

APPENDIX 4. TEMPLATES FOR MONITORING AND EVALUATION

Program logic diagram

<i>Objectives</i>	<i>Inputs</i>	<i>Processes and actions</i>	<i>Short-term outcomes</i>	<i>Medium-term outcomes</i>	<i>Long-term outcomes</i>
Development objectives for the change or improvement	Times Finances Plans Expertise Equipment Stakeholders	Specific actions to be undertaken with corresponding methods and responsibilities	Immediate outcomes likely to occur within one year	Outcomes likely to occur within two years	Outcomes likely to occur five years or later
External context					
Industrial trends, labour market forces, economic conditions, political powers and influences...					

Example of logical framework for monitoring and evaluation

Objective: To have an effective national OSH qualification system				
<i>Change domain</i>	<i>Potential action areas for the task- force</i>	<i>Outcomes</i>	<i>Indicators</i>	<i>Processes, actions and responsibilities</i>

National regulatory framework (laws/policy /regulations/institutions)	Review or develop relevant laws/policies/regulations	Improved national regulation framework	<ul style="list-style-type: none"> • Number of laws and regulations undergoing revision, including requirements on employers to secure OSH competence in the workplace • Number of laws, regulations (guidance) on minimum qualification requirements for professionals • Number of professionals registered by national authority to carry out their functions in enterprises (by gender) • Number of professionals certified by authorities and/or OSH professional associations to carry out their functions in enterprises • Numbers of OSH professionals employed (by industry/sector, region and gender) 	Specific actions to be undertaken, with corresponding methods and responsibilities
National capacity for developing the competence of OSH professionals	Assessment of the demand for and supply of OSH professionals	A system to forecast demand and supply of OSH professionals is in place	<ul style="list-style-type: none"> • Number of initiatives on workforce planning undertaken 	Specific actions to be undertaken, with corresponding methods and responsibilities
	Develop national capacity to educate and train competent OSH professionals Develop capacity for providing CPD opportunities	Improved training and education capacities/options	<ul style="list-style-type: none"> • Number of reviewed education/training curricula • Number of training/education programme being updated • Number of persons that successfully completed training/education programmes 	

			on OSH (disaggregated by gender) <ul style="list-style-type: none"> Number of OSH professionals that have completed activities for CPD (by gender) 	
		Increased OSH employability post-qualification	<ul style="list-style-type: none"> Rate of employment within 12 months following graduation or completion of courses Student satisfaction data collected as part of OSH course evaluation 	
Promotion and visibility of the OSH profession	Promote the importance of the role of OSH professionals among the government, employers' and workers' organizations Promote OSH as a prospective profession among students and practitioners Create/leverage OSH professional associations	Increased coverage of the workforce by OSH professionals	<ul style="list-style-type: none"> Number of initiatives undertaken to promote the profession (including at the national and regional levels, in workplaces and in schools) Number of persons who expressed interest/enrolled in OSH-related courses or education programmes (disaggregated by gender) Proportions of OSH professionals employed relative to total workforce size (by industry/sector and region) 	Specific actions to be undertaken, with corresponding methods and responsibilities