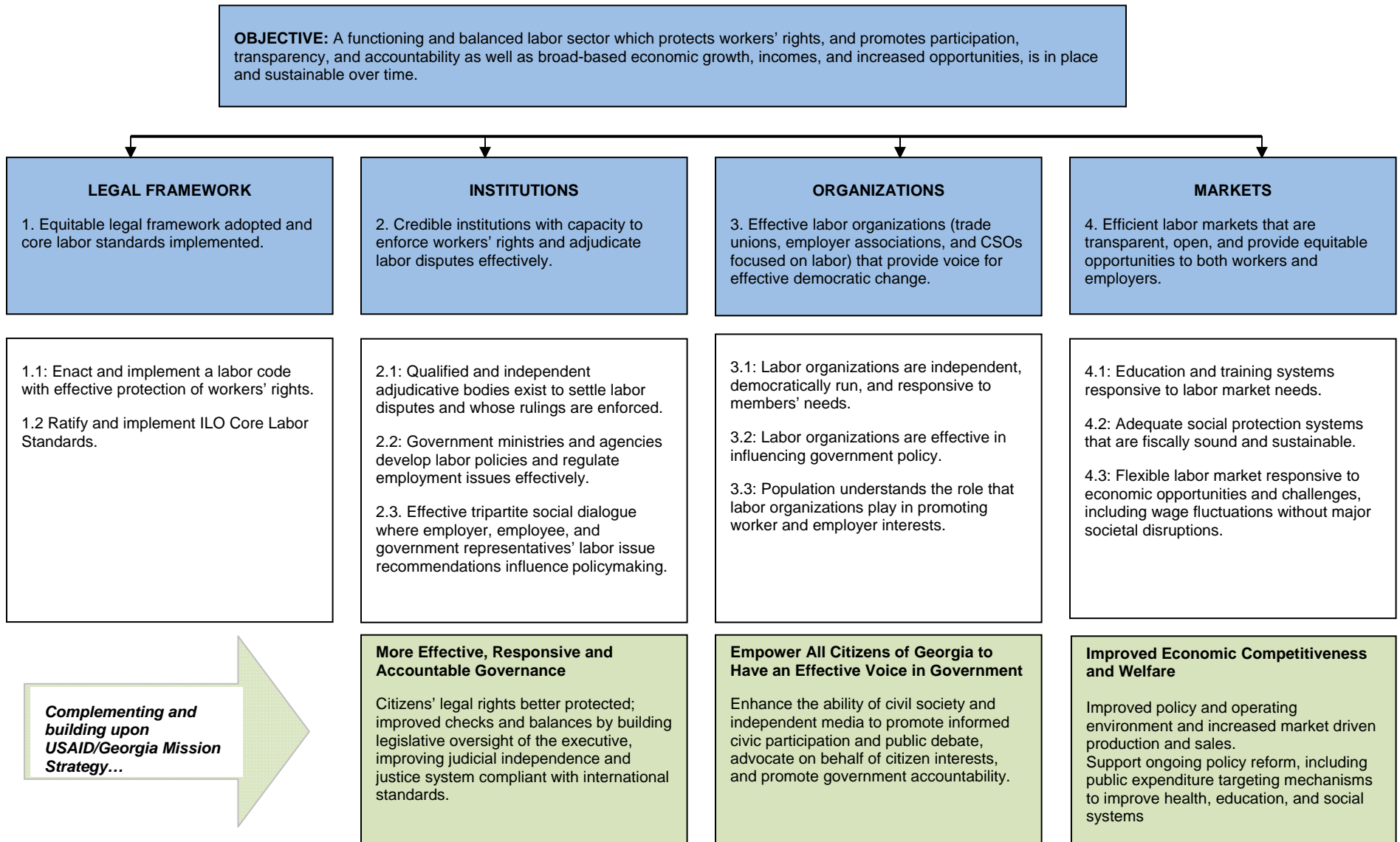
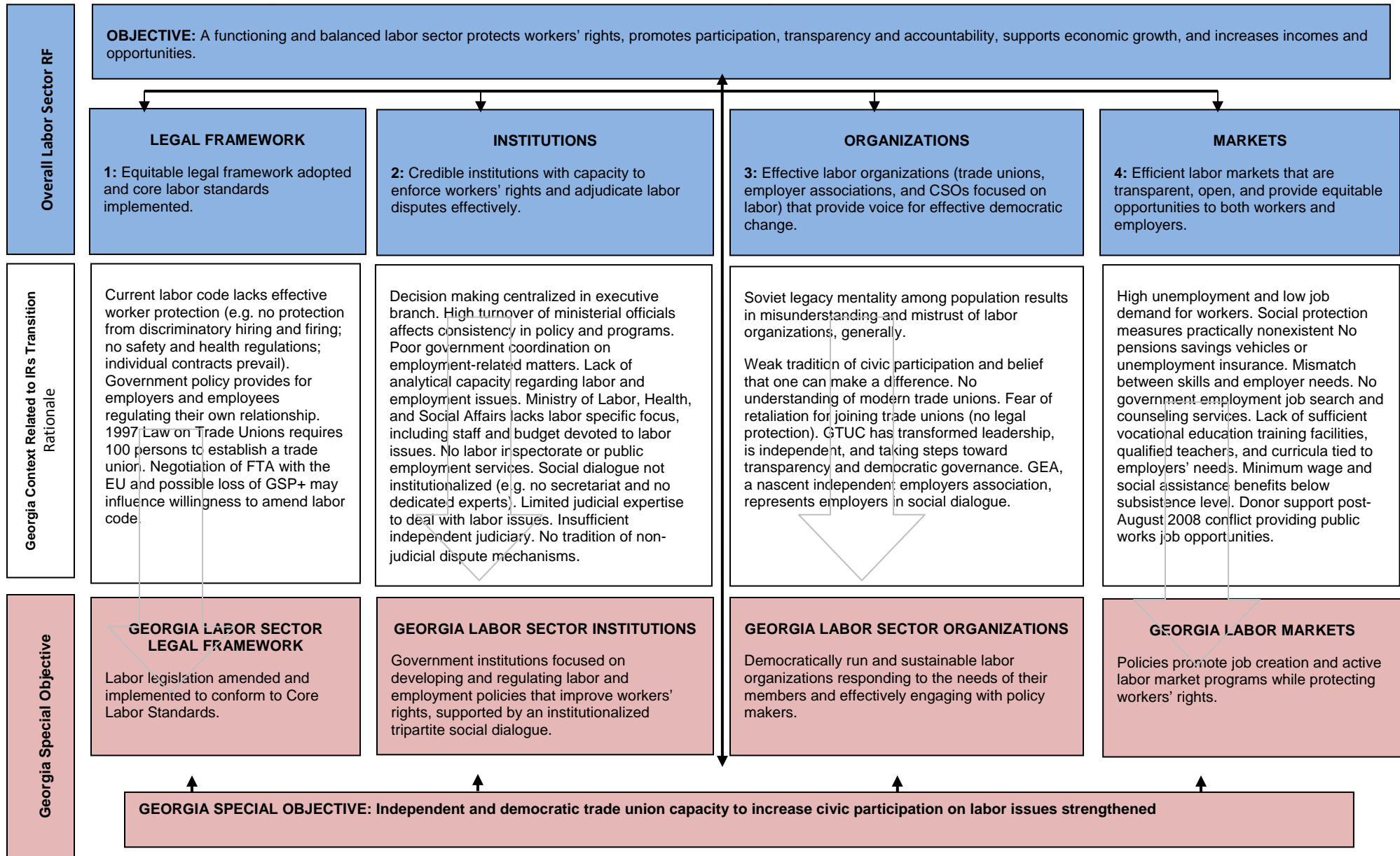


Figure 2: Transitioning from the Overall Labor Sector Framework to the Georgia Specific Results Framework



PROPOSED RESULTS FRAMEWORK FOR GEORGIA LABOR-RELATED ORGANIZATIONS

GEORGIA SPECIAL ASSISTANCE OBJECTIVE: Independent and democratic trade union capacity to increase civic participation on labor issues strengthened.

SPECIAL IR 1:
Capacity of trade unions to organize and respond to members' needs is improved.

SPECIAL IR 2:
Ability of trade unions to effectively engage with employers and government to promote worker rights is increased.

Sub-IR 1.1: Trade union members have increased understanding of workers' rights and market economics.
Sub-IR 1.2: Organizational capability to manage internal structures and recruit new members improved.
Sub-IR 1.3: Two-way communication between leadership and membership Increased.

Sub-IR 2.1: Improved public perception of the utility of trade unions in providing voice to improve worker rights is increased
Sub-IR 2.2: Capacity of trade unions to advocate effectively on labor policy increased, e.g. amendments to labor legislation, improved social protection systems, health and safety, worker skills upgrade
Sub-IR 2.3: Ability of unions to facilitate effective links between workers and employment and training services and opportunities strengthened

- Illustrative Indicators:
- Training sessions held;
 - Number of new members;
 - Increase in membership dues;
 - Audit/accountability systems in place for reporting and oversight;
 - Member questionnaires;
 - Interactive websites;
 - Info centers established where workers can go; and
 - Trade union walk-in office hours for advice

- Illustrative Indicators:
- Polling (e.g. link to DG office planned surveys);
 - Increased membership of trade unions;
 - Number of collective agreements reached;
 - Number of proposals submitted to parliament;
 - Positive legislative change improving workers rights;
 - Improvements in job training opportunities; and
 - More workers receive job training and retraining.