



The UN Evaluation Competency Framework and its relevance to evaluation consultants

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UNEG
United Nations Evaluation Group

Introductions

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Professionalization of Evaluation working group



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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



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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/>

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



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UNEG 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 evaluations

- Integration of Evaluation in Policy and Programming
- Utilization-Focused



Uses of the Evaluation Competency Framework



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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:

[http://www.unevaluation.org/document/foundation-
documents](http://www.unevaluation.org/document/foundation-documents)

Further information



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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)

UNEG 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?

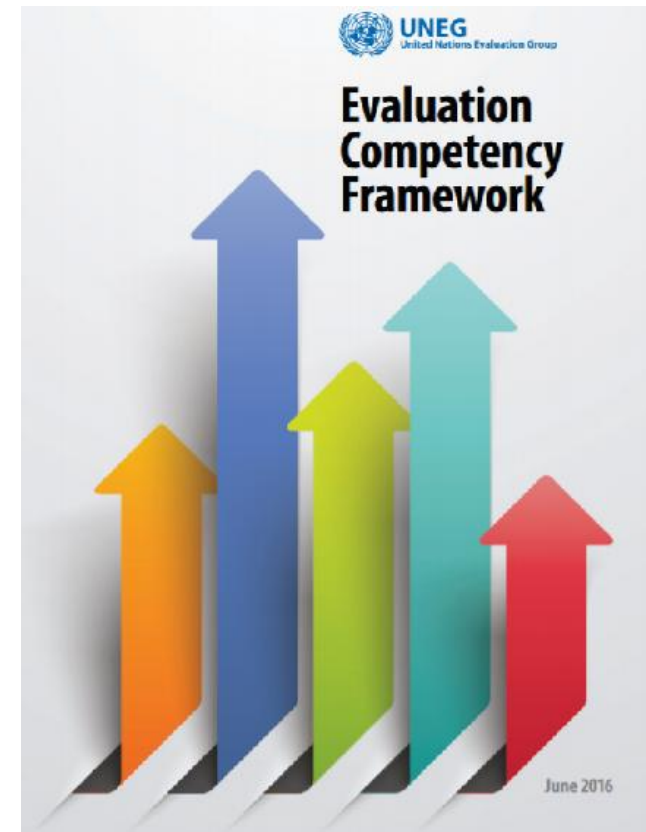
- Several motives:
 - Global, regional, national context changes
 - Global trends in professionalization and the need for evaluation to distinguish itself as a profession
 - Enhancing the impact of evaluation
 - Recent revision of the UNEG norms and standards for evaluation

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

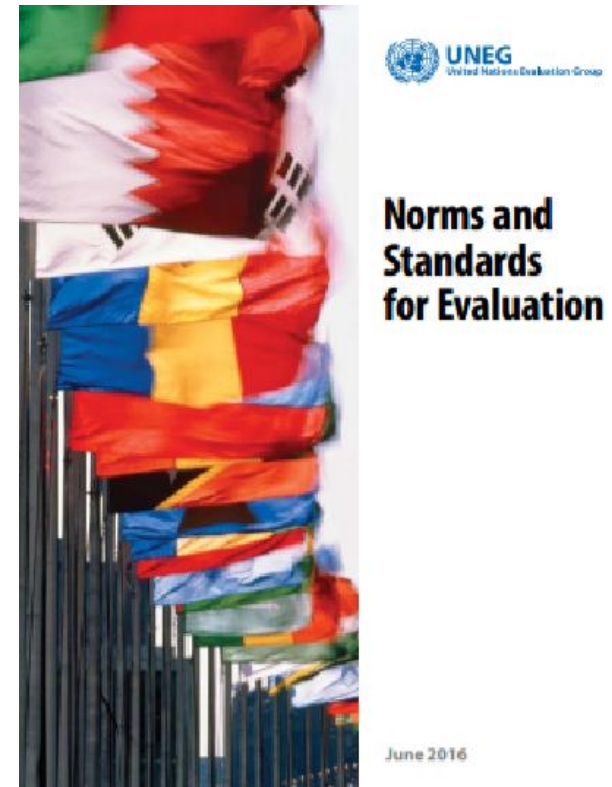
What are the key enhancements

- 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