

Standards for international organizations to meaningfully engage youth in evaluation					Source	Comments	
Prior to filling this table, read the standards for international organizations for detailed guidance and instructions. The publication is available at eval4action.org							
1 Leadership and accountability							
Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points			
1.1 Political commitment of the organization	1.1.1 Senior management in evaluation endorses the engagement of youth in the evaluations commissioned by the organization	1.1.2 Commitment clearly expressed in evaluation charter, strategy or policy	1.1.3 The organization operationalizes the commitment		OHCHR Management Plan- As a spotlight population RBM Manual- As a spotlight population Evaluation policy- As an engagement group		
		1	2	3			6
1.2 Institutional commitment of the organization	1.2.1 The organization declares commitment to meaningful engagement of youth in evaluation by signing the Youth in Evaluation manifesto	1.2.2 The organization takes action to deliver on the commitment	1.2.3 The organization reviews the commitment and report on its progress				eval4action website
		0	0	0	0		
Total points for leadership and accountability					6		
2 Practice							
Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points			
2.1 Youth voices are heard during all phases of the evaluation	2.1.1 The evaluation methodological approach includes considerations of how youth views should be taken into account	2.1.2 Youth voices are heard during all phases of the evaluation, including evaluation design, data collection, stakeholder engagement, reporting, and dissemination and use of the evaluation	2.1.3 Young people are provided space and structures to take responsibility in all phases of the evaluation and participate in codecision-making with seniors		KII, FGDs, document review	youth is embedded as stakeholders and co-evaluators (or evaluators), reference group, Youth Advisory Board	
		1	2	3			6
2.2 Integration of YEEs in all phases of evaluation	2.2.1 The evaluation terms of reference (ToR) outline how YEEs will be included in the evaluation	2.2.2 YEEs participate in all phases of the evaluation, including evaluation design, data collection, stakeholder engagement, reporting, and dissemination and use of the evaluation	2.2.3 YEEs as coevaluators participate in decision-making and co-lead all phases of the evaluation together with seniors				KII, FGDs
		1	2	3	6		
2.3 Guidance on involving youth from diverse groups in evaluation	2.3.1 Guidance developed on how youth from diverse groups can be engaged in all phases of evaluation	2.3.2 Guidance made available organizationwide	2.3.3 Guidance utilized for evaluations across the organization		document review, KII	There are guidance on how to involve youth in programming and evaluations, https://www.ohchr.org/en/youth	
		1	2	3			6
2.4 Training on thematic areas of the evaluation for youth and YEEs	2.4.1 Organization earmarks resources for the training of youth and YEEs on thematic areas of the evaluation	2.4.2 Training delivered to youth and YEEs on thematic areas of the evaluation	2.4.3 Youth and YEEs who have received the training are offered opportunities to meaningfully participate in the evaluation process				KII, FGDs, document review
		1	2	3	6		

3 Advocacy and capacity development

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points
3.1 Partnership building for youth in evaluation	3.1.1 Raise the awareness of local partners of the importance of engaging youth in evaluation	3.1.2 Development of partnership agreements with local partners to advance the engagement of youth in evaluation	3.1.3 Joint initiatives by VOPEs and international organizations to build leadership capacity of YEEs	1
	1	0	0	1
3.2 Support organizations that build capacity of YEEs	3.2.1 Develop partnerships with organizations that offer capacity-building for YEEs	3.2.2 Build capacity of organizations that offer to develop capacities of YEEs	3.2.3 Provide funding to organizations that offer to develop capacities of YEEs	1
	1	0	no evidence	1
3.3 Develop materials on youth in evaluation	3.3.1 Produce capacity-building material on advancing youth engagement in evaluation	3.3.2 Capacity-building materials on advancing youth engagement in evaluation are made available in the public domain	3.3.3 Capacity-building materials on advancing youth engagement in evaluation are translated into international and local languages	3
	1	1	2 no evidence	3
3.4 Support local partners for capacitybuilding of youth in evaluation	3.4.1 Support local partners to take the initiative in capacitybuilding of YEEs	3.4.2 Local partners provide YEEs access to learning platforms and additional monitoring and evaluation (M&E) training	3.4.3 Promote election of YEEs into relevant VOPE or M&E association management structure	1
	1	0	0	1
Total points for advocacy and capacity development				6

KII, focus group discussion, document review

KII, focus group discussion, document review

KII, focus group discussion, document review

yes, but youth in context of human rights research

KII, focus group discussion, document review

partnerships with uiversities

4 Knowledge management and communication

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points
4.1 Host and advocate for knowledge sharing events for YEEs	4.1.1 International organization advocates for more knowledge sharing events for youth in evaluation	4.1.2 International organization actively participates in knowledge sharing events and sessions dedicated to YEEs	4.1.3 International organization hosts knowledge sharing and advocacy events for YEEs	3
	1	2		3
4.2 Support learning platforms for knowledge sharing	4.2.1 Support exposure of YEEs to various M&E activities and platforms for learning	4.2.2 Develop platforms for YEEs to engage with audiences in evaluation through webinars and conferences	4.2.3 Provide opportunities for YEEs to contribute to the body of knowledge of evaluation theory and/or practice	6
	1	2	3	6

KII, focus group discussion, document review

Facilitate participation in evaluation networks and workshops to connect young evaluators with mentors and peers

document review, KII, FGDS

In 2023, 2 UNVs completed a training program on Evaluation in the Secretariat, conducted by the UN Staff College. 2 evaluation managers participated in training certification at the International Training Centre of the ILO (ITCILO) on Monitoring and Evaluation and Impact Evaluation

4.3 Support networking and presentation of experience	4.3.1 Support the visibility of YEEs through documentation of YEE experiences, journeys and achievements	4.3.2 Provide YEEs opportunities to copresent at evaluation fora on evaluations in which they had an active role	4.3.3 Provide YEEs access to evaluation networks and conferences to engage, network and learn from other YEEs and professionals		
		1	2	3	6
Total points for knowledge management and communication					15

5 Human resources

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points	
5.1 Inclusion of YEEs in evaluation teams	5.1.1 Development of inclusive ToRs for positions that are a good fit for YEEs	5.1.2 Disseminate ToRs across YEEs networks	5.1.3 Inclusion of at least one YEE in each evaluation team		
	1	2	3	6	
5.2 Career development training for YEEs	5.2.1 Support for learning and development of YEEs on technical skills	5.2.2 Offer career development sessions for YEEs including pathways of growth	5.2.3 Offer on-the-job mentoring for YEEs		
	1	2	3	6	
5.3 Inclusion of YEEs in the evaluation structure of the organization	5.3.1 Introduce an internship and junior/young professional programme	5.3.2 Organization facilitates absorption of YEEs in entry-level evaluation posts based on quota of the organization	5.3.3 YEEs participating in the evaluation function for a specified minimum period		
	1	2	3	6	
Total points for human resources					18

6 Financial resources

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points
6.1 Allocation of financial resources for youth in evaluation	6.1.1 Dedicate funds to enhance youth in evaluation	6.1.2 Provide financial support to partner organizations that are supporting youth in evaluation	6.1.3 Participate in pooling of financial resources with other organizations for YEE programme(s)	
	1	2	no evidence	3
6.2 Financial resources for hiring YEEs for evaluations	6.2.1 Incorporate resources for hiring YEEs for evaluations into organization budget	6.2.2 Include the engagement of YEEs as a criterion in deciding procurement processes for commissioning evaluations	6.2.3 Commissioned evaluations include a paid YEE	

document review, KII, FGDs	YEEs are equally treated as presenters, and authors of reports/assignments
document review, KII, FGDs	In recent ToRs there are rare possibilities to involve YEE as consultants, from KII - for many evaluations YEEs are involved as assistants
KII, FGD, Document review	OHCHR yearly recruits YEE (UNVs) to work with the Evaluation Function. Currently 2 UNVs; mentoring sessions for interns and UNVs, and internal YEEs
KII, FGD, Document review: The Ditch UNfair Internships'- University UN Volunteers programme UNV programmes: integrated into the yearly workplans.	OHCHR has had young evaluators at intern, UNV, P1, P2, and P3 levels; In 2021, OHCHR's Policy, Planning, Monitoring and Evaluation Service launched the Ditch UNfair Internships project in collaboration with the Human Resources team. OHCHR yearly recruits YEE (UNVs) to work with the Evaluation Function. Currently we have 2 UNVs.
KII, FGD, document review	Internship, and UNV program including in evaluation sphere
KII, FGD, document review	Include young and emerging evaluators as members of evaluation teams and primary pool; Internal YEEs participate in management of evaluations, including from the recruitment of evaluators to the preparation of the management response

	1	2	3	6
Total points for financial resources				9
Total rating				78

Overall performance of the international organization based on the total rating

- Overall rating 0 to 27 – missing minimum requirement
- Overall rating 28 to 54 – approaching minimum requirement
- Overall rating from 55 to 81 – meeting minimum requirement
- Overall rating from 82 to 108 – exceeding minimum requirement





































