The UN Evaluation Competency Framework and its relevance to evaluation consultants

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Introductions

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Objectives of today’s presentation

• Overview of UNEG and how it defines professionalization
• The 2016 Evaluation Competency Framework (ECF)
• How best to use the UNEG competency framework
Overview Of UNEG and How it Defines Professionalization
UNEG Mission

- To promote the independence, credibility and usefulness of the evaluation function and evaluation across the UN system;
- To advocate for the importance of evaluation for learning, decision-making and accountability;
- To support the evaluation community in the UN system and beyond

- [http://www.uneval.org/](http://www.uneval.org/)
UNEG Concept of Professionalization

- Dissemination of Knowledge and Good Practice
- Evaluation Competencies
- Institutional Structures
- Access to Education and Professional Development
- Guiding Principles, Ethics and Standards
- Recognition of Knowledge, Skills and Experience
The UNEG Evaluation Competency Framework
UNESEG Evaluation Competency Framework

Professional Foundations
- Ethics and Integrity
- Evaluation Norms and Standards
- Knowledge Base
- Human Rights and Gender Equality
- Reflective Practice

Technical Evaluation Skills
- Quality Standards
- Evaluation Purpose and Design
- Evaluation Approaches, Methods and Data Analysis
- Reporting Findings, Conclusions and Recommendations

Management Skills
- Work Planning
- Coordination and Supervision
- Adapting the Evaluation to Fit Circumstances

Interpersonal Skills
- Communication Skills
- Facilitation Skills
- Negotiation Skills
- Knowledge Sharing Skills

Promoting a Culture of Learning for Evaluation
- Integration of Evaluation in Policy and Programming
- Utilization-focused

Sustainable Development Goals, Gender Equality and Human Rights
Professional foundations

• Ethics and integrity
• Evaluation Norms and Standards
• Knowledge Base
• Human Rights and Gender Equality
• Reflective Practice
Technical evaluation skills

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Management skills

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Promoting a culture of learning for evaluations

- Integration of Evaluation in Policy and Programming
- Utilization-Focused
Uses of the Evaluation Competency Framework
Potential uses of the Evaluation Competency Framework

• Recruitment and hiring
• Learning, training and development
• Promotion and career development
• Performance management/self-assessment of competencies
• Evaluation capacity development
• OR other innovative uses...?
Questions

1. Can the competency framework support the engagement of suppliers?

2. How can evaluation competencies be tested, for example, in tendering situations?

3. Do you see any other innovative uses of the competency framework?
Thank you for your participation!

The Evaluation Competency Framework can be accessed on UNEG’s website:

Further information
ECs impact so far

• *Evaluation Competencies for Evaluators of the UN System, as well as the Job Descriptions* have been used extensively for their intended purpose by many UN agencies for specific purposes (but less so by others – or less transparently in terms of process use)
  – E.g. training programmes, recruitment practices: basis for job interviews etc.
  – Mapping and benchmarking exercise showed that UNEG member agencies have used and made reference to the ECs and UNEG job descriptions
  – Number of downloads of EC and JD documents is about 16,885 (as of Oct 2016)
UNECE Membership: 47 members and 3 observers, Secretariat hosted by UNDP IEO

- Funds & programmes: ITC UNCDF UNICEF UNCTAD UNHCR UNDP UN-Women UNEP UN-Habitat UNODC UNFPA UNRWA UNV WFP (14)
- Specialized agencies: FAO ICAO IFAD ILO IMO UNESCO UNIDO WHO WIPO WMO (10)
- Related, associated and other organizations: CTBTO IAEA OPCW WTO IOM UNAIDS (6)
- Regional commissions: UNESCAP UNESCWA UNECA UNECE UNECLAC (5)
- Departments & offices: OCHA OHCHR OIOS DPI DPKO UNDESA PBSO DGACM (UNDSS (to be approved)) (8)
- Research and training institutes: UNICRI, UNITAR (2)
- Others: GEF PAHO (2)

- Observers: JIU SDG-F World Bank
- Institutional Partners: DAC Evalnet, ECG, IOCE, WSSCC
UNEG strategic objectives (SO)

- SO1: a stronger evaluation function
- SO2: strengthening use
- SO3: System-wide evaluations
- SO4: UNEG co-leading global evaluation partnership
SO 1 Sub-Groups

- WG to revise the UNEG Norms and Standards
- WG on Peer Reviews to improve quality of evaluation function in the UN
- **WG on Professionalisation** to strengthen strategic, technical and managerial skills of UN evaluators
- Interest Group on Decentralised Evaluations
Why ECs have been updated?

• Several motives:
  ➢ Global, regional, national context changes
  ➢ Global trends in professionalization and the need for evaluation to distinguish itself as a profession
  ➢ Enhancing the impact of evaluation
  ➢ Recent revision of the UNEG norms and standards for evaluation
Adoption of the ECF

• UNEG working group on professionalization led the process - 2015/16
  – extensive consultation process and
  – several studies and surveys.

• Draft Evaluation Competency Framework was discussed at the UNEG Annual General Meeting in Geneva in April 2016 and unanimously adopted when finalized post-AGM
What are the key enhancements

• A single document
• **Target groups**: evaluators, evaluation unit heads and commissioners (+users)
• **3 skill levels**: independent of UN salary grades
• Enhancing use of competencies
• New Norm Professionalism complementarity with updated Norms and Standards
Linkage with UNEG norms and standards

- A new general norm on Professionalism

- Standard 3: Competencies
  - 3.1. Competencies
  - 3.2. Ethics
General Norms for Evaluation

Norm 10: Professionalism
Evaluations should be conducted with professionalism and integrity. Professionalism should contribute towards the credibility of evaluators, evaluation managers and evaluation heads, as well as the evaluation function. Key aspects include access to knowledge; education and training; adherence to ethics and to these norms and standards; utilization of evaluation competencies; and recognition of knowledge, skills and experience. This should be supported by an enabling environment, institutional structures and adequate resources.
Standards for evaluation

Standards 3: Evaluation Competencies

- 3.1 Competencies
- 3.2 Ethics
Current activities for WG on professionalisation

• Various dissemination activities

• Pilot Projects