



**Glossary and reporting guide of the Livelihoods sector response plan and logframe**

**2018**

This document explains the different terminology and indicators used by the livelihoods sector. It is based on the 2017-2020 LCRP sector strategy and the results framework, and aims at guiding partners in their Monitoring and Evaluation (M&E) and reporting so as to promote harmonization of M&E between partners and standardization of the reporting into activity info.

The below details what and when partners are supposed to do in terms of tracking results. However, it is understood that there are different modalities between partners' monitoring and evaluation systems, and that different programmes will deliver different results based on size, target group, locations and seasonality. Moreover, the below is focused on collection of information on results and should not be interpreted as putting strict expectations in terms of delivery of results – i.e. partners should not push beneficiaries or businesses to take decisions on hiring/accepting jobs just to be able to report new results within the indicated timeframes. If results are lower or take longer than expected, this will be used to adjust and refine the sector targets.

The below follows the structure of the Livelihoods sector activity info database. The database is structured and numbered as per the livelihoods logframe. However there some slight modification – some of the logframe indicators are not tracked through activity info and therefore not in the database. On the other hand the activity info database include indicators that are not in the logframe but necessary to better track partners activity. Indicators are arranged in activity info – into the following structure:

- One 'outcome and output' form regrouping all outcome and outputs indicators that cannot be aggregated from activity indicators.
- One form with outcome 1 – Output 1&2 for local programmes reported at cadaster level
- One form with outcome 1 – Output 1&2 for regional programmes reported at governorate level
- One form with outcome 1 – Output 3 reported at cadaster level
- One form with outcome 2 indicators reported at cadaster level
- One form with outcome 3 indicators reported at national level

**OUTCOME AND OUTPUT INDICATORS**

- ✓ **OUTCOME 1 - Stimulate local economic development and market systems to create income-generating opportunities and employment**

**Specification: Reporting of Outcome, Output indicators should be done at Governorate level (same activity info form for the reporting at outcome and output level across all outputs)**

Attributes:

- Reporting to include an attribute: Government Strategy Supported [MoET SME Strategy; MoAg Strategy; MoIndustry Strategy; MEHE TVET Roadmap].
- Reporting to include an attribute: Economic Sector Targeted by intervention [Agriculture, forestry and fishing; Hospitality & Tourism; Hairdressing & Other Beauty; Handicraft; Manufacturing; Electricity, gas, steam and air conditioning supply; Water supply; sewerage, waste management and remediation activities; Construction; Wholesale and retail trade; repair of motor vehicles and motorcycles; Transportation and storage; Accommodation and food service activities; IT, Information and communication; Financial and insurance activities; Administrative and support service activities; Arts, entertainment and recreation; Home based activities; Other service activities]

#### **Outcome 1 Indicator: # total number of job created / maintained /improved**

Indicator Definition: New jobs created in supported Lebanese MSMEs - Businesses who have hired new employees since the support was provided. Jobs maintained in supported Lebanese MSMEs - For micro-businesses, it can be considered that any support provided helps the micro-business to maintain the jobs in this business = the #employees of the micro-businesses they support as well as self-employed individuals (for micro-finance support). For SMEs this should be asked as part of the follow up underlined above.

- *Jobs:* include seasonal, part-time and full-time jobs.
- *New jobs created:* businesses who have hired new employees for a minimum duration **of three months** since the support was provided – this includes individual who works part-time or full-time, formally or informally.
- Includes businesses directly supported by Value Chain interventions as well as overall results of value chain programming.
- *Jobs maintained/improved:* for micro-businesses, we consider that any support provided helps to maintain/retain jobs. This will include the number of jobs which improved as a result of support, understood as improved employment conditions and status (i.e. from part to full-time jobs, promotion to higher positions or better pay, improved working conditions with higher health and safety standards...).
- The #employees of the micro-businesses supported as well as self-employed individuals (for micro-finance support). For SMEs, this should be asked as part of the follow-up underlined above.
- *Specification:* 6 to 12 months after support is provided, partners should ask the following questions to the business they supported.
- Jobs created: how many new employees have you been able to hire thanks to the support you received from us?
- Jobs maintained/improved: how many of your employees' jobs would have presumably lost their jobs if you had not received support from our organization? How many employees have improved their jobs, i.e. have a better position (increased responsibilities within the company...), status (full time instead of part time) or salary?

NB: partners who are unable to report against this outcome indicator 6 months after providing support will be able to do so in a 12 months period instead.

#### **Outcome 1 Indicator: # target Lebanese MSMEs that report increased performance and expanded market access (new clients, contracts, market access) as a result of programme activities**

**Indicator Definition:** Supported Lebanese MSMEs and cooperatives who report increasing profitability / production / expanded market access (new contracts, clients, market) 6 months after receiving support.

- **Specification:** Indicator for all partners supporting MSMEs. It includes, but is not limited to, businesses directly supported by Value Chain interventions. Questionnaire by partners to supported businesses 6 & 12 months after start of support (can be a sample of the businesses if partners support large numbers of MSMEs at the same time):
- How many new contracts did your business sign since you have started receiving support from our organization?
- How many new clients have you acquired since you have started receiving support from our organization?
- Did you access new markets (local, national, international) since you have started receiving support from our organization? If so, what type of new market(s) did you access? **Market access** refers to the ability of a company to sell goods and services domestically and/or across borders in one or various economic sectors. Market access can be used to refer to local, national or international trade.
- Did you access new contracts, clients and/or access as directly related to the support provided by our organization? [If so, business should explain how they think this change occurred for partners to capture perceptions as well].


**NB:** partners who are unable to report against this outcome indicator 6 months after providing support will be able to do so in a 12 months period instead.

**MSMEs:** As per MoET SME strategy:

- **Nano enterprises** are below 4 employees, below LBP 50mn annual turnover.
- **Micro-enterprises** are below 10 employees, below LBP 500mn annual turnover.
- **SMEs** are between 10 and 100 employees, LBP 500Mn to 25Bn annual turnover (Small: less than LBP 5 billion and less than 50 employees. Medium: less than LBP 25 billion and less than 100 employees).

**Cooperatives:** an enterprise or organization owned by, controlled and operated for the benefit of those using its services. Typically, agricultural but can be related to handicraft or other types of products.

**Start up:** early stage in the life cycle of a company (first year of existence) where the entrepreneur moves from the idea stage to securing financing, laying down the basis structure of the business, and initiating operations or trading (Business dictionary).

 **Output 1.1 Indicator: # of MSMEs & cooperatives supported through business management trainings, financial/non-financial services or technology transfer.**

**Indicator Definition:** Micro-enterprises, start-ups, SMEs & cooperatives benefiting from one or all of the following services: entrepreneurial training, access to financial/non-financial services or technology transfer.

 **Output 1.1 Indicator # of new Lebanese MSMEs established (functional after 6 months).**

**Indicator Definition:** As per MoET SME strategy: Micro-enterprises are below 10 employees, below LBP 500mn annual turnover. SMEs are between 10 and 100 employees, LBP 500Mn to 25Bn annual turnover. Established means operational with income being accrued.

 **Output 1.2 Indicator: # of VCs valorized and/or being upgraded.**

*Indicator Definition:*

- *Value chains* are defined by ILO as the full range of activities, restricted or not to the local market, that are required to bring a product or service from its conception to the final consumers (including design, production, marketing, distribution, support and export services).
- One value chain is considered upgraded when all the prioritized interventions identified in the assessment are addressed. As per the M4P approach, interventions may address constraints in supporting functions and rules and regulations in addition to the value chain.


 **Output 1.2 Indicator: # of jobs created/maintained in targeted value chain – reported jointly with 1.1**


*Indicator Definition:* See above.


*Jobs:* include seasonal, part-time and full-time jobs.

 **Outcome 2 Indicator: # of job seekers placed into jobs (disaggregated by gender)**

*Indicator Definition:* Total number of jobseekers seeking assistance to access employment who are supported through labor market information, competency-based trainings, internships/apprenticeships/traineeships, and job referrals. (at least 50% women)


 *Specification:* Partners should report a total number, not a percentage, but they should track only a sample of their trainees / beneficiaries caseloads (both male and female to report by gender) 6 to 12 months maximum after completion of the employability programme and assess how many of them have been offered employment or currently employed, formally or informally, through paid employment or self-employment (the later to be also reported in 1.1 as new business). They should then apply this % of people to their entire caseload: *for example a partner who trained 200 people can track 20% of the beneficiaries – i.e. 40 people. If out of this 40, 10 found employment, this is a 25% ratio – which they can apply back to the 200 caseload and report  $0.25 * 200 = 50$ .*

 *NB:* If projects have shorter life span, partners should report upon the project's completion. If feasible, they still need to be assessed after 6 months if funding is available. Ideally there needs to be a post assessment cost budgeted in all training projects leading to employment.

 **Outcome 2 Indicator: # targeted vulnerable persons engaged in home-based income generation (disaggregated by gender)**

*Indicator Definition:* Individuals adopting the skills (and potential start-up kits) gained in trainings to engage in income generating activities at home (with at least 50% women beneficiaries).

- *Specification:* it includes full-time and part-time activities which complement the income/substitute expenses of vulnerable HHs.

 **Output 2.2 Indicator: # of targeted job seekers supported to start their own business (at least 50% women)**

*Indicator Definition:* Individuals receiving entrepreneurship support (through start-up grants, incubation services...) after benefitting from employability support (skills training, internship, etc...)

## OUTCOME 1 – OUTPUT 1.1 AND 1.2 INDICATORS

### ✓ **OUTPUT 1.1 - Series of technical and financial support to MSME sector to enable growth and job creation provided**

#### ✚ **Report against outcome 1 and output 1.1 indicators (see above)**

#### ✚ **Two reporting activity info forms: one at cadaster level and one at Governorate level (with VC interventions, outcome and output indicators)**

#### Attributes:

- Reporting to include an attribute: 'Does your programme specifically/primarily target one of these beneficiary groups: [Women/Youth/PWD/No]'.
- Reporting to include an attribute: Government Strategy Supported [MoET SME Strategy; MoAg Strategy; MoIndustry Strategy; MEHE TVET Roadmap].
- Reporting to include an attribute: Economic Sector Targeted by intervention [Agriculture, forestry and fishing; Hospitality & Tourism; Hairdressing & Other Beauty; Handicraft; Manufacturing; Electricity, gas, steam and air conditioning supply; Water supply; sewerage, waste management and remediation activities; Construction; Wholesale and retail trade; repair of motor vehicles and motorcycles; Transportation and storage; Accommodation and food service activities; IT, Information and communication; Financial and insurance activities; Administrative and support service activities; Arts, entertainment and recreation; Home based activities; Other service activities]

#### *Activity 1: Provision of business management training and business development services.*

- *Specification: it includes marketing, book keeping, working conditions, accounting, legal support, community-based management training, procurement support, team management, project management, planning, finance management or decision making.*

*Indicator: # of entrepreneurs & employees who benefitted from business management training and / or business development services (disaggregated by cohorts, gender and age).*

#### *Activity 2: Expansion of financial services programs targeting vulnerable micro-enterprises.*

- *Specification: support to enhance the access of Lebanese businesses to services and products provided by financial institutions (such as banks, microfinance institutions, investment or insurance companies), including deposit-taking, loans and investment services.*

*Indicators: # of Lebanese micro-enterprises accessing financial services. USD value of loans disbursed.*

#### *Activity 3: Provision of (start-up) grants (cash / in-kind)*

- *In-kind grants: provision of goods, commodities or services to support newly established MSMEs.*
- *Cash grants: provision of financial support (non-repayable funds or products) to identified start-ups. We refer to start-ups/cooperatives which are still operational after 6 months.*
- *# of nano-enterprises/ micro-enterprises/ SMEs/ Cooperatives supported through cash/in-kind grant*
- *USD value of grant(s) disbursed to nano-enterprises/micro-enterprises/ SMEs / Cooperatives.*

#### *Activity 4: Provide (green) technology transfers to Lebanese MSMEs/cooperatives, where possible involving research centers and universities, to support innovation*

*Definition: activities aimed at converting scientific and technological advances into marketable goods or services to support economic development and environmental protection. We also refer here to increased environmentally friendly practices or processes.*

*Indicator: # of nano-enterprises/ micro-enterprises/ SMEs/ Cooperatives upgraded through technology transfers; # of nano-enterprises/ micro-enterprises/ SMEs/ Cooperatives with increased green energy efficiency (or increased environmentally friendly practices or processes).*

Activity 5: Provide incubation services to Lebanese start-ups and MSMEs.

- *Definition: provision of business support resources and services designed to accelerate the growth and success of new/start-up companies (including physical space coaching, networking connection...).*

*Indicator: # of new/start-up businesses supported through incubation services.*

- *Definition: Social enterprises are enterprise whose primary purpose is to drive social change. They aim at having a lasting, transformational benefit to society, which sets this business model and its practitioners apart from more traditional corporate entities. They are different from NGOs as they do generate income and profits.*

*Indicators: #of social enterprises supported.*

Activity 7: Fill identified financing gaps by supporting development of financing alternatives (debt, equity, grants) at the growth stage of SMEs

- *Indicator: # SMEs accessing financing alternatives at growth stage*



## **OUTPUT 1.2 - Competitive integrated value chains (VC) strengthened and upgraded**



**Report against outcome 1 indicators and output 1.2 (see above).**



**Reporting at Governorate level (specify district in comments) joined with MSME support to report against relevant MSMEs indicators.**

Activity 1: Assessments to identify value chains in need of support at the territorial level (focusing on strategic pro-poor value chains/sectors) as well as gaps or constraints in these value chains.

- *Definition: It refers to the assessments conducted to identify key value chains and the main limitations to their effective strengthening and development.*
- *Specification: each VC assessment should identify several priority gaps.*

*Indicators: # of assessments carried out. # of value chain interventions prioritized.*

Activity 2: Implement value chain interventions addressing main gaps in value chains.

- *Definition: targeted interventions are aimed at supporting the formation of groups/legal entities, providing business development support & training, strengthening connection/networking throughout the VC cycle, providing policy development support, infrastructure/equipment and technical expertise to scale up production and expand market opportunities, support to organizations providing supporting functions (i.e. extension, business development or financial services), or support to influence change in formal or informal rules and regulations.*

*Indicator: # of VC interventions implemented (detail the intervention in comments).*

Activity 3: Support for activities pertaining to support for foreign market access (particularly the EU, GCC, Eastern European countries, MERCOSUR, Iran and Russia) **Not in activity info**

## OUTCOME 1 – OUTPUT 1.3 INDICATORS



### **OUTPUT 1.3 - Job creation is fostered in vulnerable areas through labor-intensive investments in productive public infrastructure and environmental assets**

#### Definitions:

- *Vulnerable areas* refer to the cadasters such as the ones identified as most vulnerable cadasters through the inter-agency vulnerability map (i.e. concentration of poverty and refugees).
- *Labor intensive investments* require a large amount of labor to produce goods or services and are typically measured in proportion to the amount of capital required to produce them - the higher the proportion of labor costs required, the more labor intensive the business (i.e. the agriculture or construction sectors).
- *Productive infrastructure* is infrastructure considered as critical for public and private production which encourages investments and contributes to economic development (i.e. transport, communication and energy).
- *An asset* is a resource with economic value that an entity owns, benefits from or has use of in generating income.

#### Attributes:

- Reporting to include an attribute: 'Does your programme specifically/primarily target one of these beneficiary groups: [Women/Youth/PWD/No]'.
- Reporting to include an attribute: Government Strategy Supported [MoET SME Strategy; MoAg Strategy; MoIndustry Strategy; MEHE TVET Roadmap].
- Reporting to include an attribute: Economic Sector Targeted by intervention [Agriculture, forestry and fishing; Hospitality & Tourism; Hairdressing & Other Beauty; Handicraft; Manufacturing; Electricity, gas, steam and air conditioning supply; Water supply; sewerage, waste management and remediation activities; Construction; Wholesale and retail trade; repair of motor vehicles and motorcycles; Transportation and storage; Accommodation and food service activities; IT, Information and communication; Financial and insurance activities; Administrative and support service activities; Arts, entertainment and recreation; Home based activities; Other service activities]

#### Indicators

- # of villages benefiting from improved infrastructures and environmental assets. *Definition:* number of villages in which projects are implemented.
- # of targeted vulnerable persons employed through public infrastructure and environmental assets improvement (disaggregated by cohort and gender) *Indicator Definition:* # people hired by contractors for the project(s)

#### *Activity 1:* Upgrade public and municipal infrastructure.

- *Definition:* irrigation canals, agricultural roads, streets/roads rehabilitation, public infrastructure upgrading, cleaning services and garbage collection.
- *Indicators:*
  - # workmen day created. Total number of workmen days (i.e. sum of all days of all workers)
  - USD value invested in infrastructure rehabilitation. It should be understood as the value of investment (including equipment, material and labour – contracted to public/private sector).
- *Additional indicators (if relevant to partners interventions) – these indicators will help inform relevant sector on the nature of such interventions where relevant (i.e. Water on irrigation, etc...) but*

*should only be reported against by livelihoods partners implementing labour-intensive projects, partners who would implement such projects on:*

- *# of kilometers of canals/networks rehabilitated and /or maintained.*
- *# of water catchment systems constructed.*
- *# of square kilometers or arable land reclaimed AND slopes protected created by terracing.*
- *# of sewage systems established or rehabilitated.*
- *# of public parks, playgrounds and other public social infrastructure created.*
- *# of public buildings constructed, rehabilitated and/or maintained.*
- *# of retaining wall constructed, rehabilitated and/or maintained.*
- *# of kilometers of roads cleaned.*
- *# of kilometers of roads paved.*
- *# of kilometers of roads/sidewalks rehabilitated.*

**Activity 2: Improve environmental assets.**

- ***Definition:*** rainwater harvesting, forestation, reforestation, cleaning, pruning, felling, cleaning of drainage, replenishment of nurseries, canals and rivers for flood prevention, construction of flood mitigation reservoirs and structures such as contour walls, check dams, and plant green areas in order to reduce flood risk...
- ***Indicators:***
  - *# of workmen day created. Total number of workmen days (i.e. sum of all days of all workers)*
  - *USD value invested in infrastructure rehabilitation. . It should be understood as the value of investment (including equipment, material and labour – contracted to public/private sector).*
- ***Additional indicators (if relevant to partners interventions) these indicators will help inform relevant sector on the nature of such interventions where relevant (i.e. Water on irrigation, etc..) but should only be reported against by livelihoods partners implementing labour-intensive projects, partners who would implement such projects on:***
  - *# of hectares of forest reforested and/or maintained.*
  - *# hectares of green areas planted*
  - *# of kilometers of canals constructed /rehabilitated for flood prevention and/or rainwater harvesting.*
  - *# of kilometers of canals cleaned*
  - *# of reservoirs or other structures (contour walls, check dams, etc.) constructed/rehabilitated to reduce flood risks.*



## OUTCOME 2 INDICATORS (OUTPUTS 1 & 2)

### ✓ **OUTCOME 2 - Workforce employability improved**

#### Definition:

- *The workforce* comprises all persons of working age who constitute the supply of labor for the production of goods and services (whether employed or unemployed).
- *Employability* refers to a set of capacities/abilities – that may include the skills, understandings and personal attributes - that allow individuals to gain employment and to be successful in their occupations.

#### Attributes:

- Reporting to include an attribute: 'Does your programme specifically/primarily target one of these beneficiary groups: [Women/Youth/PWD/No]'.
- Reporting to include an attribute: Government Strategy Supported [MoET SME Strategy; MoAg Strategy; MoIndustry Strategy; MEHE TVET Roadmap].
- Reporting to include an attribute: Economic Sector Targeted by intervention [Agriculture, forestry and fishing; Hospitality & Tourism; Hairdressing & Other Beauty; Handicraft; Manufacturing; Electricity, gas, steam and air conditioning supply; Water supply; sewerage, waste management and remediation activities; Construction; Wholesale and retail trade; repair of motor vehicles and motorcycles; Transportation and storage; Accommodation and food service activities; IT, Information and communication; Financial and insurance activities; Administrative and support service activities; Arts, entertainment and recreation; Home based activities; Other service activities]  
Reporting to include: training certified/accredited [ tick boxes: Yes – MEHE/ Yes – MOSA/ Yes- MOL – Yes/ MOA – Yes / other - No].

### ✓ **OUTPUT 2.1 – Technical support to vulnerable people in marketable skills provided**

*Activity 1:* Provision of market-based skills training programmes, in particular for women and youth, based on market demand and supply.

Definition: These skills trainings are typically of short-term, accelerated nature, and are therefore not labeled 'vocational training' as they do not fall within the formal technical education system, aiming to target precisely beneficiaries who are unable or unwilling to engage in longer terms curricula and yet need support to become employable. Moreover, as their aim is to foster access to income opportunities and jobs for beneficiaries from vulnerable groups, they also differ from life-skills training or other skills training aiming at empowering beneficiaries without necessarily aiming at increasing their access to employment (for example from protection partners). Finally, as the denomination indicates, market based skills training are based on a market analysis and are therefore addressing a skill gap in the labour market.

#### Indicators:

# of market based skills training programmes developed: refers to new skills training programmes developed including new curricula developed.

# of beneficiaries (disaggregated by cohort and gender) completing market-based skills training: refers to people completing training programmes (excluding those of register/start but drop-out).

### **OUTPUT 2.2 – Career guidance, job matching and apprentice/internship schemes offered to job seekers**

✚ **Output Indicator: # number of individuals benefiting from internships/apprenticeships/on-the-job trainings (at least 50% women)**

*Indicator Definition:* Job seekers supported through internships, apprenticeships, on-the-job schemes

✚ **Output Indicator: # of targeted job seekers supported to access employment through career guidance, coaching or individual follow-up services (at least 50% women)**

*Indicator Definition:* Individuals supported to access employment after receiving employment services and trainings (disaggregated by cohort, gender)

*Activity 1:* Implementation of (paid) internship, on-the-job training or apprenticeship programmes for youth within Lebanese entities

• *Definition:*

- *Internships* defined as supervised practical trainings undergone in a company or organization to gain professional experience;
- *Apprenticeships* defined as hands-on experience to learn a craft or trade, acquired while working with a skilled worker (usually under a written or implied apprenticeship agreement).

Indicators: # of individuals benefitting from internships, on-the-job trainings or apprenticeships

*Activity 2:* Support the activities (including access to labour market information; career guidance; counseling; job matching; etc) and strengthen the capacity of employment services centers and the establishment of new centers where needed.

- *Definition:* includes access to labour market information, career guidance, counseling and job matching.

*Indicators:*

- # of individuals supported with employment services, counseling services, jobs & employment referrals, and career guidance based on labor market information (disaggregated by cohorts and gender).
- # of employment/livelihoods centers created. Definition: physical centers providing the employment services enumerated above.
- # of individuals sensitized on decent work, minimum standards, and labour laws and regulations.

*Activity 3:* Provision of entrepreneurship services to job seekers (including the provision of financial/technical support, etc)

Not reported directly into activity info – if needed report together with entrepreneurship trainings of output 1.1.

## OUTCOME 3 INDICATORS (OUTPUTS 1 & 2)



### **OUTCOME 3 - Strengthen policy development and enabling environment for job creation**

- Reporting to include an attribute: Government Strategy Supported [MoET SME Strategy; MoAg Strategy; MoIndustry Strategy; MEHE TVET Roadmap].
- Reporting to include an attribute: Economic Sector Targeted by intervention [Agriculture, forestry and fishing; Hospitality & Tourism; Hairdressing & Other Beauty; Handicraft; Manufacturing; Electricity, gas, steam and air conditioning supply; Water supply; sewerage, waste management and remediation activities; Construction; Wholesale and retail trade; repair of motor vehicles and motorcycles; Transportation and storage; Accommodation and food service activities; IT, Information and communication; Financial and insurance activities; Administrative and support service activities; Arts, entertainment and recreation; Home based activities; Other service activities]



#### **Outcome Indicator: # of policies, regulations and strategies amended and/or proposed approved by the Government Not tracked in activity info**

*Indicator Definition:* Decree, regulation, policy and strategy in place to support livelihoods, job creation, MSMEs or business eco-system



#### **Outcome Indicator: Increase in ranking of Doing Business (World Bank) Not tracked in activity info**

*Indicator Definition:* Doing Business provides objective measures of business regulations (and their enforcement) and enables investors and entrepreneurs to assess the quality of a country's business environment



### **OUTPUT 3.1 - Decrees/regulations/awareness-raising material on decent work conditions developed and or/approved**



#### **Output Indicator: # of decent work regulations amended and/or proposed approved by the Government Not tracked in activity info**

*Indicator Definition:* Decree, regulation, administrative instruction related to decent work defined by the International Labour Organization and endorsed by the international community as being productive work in conditions of freedom, equity, security and human dignity.

*Definition:* Decent work defined by ILO and endorsed by the international community as being productive work in conditions of freedom, equity (including gender and diversity), security and human dignity. Decent work delivers a fair income, provides security in the workplace and social protection for workers and their families, encourages social integration, gives people the freedom to express their concerns, collectively organize and participate in decisions that affect their lives, and guarantees equal opportunities for all.

Not tracked in Activity info



#### **Output Indicator: # awareness-raising/advocacy material on labour regulations and decent work developed Not tracked in activity info**

*Indicator Definition:* Awareness-raising/advocacy tools and material developed by partners to build the capacity of all relevant stakeholders and promote/improve decent work conditions in Lebanon.

*Activity 1:* Address decent work deficits (such as lack of sufficient regulations and enforcement of existing ones) that safeguard labor rights in informal work, improve working conditions and reduce the worst forms of child labour through capacity support and policy development to the Ministry of Labour.

Definition:

- *Informal employment* encompasses all employment opportunities which are not recognized as normal income sources, and on which taxes are not paid. It is often characterized, according to the ILO, by a lack of protection in the event of non-payment of wages, compulsory overtime or extra shifts, lay-offs without notice or compensation, unsafe working conditions and the absence of social benefits. Informal employment can be self-employment or employment in an informal business, as well as informal employment in a formal business.
- *Child labour* is defined as a work that deprives children of their childhood, their potential and their dignity, and that is harmful to their physical and mental development following the definitions and regulations of the Ministry of Labour. The focus of the sector should be on eliminating the worst forms of child labour: <http://ilo.org/ipec/facts/WorstFormsofChildLabour/lang--en/index.htm>. Partners are invited to consult the following documents which provide additional information/guidance: ILO Conventions No. 138 on minimum age and No. 182 on WFCL (both ratified by Lebanon), the latest decrees related to the elimination of child labour, as well as the National Action Plan on the WFCL.
- *Indicator:* # regulations amended, formulated and /or proposed to the Government # of regulations enforced with the support of partners

*Activity 2:* Support selected responses aiming at improving working conditions, preventing and responding the worst forms of child labor and mitigating growing informality.

- Definition: *Response* refers to strategy/project implemented by livelihoods/child protection partners on behalf of the sectors in one of the three areas identified above (working conditions, WFCL, informality).
- *Indicator:* # of interventions aiming at improving working conditions and at addressing child labour and informality.

*Activity 3:* Strengthen vulnerable enterprises through provision of measures to improve working conditions and/or counter child-labour.

- Definition: *Vulnerable companies* refer to businesses which are at risk of /or already engaged in child labor and /or are struggling to ensure satisfactory working conditions to their employees (either because of their size, lack of resources and/or lack of awareness).
- These companies will be supported to introduce concrete measures/mechanisms to improve working conditions and/or counter child-labour practices.
- *Indicator:* # of Lebanese MSMEs strengthened with measures/mechanisms aimed at improving working conditions and/or at countering child-labor.

*Activity 4:* Support the MoL in areas of labor administration, implementation of a decent work country programme, and labour inspection capacity.

- Definition: support provided to enhance the capacities of the labour administration/inspection services including, but not limited to: 1) secure the enforcement of the legal provisions relating to working conditions; 2) supply technical information and advice to employers and workers, and; 3) bring to the notice of the relevant authority defects or abuses not specifically covered by existing legal provisions.
- *Indicators:* # of additional inspectors supported; # of officials trained; # of interventions aiming at enhancing labour administration & inspection.
- *Indicators:* # of research and surveys conducted

*Activity 6:* Develop advocacy/awareness-raising campaigns and material on labor standards and regulations

- *Indicators: # of advocacy/awareness-raising campaigns conducted*
- *Indicators: # of advocacy/awareness-raising material developed*

✓ **OUTPUT 3.2 - Policies, strategies and plans supporting job creation, MSMEs and livelihoods developed to improve the business eco-system**

 **Output Indicator # of policies, strategies and plans amended, formulated and/or proposed to the Government. Not tracked in activity info**

*Indicator Definition:* Policies, strategies, plans or zones in place to support livelihoods, opportunities for job creation, MSMEs or enhancement of the business eco-system.

- *Specification:* New policies, strategies, plans or zones in place to support livelihoods, opportunities for job creation, MSMEs or enhancement of the business eco-system, in the following domain: Development of Labour Market Strategy, Establish SME Observatory, Develop National Livelihoods Plan, 2 Local Economic Development, NEO Database, Work with MEHE and other relevant ministries on TVET coordination and reform, National Surveys (labour market needs, skills gap...), Development of Industrial Zones (see relevant specific indicators at activity level below).

**Activity 1:** Support employment policy and labour market strategy.

- *Definition:* Programmatic interventions (including technical workshops) implemented to strengthen the employment policy and job market strategy.
- *Indicator: # of technical workshops / trainings to support national employment policy and/ or labor market strategy.*
- *Definition:* Activities involving notably the setting up of the SME database & IT system (to be linked with MoI, MoF, MoL, CDR, ALI, Chambers of Commerce).
- *Indicator: SME observatory established.*
- *Definition:* Support MoSA in the organization of a national workshop to initiate the development of a livelihoods plan with all relevant line ministries.
- *Indicator: National Livelihoods Plan developed.*

**Activity 4:** Development of participatory local economic development plans with public and private sector actors.

- *Definition:* Activities ensuring that LED plans (which aim at enhancing competitiveness and sustainable/inclusive growth), are formulated and readily available.
- *Indicator: # of LED plans.*

**Activity 5:** Support MOL and NEO in the development of in-house automation and database management to allow for the efficiency of work process and the analysis & control of labor data.

- *Definition:* Relevant hardware and software are available and installed based on jointly agreed specifications.
- *Indicator: # of Hardware and Software provided*

**Activity 6:** Support to strengthen Technical and Vocational Education and Training (TVET) and improve quality of skills training curricula to reflect market needs (with the Education Sector and relevant ministries).

- *Definition:* support in the acquisition of practical skills, attitudes, understanding and knowledge which address labour market needs and gaps.
- *Indicator: # of interventions to strengthen the formal and non-formal TVET or to improve quality of training.*

**Activity 7:** Conduct Livelihoods sector surveys and set up data collection systems for knowledge management.

- *Definition:* Surveys aimed at filling the main information gaps of the sector.

- *Specification:* they could be part of a project but shouldn't specifically focus on informing/guiding the project's implementation modalities.
- *Indicator:* # of sector surveys conducted.

**Activity 8:** Strengthen/expand current effective institutions that support the existing ecosystem for MSMEs (Business Development Centers, LEDAs, MFI, Equity Financers, etc.).

- *Definition:* it refers to government agencies or economic/business development entities which create a conducive environment for the sustainable economic growth of local companies.
- *Indicators:* # of institutions supported; # of workshops/ trainings conducted; # of agreements signed.

**Activity 9:** Support MoL in development of Industrial Zones. Development of identified industrial zones to enhance the competitiveness of the national industrial sector

- *Definition:* Support to the creation of industrial zones, defined by UNIDO as an area of land developed and subdivided into plots according to a comprehensive plan with or without built-up factories, sometimes with common facilities for the use of a group of industries and clusters, which aim at reducing production costs, attracting investments, fostering skilled manpower, facilitating industrial innovation and economic development.

- *Indicators:* # of feasibility studies and master-plans for industrial zones developed