

					Source	Comment
<p>Prior to filling this table, read the standards for international organizations for detailed guidance and instructions. The publication is available at eval4action.org</p>						
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		Evaluation Policy 2022	It will further develop partnerships with national and regional evaluation institutions and experts in order to strengthen national evaluation systems and enhance both evaluation capacity and the pool of evaluation experts. (Evaluation Policy 2022) - Activity 5.1.4 under the regional and national capacity development workstream of the 2022 Corporate Evaluation Strategy includes the following language ""Country offices and regional evaluation units, with support from the Office of Evaluation, will provide technical assistance to institutions to support the development of evaluation systems and processes. They will also provide support to individuals through training, professional exchanges and engagement in evaluation processes to enhance capacities to commission, manage and use evaluations in support of national development outcomes and SDGs. For its evaluations, WFP will continue to use a mix of national, regional and international evaluators, including young and emerging evaluators.""
		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			
		0	0	0	0	eval4action website
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 codcision-making with seniors		document review, survey, KII	no particular evidence if there is any methodological approach to involve youth; But there is evidence that internal YEE are very well involved in all phases (from KII)
		1	2	0	3	
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		document review, survey, KII	some ToR mentioned "data analyst" position as enter level with two years of experience or without mentioning exact number of years of experience
		1	2	3	6	

					Source	Comment
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, survey, KII	no particular guidance how to involve youth in evaluation
		0	0	0		
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		document review (COUNTRY CAPACITY STRENGTHENING Lessons from WFP evaluation initiatives, October 2022), KII	Joint program with UNICEF and CLEAR AA to strengthen the capacity of YEEs offered working engagement in evaluation; Internal programs for capacity development in evaluation. However, there is a comment on the available evaluation courses that most of them are very basic and do not give the opportunity for YEE to grow.
		1	2	3		
Total points for practice						15
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			
		2	3		KII, document review	WFP partnership with SAMEA and its support, support of wider joint program with CLEAR AA on YEE capacity building and local awareness in Africa
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		KII, document review	
		1	3			
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		KII, document review	Courses material for the YEE capacity building; Some sessions (materials and recordings) are available in EvalForward website
		1	2			
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		KII, survey, document review	
		1	2			
Total points for advocacy and capacity development						18
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		KII, survey, document review	Active in EvalForward platform, as well as joint sessions on AFREA with YEE involvement, workshops with SAMEA and Clear AA
		1	2			
				3		
				6		

					Source	Comment
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		KII, survey, document review	Internal YEE are supported to join the internal courses, external YEE to join the capacity building program
	1	2	no evidence	3		
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		KII, survey, document review	Stories from the Joint program with Clear AA demonstrate YEE growth and reflections, AfREA sessions/section, support for AfREA conference participation
		1	2	3		
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		KII, survey, document review	Some ToR include research assistant or data analyst position (for synthesis for example), but this is not rule for all evaluations
	1	2	0	3		
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		KII, survey, document review	internal programs for capacity building - basic and technical tailored for specific spheres of programming; YEEs interns are offered mentoring, internal YEE informal mentoring; Glocal sessions
	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		KII, survey, document review	there is an internship program, entry-level positions are in place in some national offices (KII)
	1		3	4		
Total points for human resources					13	

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)		KII, survey, document review	support of SAMEA YEEs, support CLEAR AA in joint programming
		1	2	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		KII, survey, document review	
	1	0	0	1		
Total points for financial resources					7	

Total rating **74**

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

Source

Comment