

Evaluation of CANADEM

Now, in the early stages of its existence, is an ideal time for CANADEM to consider how it will measure its results and impacts and justify its continued call on public funds.

Are the expectations of CANADEM's sponsors in DFAIT and its clients in synch with the services it can provide?

Client expectations of CANADEM seem to be in line with the services which they plan to provide. There are some variations, as demonstrated in the nature of suggested additional services in the member survey. Some members have expectations for services which go beyond the mandate of this organization. This could be remedied with additional communication.

International clients demonstrated an understanding of CANADEM's services. The one caveat in this area is the link between deployment funding and individual nominations. Two references of this sort were made. In one case the respondent hoped the issues could be handled seamlessly, and another was under the impression that CANADEM was responsible for both nominations and deployment costs.

There are issues relevant to expectations between the sponsor and CANADEM. These were evident in:

- ▶ the degree to which the peacebuilding concepts have been integrated into CANADEM's operational practices
- ▶ the reporting mechanisms instituted with the last contribution agreement
- ▶ the strategic objectives prepared by CANADEM, and
- ▶ the funding request for the upcoming fiscal year

While peacebuilding has been added to CANADEM's literature, it is referenced at only a high level in administrative documents, such as the application form (note Appendix F). As previously described, peacebuilding incorporates a significant breadth of activities, including human rights and democratic development work. The application form has retained detailed breakdowns of human rights experience, such as distinguishing between human rights monitoring, Canadian human rights law expertise and international human rights law. Yet peacebuilding experience or expertise is given as a collective or singular skill/experience category.

A variety of skills, knowledge and competencies are required for the different aspects of work that would be undertaken under a peacebuilding label, and while some of these are congruent with the existing categories, there are others which this format will not capture. It is a depth of definition which is lacking from the operational processes, raising concerns over the ability of CANADEM to make the best matches of personnel to opportunities and precluding