

Lifting the lens: using systems concepts to make sense of a complicated policy

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Overview

- ▶ The 'challenge' – developing a logic for a complicated policy
- ▶ The evaluation evidence
- ▶ Use of systems concepts to develop a logic
- ▶ Logic models for complicated policies – our reflections

Rogers (2008)

Aspects of interventions

Complicated

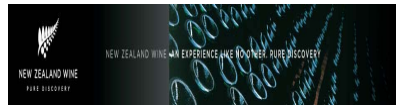
- ▶ Multiple agencies, often interdisciplinary , cross jurisdictions
- ▶ Multiple simultaneous causal chains
- ▶ Alternative casual chains

Complex

- ▶ Recursive cause and effect relationships
- ▶ Disproportionate relationships
- ▶ Emergent outcomes

Recognised Seasonal Employer (RSE) policy






Employer-led

AND

Pacific development



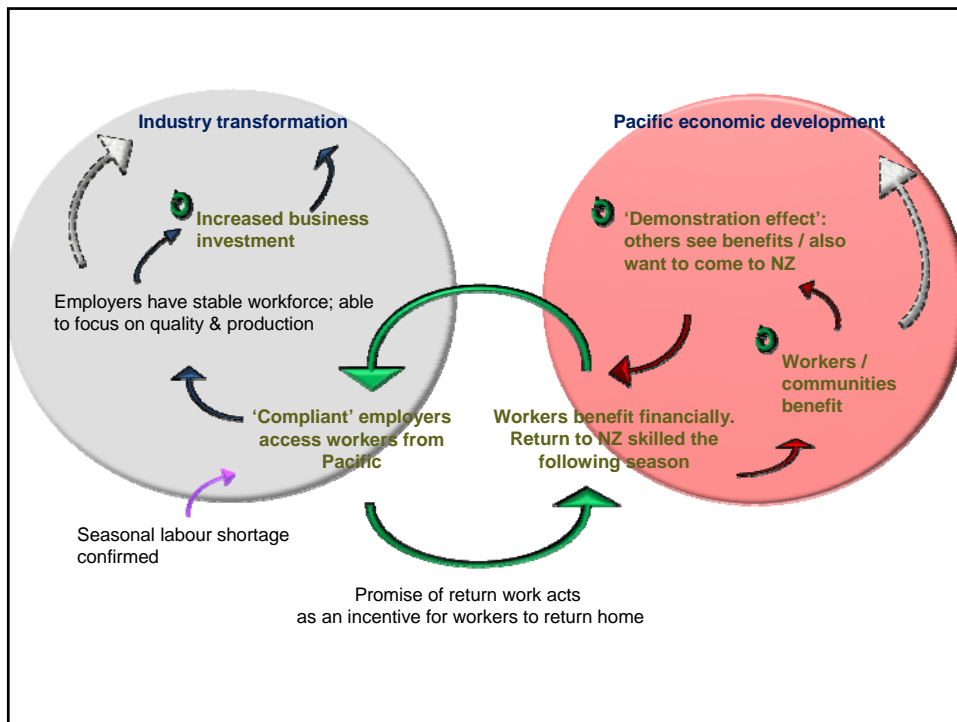


RSE was like meeting an enormous creature for the first time, and up close...

- ▶ People:
 - ▶ had different views about what this beast was
 - ▶ focused on components they were responsible for

Evaluation findings

- ▶ RSE described as “win / win” for NZ industry and Pacific workers
 - ▶ The evidence supported this (in general)
 - ▶ There were cases where the interests of employers dominated, and the policy was unsuccessful



Logic models for complicated policies: some potential **traps** for evaluators

- ▶ Multiple participant groups = potentially conflicting discourses
 - ▶ Whose discourse does the logic represent?
 - ▶ What contextual factors / components are missing?

Logic models for complicated policies: some **challenges** for evaluators

- ▶ How to develop a one page diagram that illustrates complication in a non-complicated way?
 - ▶ What to include / leave out?
 - ▶ How to keep the model 'dynamic'?