



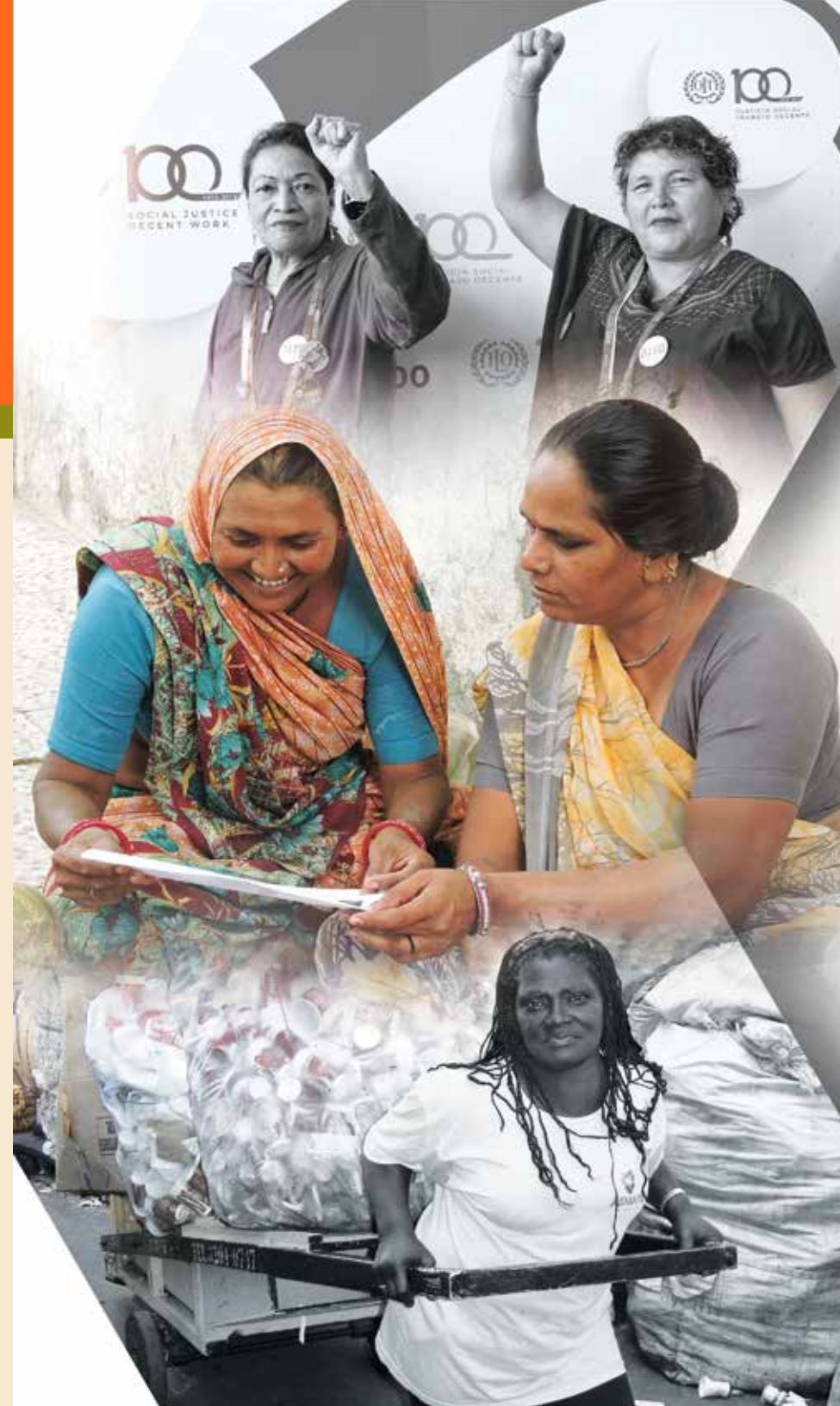
WIEGO MONITORING, LEARNING AND EVALUATION TOOLKIT

TOOL 2

How to harvest outcomes
you notice in your
day-to-day work

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HOW TO HARVEST OUTCOMES YOU NOTICE IN YOUR DAY-TO-DAY WORK

In conversations, negotiations, at
conferences, in media or anywhere

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Cover Photos, from top to bottom:

On the right side is Fidelia Hernández de Subuyuj from Guatemala. She was part of the IDWF delegation, in representation of the affiliate: Sindicato de Trabajadoras Domésticas Similares y a Cuenta Propia (SITRADOMSA) at the C190 meeting in Geneva, Switzerland in 2019. **Photo credit: S. Trevino**

Domestic workers in Delhi are not registered under the social security authority. This has resulted in their exclusion from emergency cash grants, which have been extended to registered groups of unorganized sector workers, such as construction workers. **Photo credit: K. Hughes**

Dona Maria Brás, a tireless force in helping Brazilian waste pickers overcome persecution and gain respect and security as members of cooperatives ventures. She was one of the founders of the Association of Paper, Cardboard, and Recyclable Materials (ASMARE Coop). **Photo credit: S.Dias**

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WIEGO'S MLE TOOLKIT has a series of tools, each with a different focus.
You may need to use some of them together.

WIEGO MONITORING, LEARNING AND EVALUATION TOOLKITS:

1. How to write an outcome statement

2. How to harvest outcomes you notice in your day-to-day work

- 1 Evaluation questions and process
- 2 Where might you see outcomes and what might they look like?
- 4 How to harvest these outcomes - a template

3. How to evaluate your training or workshop during and after

4. Where to find outcomes of research uptake and how to use them for learning and adaptation

5. How to conduct a participatory evaluation workshop:
Harvesting outcomes

6. How to conduct a participatory outcomes evaluation workshop:
Analysis and strategic learning

7. How to conduct *an online* participatory evaluation workshop: Harvesting outcomes

8. How to conduct *an online* participatory outcomes evaluation workshop: Analysis and strategic learning

THE FOCUS OF THIS TOOL

In your day to day work you notice changes that others are making, influenced by WIEGO. How do you capture these to support WIEGO's learning? This tool provides an explanation of what to look for, and a template for documenting outcomes, why they matter (their significance) and how WIEGO or WIEGO partners contributed towards them.

Throughout this tool there is mention of MBOs and Nets. MBO refers to 'membership-based organizations' such as organizations of street vendors or domestic workers or waste-pickers or home-based workers. WIEGO uses 'Nets' to refer to networks of such MBOs.

EVALUATION QUESTIONS AND PROCESS

Our evaluation question is:

- To what extent has WIEGO influenced the actors it was trying to influence? Are they taking actions WIEGO hoped they would take, or only partially so, or actions that undermine WIEGO's objectives? Why is this? What changes should we make to our activities so they are more effective? (We also ask these questions in relation to each Programme and the intended outcomes articulated in each Programme's theory of change).



Each WIEGO programme has strategies to actively monitor if its work is achieving its intended outcomes. For example, programmes monitor whether participants in WIEGO trainings have subsequently done anything differently.

SEE WIEGO TOOLS:

- How to evaluate your training or workshop during and after (Toolkit 3)
- How to conduct (*an online*) participatory evaluation workshop: Harvesting outcomes (Toolkits 5 and 7)

But sometimes we notice outcomes without doing surveys or interviews or workshops specifically to harvest them. We may hear others say or do things that were influenced by WIEGO or WIEGO's partner MBO (membership-based organization) activities – without us actively looking for these outcomes. We need to be conscious of this opportunity. Perhaps we are at a conference or meeting, or reading an article, and there we see an external actor citing WIEGO's arguments or research or an MBO or Net's (network of organizations) work. We need to record these outcomes to help us gain insights into the nature and range of our influence.

Any time we observe a social actor (an external individual or institution) saying or doing something that WIEGO influenced directly or indirectly, intentionally or unintentionally, we need to document it.

We then give/send it to the relevant Programme Manager to record with other Programme Outcomes, or if it may be an outcome of actions of multiple programmes, we pass it on directly to the MLE Impact Coordinator.

We analyse our outcomes by Programme and use the findings to discuss what is going as planned, what is unexpected that we can learn from, what we need to keep doing and what we need to change.

This document shows how to record any actions of others that you observe, that was influenced directly or indirectly, intentionally or unintentionally by WIEGO or an MBO or Net partner.

WHERE MIGHT YOU SEE OUTCOMES AND WHAT MIGHT THEY LOOK LIKE?

Where are you likely to observe outcomes influenced by WIEGO?	Types of outcomes you are likely to observe
<p>When participating in Net and MBO meetings or negotiations.</p>	<ul style="list-style-type: none">• Informal workers, MBO or Net leaders:<ul style="list-style-type: none">◦ motivate workers to join the MBO or Net or to organize or behave in some way that draws on arguments from WIEGO materials or trainings◦ speak out, shape demands or engage government or employers in ways they have not done before, demonstrating their improved ability to articulate their issues or to frame them in ways relevant to those they want to influence◦ use WIEGO information or arguments or materials from WIEGO toolkits
<p>When participating in conferences or events of other institutions.</p>	<ul style="list-style-type: none">• Informal workers speak out in ways they have not done before.• The meeting organizers invite WIEGO or Nets or MBOs onto platforms they have not been on before or to play roles they have not played before.• Other meeting participants cite arguments of informal workers or from WIEGO or Net or MBO documents.• Policymakers cite WIEGO or MBO or Net positions, discourse or documents in part or in full.• A conference declaration or policy document includes partial or all of WIEGO's claims or hopes or that of Net or MBO partners.
<p>When chatting with partners or allies or decision makers.</p>	<ul style="list-style-type: none">• Informal workers, MBO or Net leaders have engaged these allies or decision makers in new ways.• The allies or decision makers have used WIEGO (or MBO/Net) positions, discourse or evidence.• They have made decisions about their own priorities drawing on WIEGO's positions or evidence.• They have invited WIEGO or Nets or MBOs into processes they have not been in before, or have invited them into roles (e.g. as representatives on committees or panels) they have not previously played.

Where are you likely to observe outcomes influenced by WIEGO?	Types of outcomes you are likely to observe
<p>When reading media, reports, websites or journal articles on your area of work.</p>	<ul style="list-style-type: none"> • Media writers, authors of organizational or research reports, websites, bloggers, think tanks or authors of journal articles: <ul style="list-style-type: none"> ◦ use WIEGO discourse/arguments or data (even if they don't name WIEGO or the Net or MBO) ◦ explicitly reference WIEGO talks or written materials or that of WIEGO's Net or MBO partners
<p>When reviewing draft or final laws, policies, regulations or court judgements.</p>	<ul style="list-style-type: none"> • These reference WIEGO or Net or MBO data or arguments, irrespective of whether they name WIEGO or the Net or MBO. • These support, partially or fully, demands made by WIEGO or its partner Nets or MBOs.

WHEN TO HARVEST THESE OUTCOMES

Harvest them as soon as you notice them – you can carry copies of the template below in a notebook or on your computer or phone. If you don't write them up at that moment, you are likely to forget the details.



HARVESTING OUTCOMES IN A WIEGO MEETING

Another good moment for harvesting is in regular WIEGO team meetings. Team leaders can jog our memories – 'Did you notice workers using any information and arguments from our trainings?'; 'Did you see workers doing anything differently since we last met?'; 'Have you picked up any shifts in discourse in the media?; By officials?' Give people time to record these.

HOW TO HARVEST THESE OUTCOMES – A TEMPLATE

See the *WIEGO MLE Tool 1. How to write an outcome* if you need a reminder of how to conceptualize outcomes. You can use the template below to remind you of the information needed. You can carry some paper copies of this form, or create one on your mobile phone or computer to fill in.



Also, **take a photo** of any supporting information – the newspaper headline, with author and date; the worker talking at the event, etc.

Fill in one form for each outcome you observe and send it to the relevant Programme Director or WIEGO Impact Coordinator

- Please write down what you read, heard or observed that shows how another social actor has been influenced by WIEGO's information, discourse or organizing efforts.
- Please fill out a separate paper for each such outcome.

Outcome Questions

WHO?

- What is the name and organization of the actor in the outcome?
This could be the name of;
 - a writer of a newspaper or journal article
 - an informal worker
 - an MBO or Net representative
 - an ally
 - a decision maker or official (see examples of possible types of outcomes above)
 - a researcher

1. Outcome Description

Outcome Questions	1. Outcome Description
<p>WHAT?</p> <ul style="list-style-type: none"> • What did that person or institution do? • Put the actual action in one sentence: e.g. “s/he/they told...”; “She organized...”; “She spoke on...”; “She negotiated...”; “She quoted WIEGO saying...”; “She wrote...” 	
<p>WHEN?</p> <ul style="list-style-type: none"> • On what date? • Or over what months? • In what year? 	
<p>WHERE?</p> <ul style="list-style-type: none"> • At what event did you observe this action? OR • In what newspaper or social media platform or journal article? • In what town and country? • Was this at local/state/national/regional or international level? 	
Significance Question	2. Significance Write-Up
<p>From your perspective, why is this outcome meaningful in relation to the Programme and WIEGO’s intended outcomes?</p>	

Contribution Questions	3. Contribution Description*
<p>WHO?</p> <ul style="list-style-type: none"> Which WIEGO programme influenced the actor in the outcome? Or, which Net or MBO influenced the actor in the outcome? 	
<p>WHAT?</p> <ul style="list-style-type: none"> What did WIEGO, or a partner Net or MBO, do that influenced the external actor in the outcome before the event where you observed this person (or before the document where you read something about this person)? 	
<p>WHEN?</p> <ul style="list-style-type: none"> The date of the WIEGO, Net or MBO activity e.g. the training (days, month, year), or the period in which WIEGO or a partner was influencing that actor (from x to y month in what year). 	
<p>WHERE?</p> <ul style="list-style-type: none"> The venue, city and country where WIEGO or a partner did this. 	

* You may not know the exact contribution if the outcome is not directly in your line of WIEGO work, in which case ask someone from the relevant Programme to fill this in.

Do you have any evidence to share (a photo, a URL to the media or event write-up?)	
Your Details	Please put your details here in case WIEGO or an external evaluator want to ask you more about this outcome:
Name:	
Email:	

ABOUT WIEGO

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a global network focused on empowering the working poor, especially women, in the informal economy to secure their livelihoods. We believe all workers should have equal economic opportunities, rights, protection and voice. WIEGO promotes change by improving statistics and expanding knowledge on the informal economy, building networks and capacity among informal worker organizations and, jointly with the networks and organizations, influencing local, national and international policies. Visit www.wiego.org.