

ILO Research Repository Alma and Esploro integration

Information Management Services
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Verónica PARSIALE

Clarivate
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Date: September 13th



Content

- Our environment
- Project overview
- Project details
 - Mapping tables & customization
 - Migration process
 - Smart expansion/Smart harvest
 - Researchers' profiles
- What's next?
 - Process enhancement
 - Analytics & data visualization
- Exploro updates



The first ILO building, 1926



The ILO building, 1974 - to date

Set labour standards, develop policies, devise programmes promoting social justice and decent work for all

187 Member States

Staff distribution

HQ Geneva – 1134

Technical Cooperation - 1381

40 Field Offices – 1968 staff

143 different nationalities





Our environment



Information Management Services

ILO Library



ILO Institutional Repository – Labordoc (2016)⁵

Alma & Primo VE

- Over 100 years of ILO publications (120K)
- Official meetings documents ~ 80%

Labour Discovery (2018)

CDI – Central Discovery Index

- ILO Library catalogue
- Open access and free resources

ILO Research Repository (2023)

Esploro

- Research assets
- Researchers' profiles

Project Journey

2020

Dedicated Research Repository

- Showcase ILO research
- Increase visibility, monitor research use and impact
- Connecting Researchers

6

2021

Approval & Implementation

- Publishing Committee
- ILO Information Technology Strategy 2022-2025
- Working Group of Researchers

2022

Launch

- Research assets
- Researchers' Profiles
- Portal customization

2023

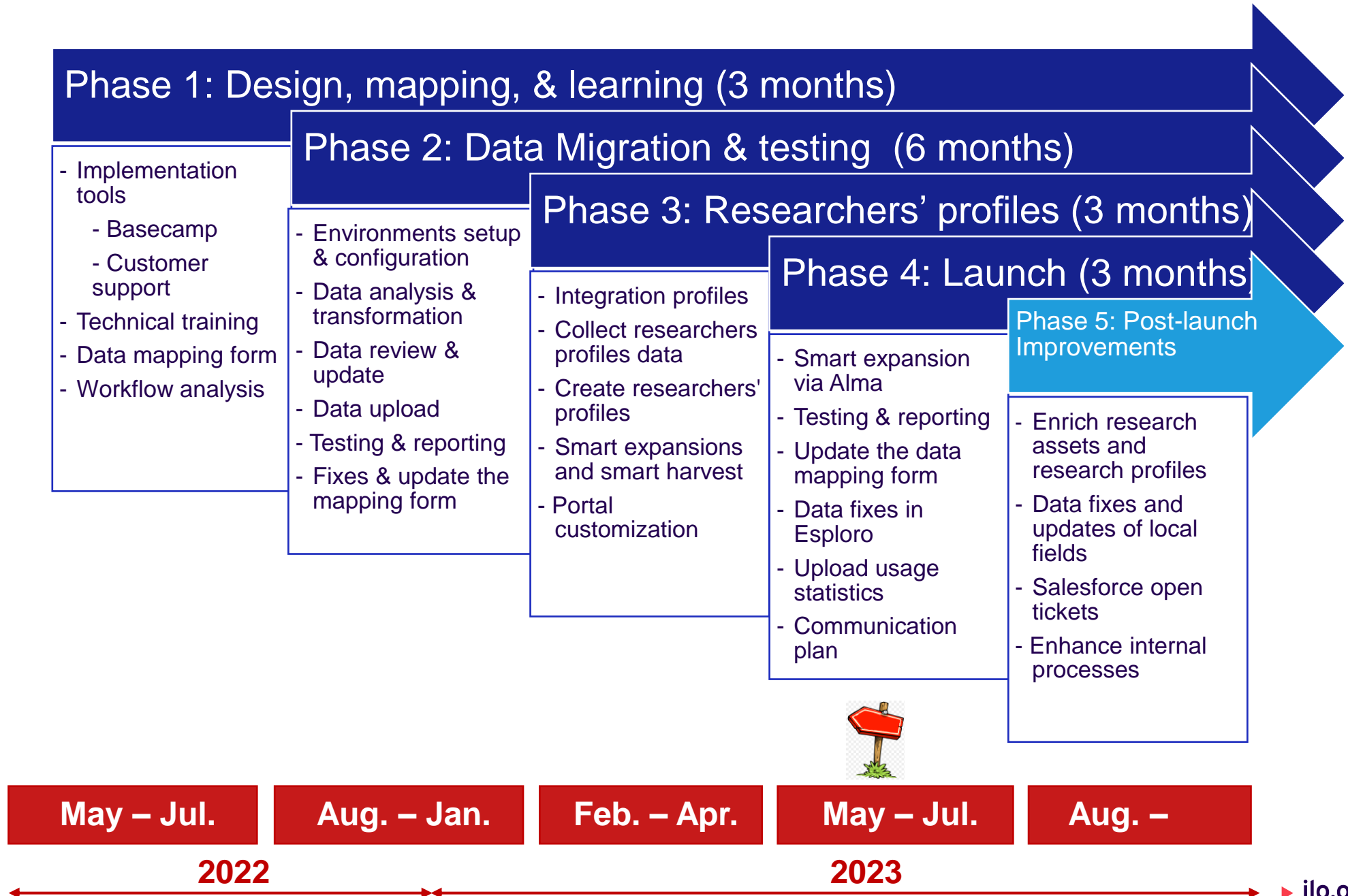
► **Project Interactions & Outcomes**



May 2022 – Feb 2023
June – July 2023

- 9** 7 ILO core team
2 Ex-Libris core team
- 45** Project meetings
- 5** Weeks of testing
- 30** Support tickets
- 31** Researchers' profiles
- 20k** Research Assets
- 16%** Total Titles in Alma

Project Timeline





Mapping and customization



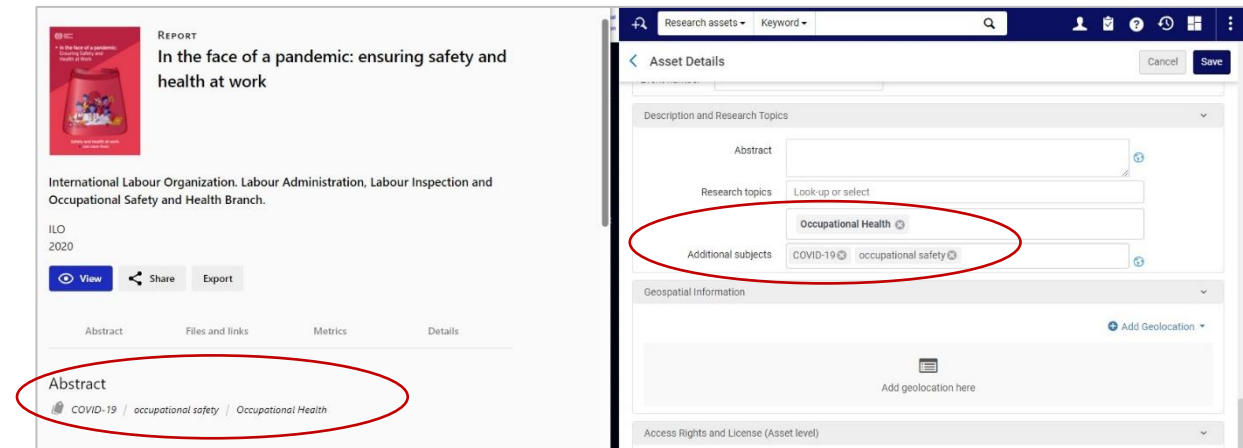
What challenges we had during the implementation?

Metadata

- ❖ MARC21 to Esploro format
- ❖ Repeatable fields
- ❖ Qualifiers
 - Example [Primo VE](#) - [Esploro](#)
- ❖ Punctuation

Mapping

- ❖ Subjects: [Esploro research topics](#) vs. [ILO Thesaurus](#)
 - Example: [Portal](#) - [Management](#)
- ❖ Geographic descriptors
- ❖ Asset types



Research Portal

Research management interface

Mapping Asset types

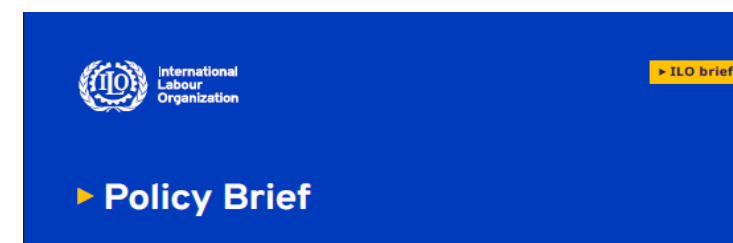
ASSET_RESTYPE	ASSET_RESSUBTYPE	ASSET_LOCLFLD3
Esploro - Asset resource type	Esploro - Asset resource subtype	ALMA - 655 - ILO Thesaurus
publication.bookChapter		book chapter
publication.journalArticle		journal article
publication.report		report
publication.report		country report
teaching.manual		manual
publication.encyclopediaEntry	subtype.backgroundpaper	background paper
publication.encyclopediaEntry	subtype.brief	brief
publication.encyclopediaEntry	subtype.codeofpractice	code of practice
publication.encyclopediaEntry	subtype.guide	guide
publication.encyclopediaEntry	subtype.brief	brief
publication.encyclopediaEntry	subtype.policybrief	policy brief
publication.encyclopediaEntry	subtype.researchbrief	research brief
publication.encyclopediaEntry	subtype.statisticalbrief	statistical brief
publication.encyclopediaEntry	subtype.workingpaper	working paper

Example

Advancing social justice, promoting decent work

► Artificial intelligence in human resource management: a challenge for the human-centred agenda?

Authors / Peter Cappelli, Nikolai Rogovsky



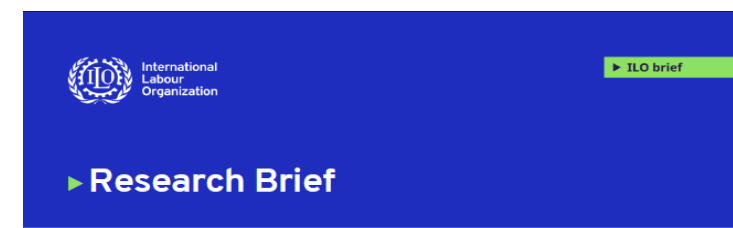
International Labour Organization
► ILO brief

► Policy Brief

May 2023

Changing demand for skills in digital economies and societies

This policy brief draws on recent findings and projects, including the report, Changing Demand for Skills in Digital Economies and Societies: Literature Review and Case Studies from Low- and Middle-income Countries.



International Labour Organization
► ILO brief

► Research Brief

July 2021

COVID-19 and employment protection policies: A quantitative analysis of the Asia-Pacific region*

Customization

Local fields

1. There are 15 local fields
2. All fields are included in Analytics
3. Fields are non-repeatable
4. Fields labels can be customized
5. Fields can be used as facets on the portal



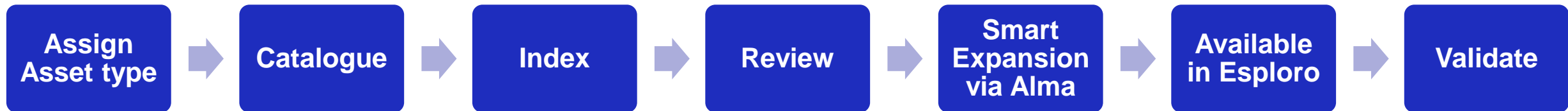
How we used them?

1. Local field 3 > Asset type
2. Local field 4 > Geographic subjects
3. Local field 10 > Collections
4. Local field 11 > Series
5. Local field 12 > Primary concept descriptor
6. Local field 13 > Top concept descriptor

Alma – Esploro integration workflows

Local fields to track the status:

- ❖ 994 \$a Esploro_YES
- ❖ 995 \$a Copied_to_Esploro

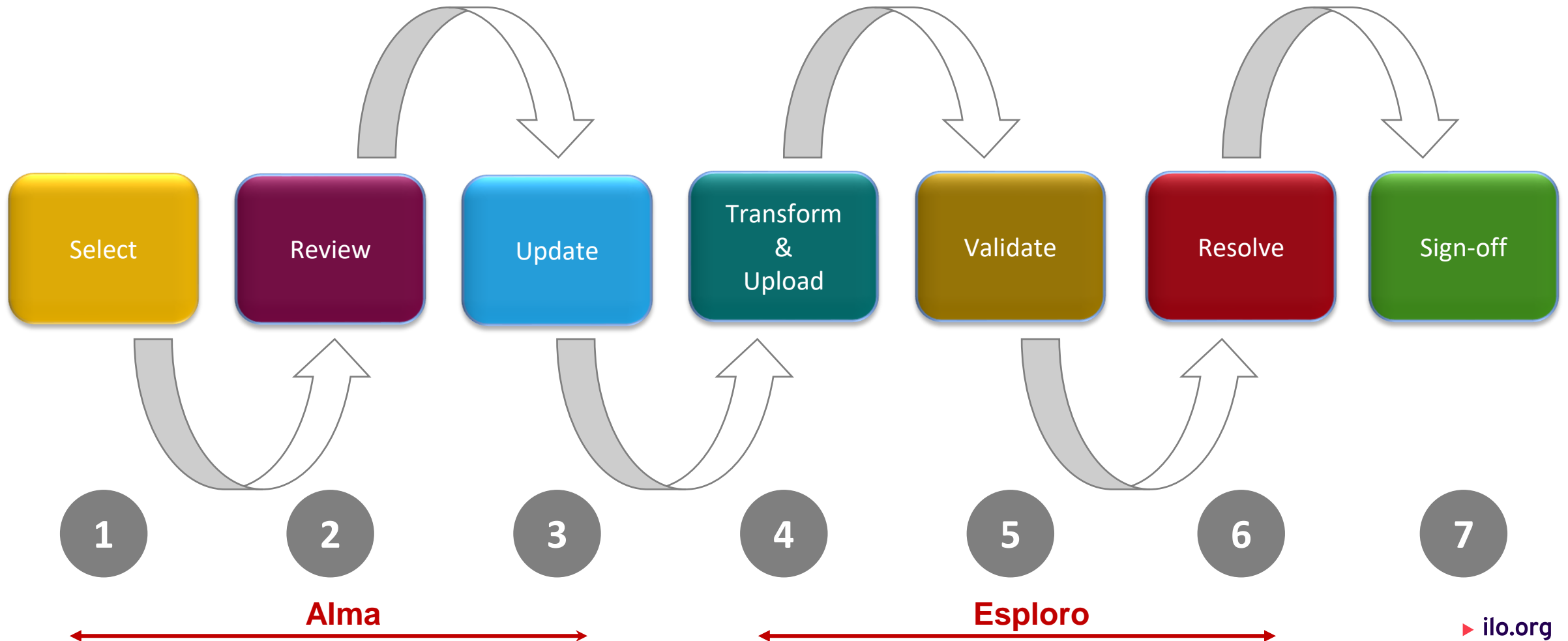




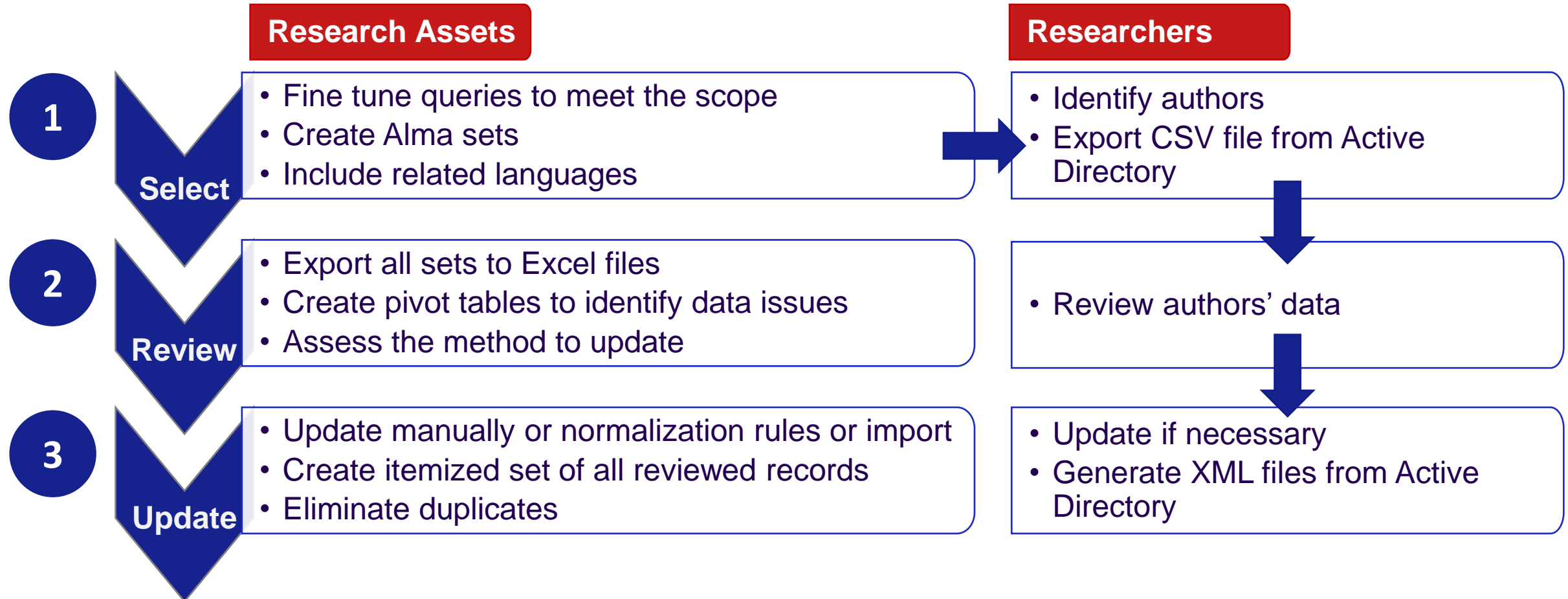
Migration process



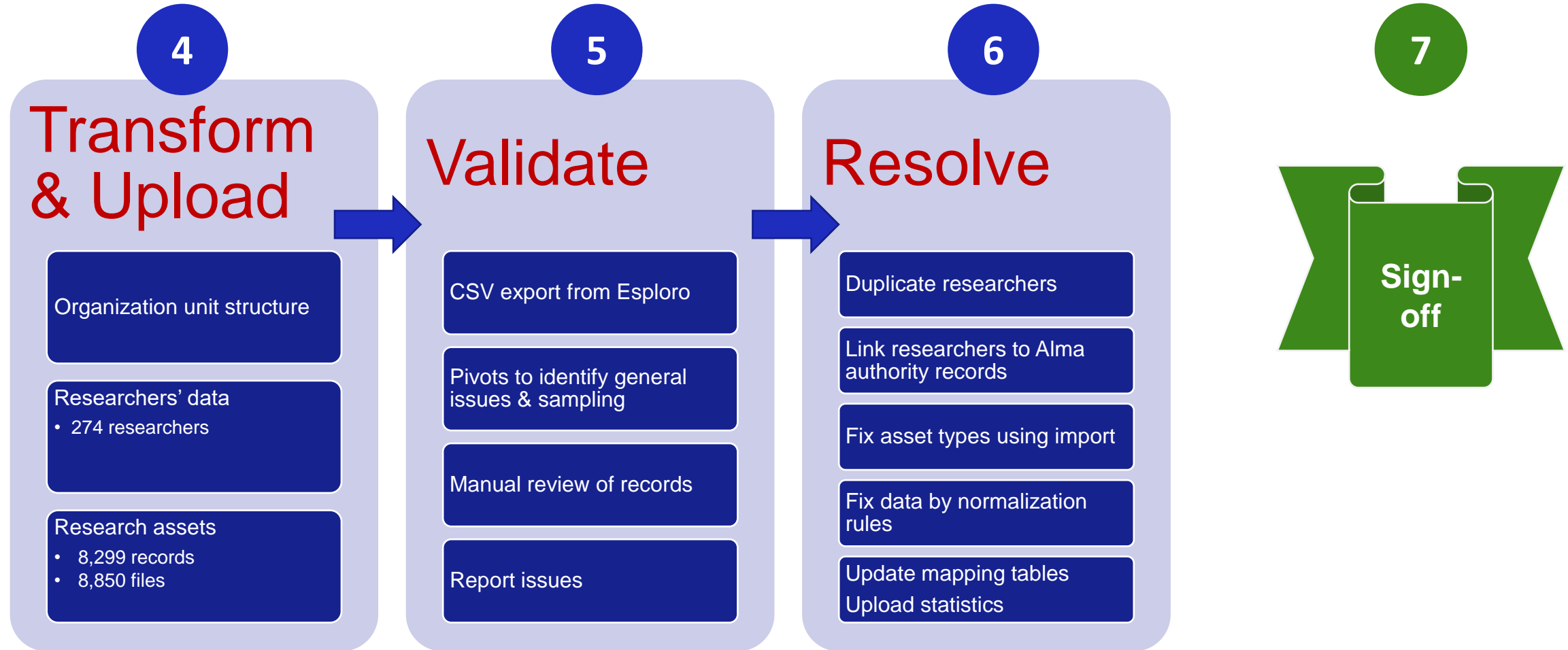
▶ Data migration: to ensure a smooth transition



Migration Process: Steps 1 – 3, Select, Review, Update



Migration Process: Steps 4 – 6, Upload, Validate and Resolve



Example: Pivot tables used to validate the data after the upload in Esploro

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	
1	check 655		Check 651			Publisher			Place publication			Asset Open access			Series Name			Asset format			Asset Pages			
2	local field 3		Esploro local field 4																					
3	Row Labels		Row Labels			Row Labels			Row Labels			Row Labels			Row Labels			Row Labels			Row Labels			
4	(blank)	Count	(blank)	Count	(blank)	Count	(blank)	Count	(blank)	Count	(blank)	Count	(blank)	Count	(blank)	Count	(blank)	Count	(blank)	Count	(blank)	Count	Count	
5	article	4209	Afghanistan	10	ADB ; ILO	1	995218050702676	1	UNKNOWN	2	Background paper (Building Partnerships on the Future of Work) ;	8	Background paper (International Labour Organization) ;	2	(blank)	4442	online resource	3219	1	online resource	1	1	8	
6	article report	1	Africa	54	ASEAN ; ILO	1	995218159102676	1	YES	89	Background paper (International Labour Organization) ;	5	Background paper (International Labour Organization) ;	5	1	1	online resource	1	1	online resource	1	1	1	
7	background paper	23	Africa Africa south of Sahara I	105	BIT	1	995218163002676	1	CC BY 4.0 IGO	12	Better Work country brief	5	Better Work country brief	5	1	1	recurso en IA-nea	359	1	online resource :statistics	1	1	1	
8	book	1104	Africa Africa south of Sahara I	1	BIT : OMS	1	"Geneva"	1	CC BY NC 3.0 IGO	1	Better Work Discussion Paper ;	18	Better Work Discussion Paper ;	18	1	1	ressource en lign	278	1	online resource 80 p.) :statis	1	1	1	
9	brief	694	Africa Africa south of Sahara I	1	Bureau international du Travail	1261	995218303402676	1	YES	1	Better Work Discussion Paper,	20	Better Work Discussion Paper,	20	2	2	online resources	1	1	v. (21	21	21	
10	case study	7	Africa Africa south of Sahara I	1	CSO : KRISO : ILO	1	Abidjan	10	CC BY SA 3.0 IGO	1	Brief (International Labour Organization. Labour Administration, Lat	6	Brief (International Labour Organization. Labour Administration, Lat	6	Grand Total	8300	1	various pages	1	1	(various pages	1	1	1
11	case study book	1	Africa America Arab countries	1	Edward Elgar Publishing ; ILO	1	Abuja	2	CC BY-NC-SA 3.0 IGO	1	Building resilience during and after the COVID-19 pandemic	14	Building resilience during and after the COVID-19 pandemic	14	1	1	statistics	1	1	statistics	1	1	1	
12	checklist	15	Africa Americas Arab countrie	5	ILO	3355	Addis Ababa	32	NO	12	Building social protection floors brief	11	Building social protection floors brief	11	1	1	1:00 PM	24	1	1:00 PM	24	24	24	
13	code of practice	13	Africa Americas Arab countrie	2	ILO : Don Bosco Timor-Leste	1	Addis Ababa?	4	995217840002676	1	Bureau for Employers' Activities working paper ;	11	Bureau for Employers' Activities working paper ;	11	1	1	10	5	1	10	5	5	5	
14	comparative study	3	Africa Americas Arab countrie	1	ILO : FAO	2	Addis Abeba	1	995202893102676	1	Case brief (Impact Insurance) ;	82	Case brief (Impact Insurance) ;	82	1	1	10:00 PM	64	1	10:00 PM	64	64	64	
15	conference paper	17	Africa Americas Asia Caribbi	1	ILO : GDP	1	Amman	7	YES	6	Case study (International Labour Organization. Bureau for Employer	2	Case study (International Labour Organization. Bureau for Employer	2	1	1	100 p.	8	1	100 p.	8	8	8	
16	country report	16	Africa Americas Asia Eastern	1	ILO : ILSSA	2	Ankara	29	CCBY_V3.0	9	Case study (International Labour Organization. Enterprises Departm	10	Case study (International Labour Organization. Enterprises Departm	10	1	1	101 p.	4	1	101 p.	4	4	4	
17	discussion paper	42	Africa Arab countries Asia C	1	ILO : IOE	1	Baghdad	2	YES	9	Case study (International Labour Organization. Improving Working	1	Case study (International Labour Organization. Improving Working	1	1	1	102 p.	5	1	102 p.	5	5	5	
18	final report	2	Africa Asia Arab countries Li	1	ILO : IOM	4	Bangkok	181	CCBY_V4.0	1	Conditions of work and employment series ;	14	Conditions of work and employment series ;	14	1	1	103 p.	5	1	103 p.	5	5	5	
19	guide	295	Africa Asia Caribbean Cent	1	ILO : IOM ; Walk Free Foundation	1	Bangkok ; Paris ; Tokyo	2	YES	41	CoopAFRICA working paper ;	17	CoopAFRICA working paper ;	17	1	1	104 p.	5	1	104 p.	5	5	5	
20	ILO codes of practice	1	Africa Asia Caribbean devel	1	ILO : Mastercard Foundation : CAMFEI	1	Bangkok ; Tokyo ; Paris	1	CCBY-NC_V4.0	3	COVID-19 and the world of work	3	COVID-19 and the world of work	3	1	1	105 p.	2	1	105 p.	2	2	2	
21	infographic	6	Africa Asia Caribbean EU coi	2	ILO : Ministry of Labour and Social Pr	1	Bangkok ; Tokyo ; Paris	1	YES	1	Decent Jobs for Youth ;	1	Decent Jobs for Youth ;	1	1	1	106 p.	4	1	106 p.	4	4	4	
22	information kit	12	Africa Asia Caribbean EU coi	1	ILO : OECD	1	Beijing	22	CCBY-NC-ND_V4.0	2	Decent work in the rural economy	2	Decent work in the rural economy	2	1	1	106 p. :statistics	1	1	106 p. :statistics	1	1	1	
23	instruction sheet	1	Africa Asia Caribbean Latin.	1	ILO : PBSO	1	Beijing ; Bangkok	1	YES	1	DIALOGUE working paper (Geneva) ;	9	DIALOGUE working paper (Geneva) ;	9	1	1	107 p.	6	1	107 p.	6	6	6	
24	learning element	1	Africa Asia Europe Latin Am	1	ILO : SENAI	1	Beijing ; Paris	2	ILO_Copyright	1	DIALOGUE working paper (Geneva) ;. Working paper (International	1	DIALOGUE working paper (Geneva) ;. Working paper (International	1	1	1	108 p.	9	1	108 p.	9	9	9	
25	literature survey	5	Africa Asia Europe USSR	2	ILO : UNDP	3	Beijing ; Paris ; Bruxelles	1	UNKNOWN	8134	Discussion paper (International Labour Organization. Conditions of V	1	Discussion paper (International Labour Organization. Conditions of V	1	1	1	109 p.	2	1	109 p.	2	2	2	
26	management development guic	17	Africa Asia Latin America	2	ILO : UNHCR	2	Beirut	83	YES	2	Document de travail (International Labour Organization. Governanc	1	Document de travail (International Labour Organization. Governanc	1	1	1	11:00 PM	70	1	11:00 PM	70	70	70	
27	manual	72	Africa Asia Latin America MI	2	ILO : UNICEF	2	Belgrade	1	Grand Total	8300	Documento de trabajo (CINTERFOR (Organization)) ;	1	Documento de trabajo (CINTERFOR (Organization)) ;	1	1	1	110 p.	2	1	110 p.	2	2	2	
28	policy brief	12	Africa Asia Latin America So	1	ILO : United Nations	1	995217956602676	1			Documento de trabajo (ILO Country Office for Argentina) ;	32	Documento de trabajo (ILO Country Office for Argentina) ;	32	1	1	111 p.	4	1	111 p.	4	4	4	
29	progress report	4	Africa Asia Pacific	1	ILO : VCCI	1	Bogota	1			Documento de trabajo (International Labour Organization. Employr	1	Documento de trabajo (International Labour Organization. Employr	1	1	1	112 p.	1	1	112 p.	1	1	1	
30	project report	1	Africa Asia and the Pacific	1	ILO : Viet Nam Chamber of Commerce	1	995218548702676	1			Effective employers' organization ;	2	Effective employers' organization ;	2	1	1	113 p.	2	1	113 p.	2	2	2	
31	report	583	Africa Brazil India Pakistan	1	ILO : WHO	4	Bogotá	4			EIIP guidance	2	EIIP guidance	2	1	1	114 p.	3	1	114 p.	3	3	3	
32	research brief	4	Africa developing countries	1	ILO : World Bank	1	995217953002676	1			EIIP project brief	5	EIIP project brief	5	1	1	115 p.	3	1	115 p.	3	3	3	
33	research paper	40	Africa Europe Latin America	1	ILO : WTO	2	995218009102676	1			Employment Country Reports Series	2	Employment Country Reports Series	2	1	1	116 p.	3	1	116 p.	3	3	3	
34	research report	5	Africa Indonesia Latin Americ	1	ILO : WWF	1	995218291002676	1			Employment policy brief	5	Employment policy brief	5	1	1	117 p.	3	1	117 p.	3	3	3	
35	statement	229	Africa Japan	1	ILO ;	1	Bogotá	1			Employment research brief	16	Employment research brief	16	1	1	118 p.	2	1	118 p.	2	2	2	
36	study	71	Africa Kenya Lesotho	1	ILO ; AADFI	1	995217973602676	1			Employment situation in Latin America and the Caribbean ;	5	Employment situation in Latin America and the Caribbean ;	5	1	1	119 p.	2	1	119 p.	2	2	2	
37	summary	38	Africa Latin America Asia Eu	3	ILO ; ADBI ; OECD	3	995218322602676	1			Employment situation in Latin America and the Caribbean;	9	Employment situation in Latin America and the Caribbean;	9	1	1	12	6	1	12	6	6	6	
38	survey	6	Africa South America Asia Et	1	ILO ; ADBInstitute ; OECD	1	Brasília	1			Employment working paper ;	181	Employment working paper ;	181	1	1	12 online resources	1	1	12 online resources	1	1	1	
39	technical report	35	Africa south of Sahara	16	ILO ; ADFIAP	1	995218332702676	1			ESS paper ;	2	ESS paper ;	2	1	1	12 p. :estadísticas	1	1	12 p. :estadísticas	1	1	1	
40	textbook	6	Africa south of Sahara Asia de	1	ILO ; Brooke : Donkey Sanctuary	1	995218685902676	1			ESS working paper ;	30	ESS working paper ;	30	1	1	12:00 PM	49	1	12:00 PM	49	49	49	
41	trainers manual	56	Africa south of Sahara Asia La	1	ILO ; Central Administration of Statis	1	Brasília	1			Ethiopia. Report to the Government;	2	Ethiopia. Report to the Government;	2	1	1	120 p.	4	1	120 p.	4	4	4	
42	training package	3	Africa south of Sahara developi	1	ILO ; EBRD	1	995217973202676	1			Future of work centenary initiative : issue note series ;	5	Future of work centenary initiative : issue note series ;	5	1	1	121 p.	2	1	121 p.	2	2	2	
43	training programme	6	Africa south of Sahara Ghana	1	ILO ; ETF	1	Bruselas	1			Future of work research paper ;	3	Future of work research paper ;	3	1	1	122 p.	4	1	122 p.	4	4	4	



▶ **Smart expansion**
Smart harvest
Researchers profiles

Smart expansion

Smart expansion (SE) via CSV

Basic metadata

- ❖ Researcher ID
- ❖ DOI
- ❖ Asset title

Central Discovery Index
(CDI)

Records approval

Smart expansion (SE) via Citation list

Criteria metadata

- ❖ Citation list – Zotero
(RIS)

Records approval

Smart expansion (SE) via Alma

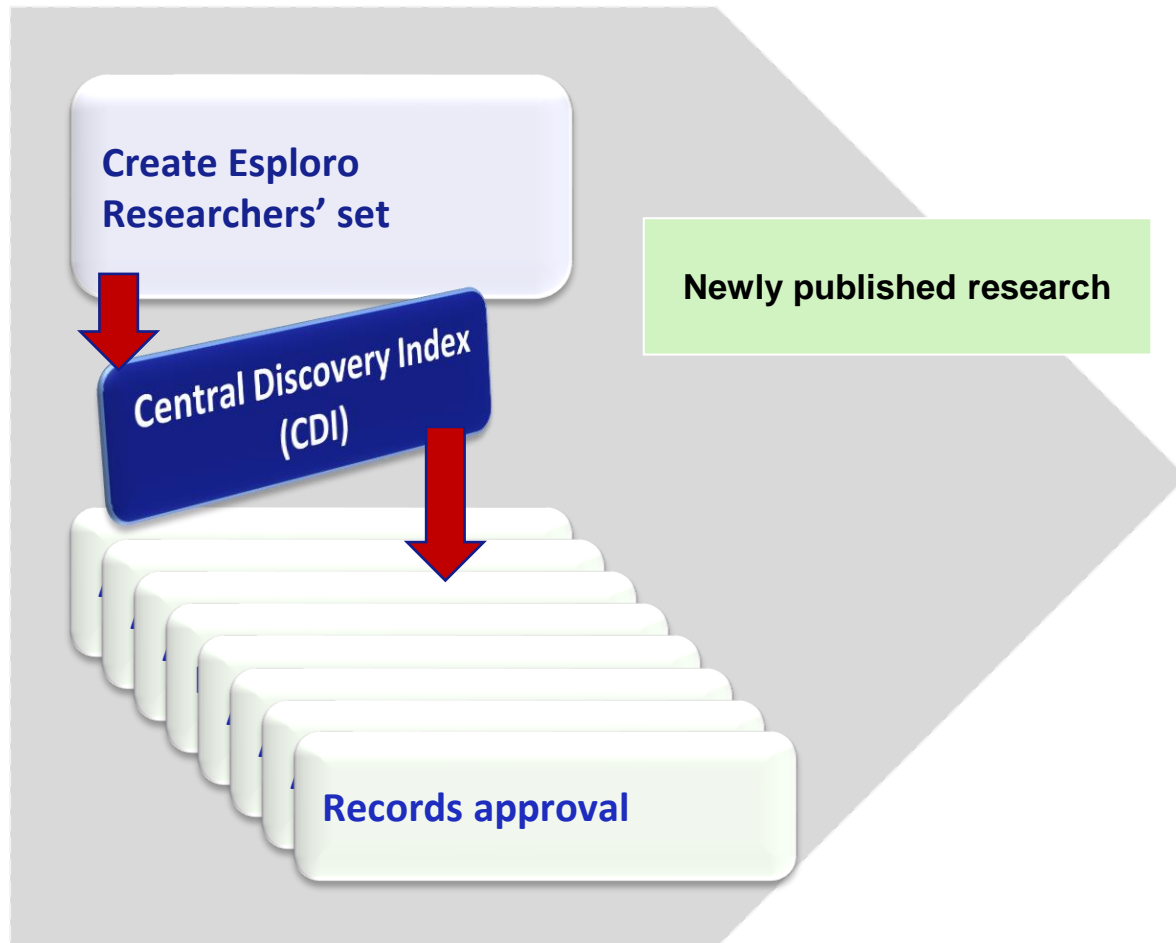
Rich metadata

- ❖ Create Alma Sets
- ❖ Mapping tables

Alma

Records are added
automatically

Smart Harvest



Comments

1. Run on ongoing basis via a scheduled job
2. Exact researcher names
2. Exact researcher names and same area of research
3. Lengthy approval process
4. Ensure that researchers have an ORCID ID
5. Author matching algorithm that uses machine learning techniques - expect improvement of future runs

How we used Smart Expansion (SE) and Smart Harvest?

		Issue	Comment
NON ILO	Approval criteria	<ul style="list-style-type: none"> ➤ Ensure consistent metadata ➤ Simplify the approval process 	<ol style="list-style-type: none"> 1. Author 2. Title 3. Year of publication 4. Language 5. Asset type 6. Journal name / Publisher
	Smart expansion (CSV & RIS)	<ul style="list-style-type: none"> ➤ SE (CSV) – published in local journals ➤ SE (CSV) – No DOIs ➤ SE (RIS) – search & capture metadata ➤ SE (RIS) – asset types mapping 	<ul style="list-style-type: none"> ➤ SE (CSV): quick yet did not capture all our researchers' publications. ➤ SE (RIS): capture and standardize the metadata using Zotero
	Smart Harvest	<ul style="list-style-type: none"> ➤ Lengthy approval process 	<ul style="list-style-type: none"> ➤ Encourage researchers to create ORCID ID
ILO	Smart expansion via Alma	<ul style="list-style-type: none"> ➤ Ensure timely update of Research Rep. ➤ DOI activation ➤ Metadata updates and files new versions 	<ul style="list-style-type: none"> ➤ Catalogued titles are tagged ➤ Review cataloguing before the run ➤ Daily run of the Smart Expansion via Alma process

Run job to add ILO asset types

Researchers' Profiles

- ✓ Showcase ILO area's of expertise
- ✓ Visibility on areas of ILO research
- ✓ Connect researchers
- ✓ Researchers' bibliographies


Page 2 of 33 results

Refine the results

Researcher Topic ^


- Labor Economics 4
- Macroeconomics 2
- Trade 2
- Climate Change 1
- Collective Bargaining 1

Show more




Tite Habiyakare
Regional Labour Statistician,
International Labour Organization

International Migration / Labour Force Statistics / Population Change / Age and Sex Structure / Data Collection and Processing




Claire Harasty
Sr Adviser to ADG, International Labour Organization

Poverty / Employment Policy / Ageing




Dorothea Hoeltker
Sr Researcher, International Labour Organization

History / Labour History / ILO history




Phu Huynh
Specialist on Employment,
International Labour Organization

Employment / Labour Markets / Crisis / Garment Sector / Trade / Technology




Aya Jaafar
Labour Economist, International Labour Organization

Informality / Youth Employment / Gender / Labour Markets in Crisis and Fragile Contexts




Lawrence Jeff Johnson
International Labour Organization,
Deputy Department Director

Economics & Development Policy / Employment Policy / Labour Market Information / Research & Statistics / Partnerships & External Affairs / Communications / Social Protection & Working Conditions / Labour Productivity ... (14 interests)




Kee Beom Kim
Macro-Economic and Employment Policies Specialist

Macroeconomics / Structural Transformation / Employment Diagnostics / Youth Employment



Aristea Koukiadaki
Managing Editor, International Labour Organization

Comparative Labour Law / Comparative Industrial Relations / Socio-legal and Empirical Legal Research



David Kucera
International Labour Organization,
Sr Researcher

Structural transformation / Economics of gender / Trade / FDI and labour standards / Indicators of labour standards / Informal employment

Previous 1 2 3 4 Next



David Kucera

Sr Economist

Structural transformation /
Economics of gender / Trade /
FDI and labour standards /
Indicators of labour standards /
Informal employment
[Show all 6 topics](#)

Overview **Output**

All assets (107)

Publication (103)

More (4)

[EXPORT ALL](#)

REVIEW | PEER REVIEWED

The Contest for Value in Global Value Chains: Correcting for Distorted Distribution in the Global Apparel Industry

by Sukti Dasgupta and David Kucera

Published 01/01/2022

Transnational Corporations, 29, 1, 189

Dasgupta and Kucera review The Contest for Value in Global Value Chains: Correcting for Distorted Distribution in the Global Apparel Industry by Lilac Nachum and Yoshiteru Uramoto.

JOURNAL ARTICLE | PEER REVIEWED

Gender and European Economic Policy: A Survey of the Views of European Economists on Contemporary Economic Policy

by Ann Mari May, Mary G. McGarvey and David Kucera

Published 2018

Kyklos, 71, 1, 162 - 183



BOOK CHAPTER

International Labor Standards and Tripartism

by David Kucera

Published 2021

JOURNAL ARTICLE

Defeminization, Structural Transformation and Technological Upgrading in Manufacturing

by Sheba Tejani and David Kucera

Published 2021

Development and Change, 52

This article examines gendered employment implications of structural transformation and technological upgrading in manufacturing. It focuses on 14 countries that relied heavily on exports of labour-intensive and assembly industries that have long provided strategic entry points onto global markets. The authors use accounting decomposition methods to identify the drivers of changes in female shares. [Show more](#)



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In the top 5% of all research outputs scored by Altmetric

[MORE...](#)

Mentioned by

- 10 news outlets
- 1 blog
- 84 tweeters
- 1 Facebook page
- 1 Google+ user
- 2 Redditors

Citations

- 30 Dimensions

Readers on

- 31 Mendeley

Expertise

David Kucera does policy-oriented research on labour in processes of economic development, much of it focusing on gender. When joining the International Institute for Labour Studies (the precursor to the ILO's Research Department) in 1999, Kucera was asked to develop empirical evidence on the trade and labour standards debate. This led him to develop new indicators of freedom of association and collective bargaining rights, which evolved into SDG indicator 8.8.2 on labour rights. His publications have appeared in a number of peer-reviewed academic journals and books.

Global ID

0000-0002-9481-2792

Link

[Research Gate](#)

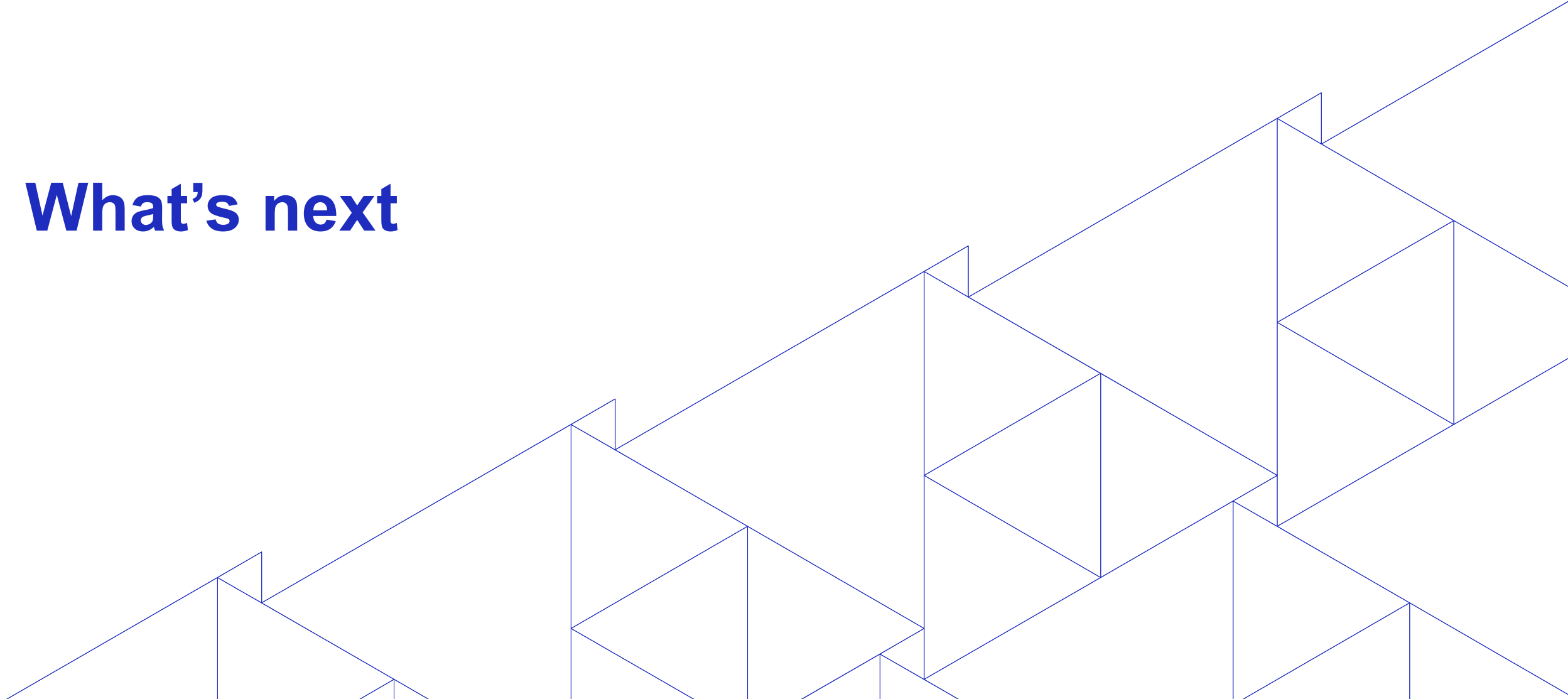
Education

Economics
PhD, New School for Social Research

Liberal Arts
BA, The Evergreen State College (United States, Olympia) - TESC



What's next



▶ Process improvement

- ✓ **Harmonize the E2E internal publications processes**
- ✓ **Enhance the cataloguing process**
- ✓ **Enhance the integration with active directory**
- ✓ **Optimize the research repository website**

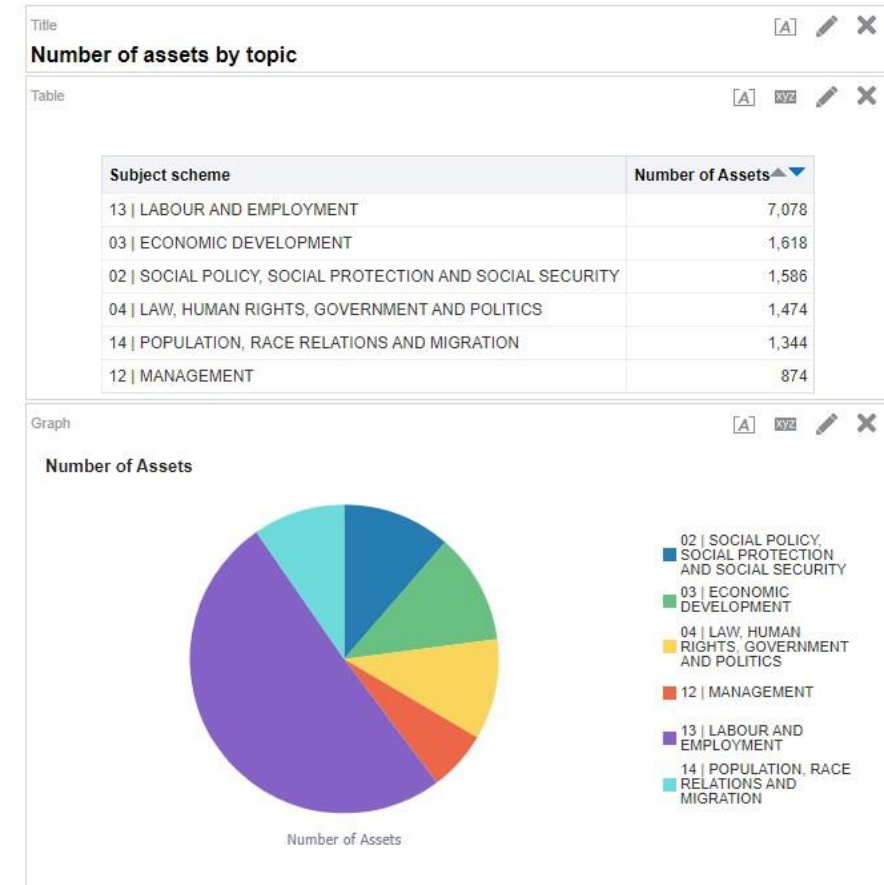
► Develop new analytics reports and dashboards to answer questions such as

How many publications we have about social protection?

At which journals our researchers publish their work?

Most covered primary topics? Least covered primary topics?

How many research collaborations between HQ and the Field?





ExLibris – Esploro update



What did this look like from the Esploro team side?

How did it start?

- Creating Esploro assets from Alma records was planned since the early days of Esploro, however based on priorities it was not developed.
- In the ILO instance, due to the workflows in place, this feature was not just desired, it was essential to being able to go live.
- Therefore, we developed a dedicated normalization from the ILO MARC format to Esploro, as part of the implementation process, during Smart Migration.
- We also set up a similar process using Smart Expansion, with Alma as the source, to enable ongoing asset creation.



▶ What did this look like from the Esploro team side?

What's next?

- Leveraging the work done for ILO, we are now developing a generic version of this feature that can benefit all Alma-Esploro customers.
- The feature will be configurable to some extent, allowing customers to adjust it for their needs. This is planned for e/o 2023.
- In some cases a more tailor-made normalization may be requested – that will be available via a paid service.

▶ Summary & questions

[International Labour Organization - Research Portal \(ilo.org\)](https://ilo.org)