

Evaluation of CANADEM

placements.

While it is recognized that there are several factors beyond CANADEM's control in the actual placement process, a comparison between nominations and placements will provide useful information on why there is a variance (ie: quality of candidates or deployment funding problems). Both factors are important for measuring CANADEM success and informing its planning process. Targets for placement rates should be set, although it is recognized that in the first year these will be highly speculative.

Another qualifier to measuring this impact is that not all international field assignments are channeled through CANADEM. Individual experts may be contacted directly. NGOs and NGIs have their own established international networks and some opportunities are channeled through government. CANADEM is pursuing a domestic marketing strategy designed to raise its profile and become a 'national point of entry' for these specialized skills and expertise.

The desire to increase Canadian presence in the field is also a reflection of Canada's commitment to human rights and peacebuilding issues. To some extent CANADEM has achieved a measure of success already in this area. The mere existence of this mechanism and the extent to which it is known (international and domestically) is a positive demonstration of this commitment.

This evaluation found that those interviewed from international organizations readily identified the CANADEM name and were familiar with what it is designed to do. Many applauded the creation of this national mechanism. Similarly, members in the resource bank were very supportive of the initiative and saw it as a reflection of Canada's commitment to peacebuilding and human rights.

Finally, the last intended impact is to augment domestic capacity in peacebuilding and human rights. This is to be achieved, in the first instance, by facilitating more field experiences and in the second instance, through selected training, networking and lessons learned or sharing of experiences. Impact in this area has not been realized to date, due to the lack of actual deployments and training activity.

The framework for measuring the impacts on the domestic community, and in planning activities (like networking and training), should be closely linked to similar work being pursued through the Canadian Peacebuilding Coordinating Committee (CPCC). They have undertaken a census of NGO work in this field, are working on a training data bank and have analyzed Canada's comparative advantage and gaps in peacebuilding capacity. CPCC is primarily, but not exclusively, made up of NGOs and CANADEM is a member. Collaborative work between these two organizations could avoid duplication and be mutually beneficial.