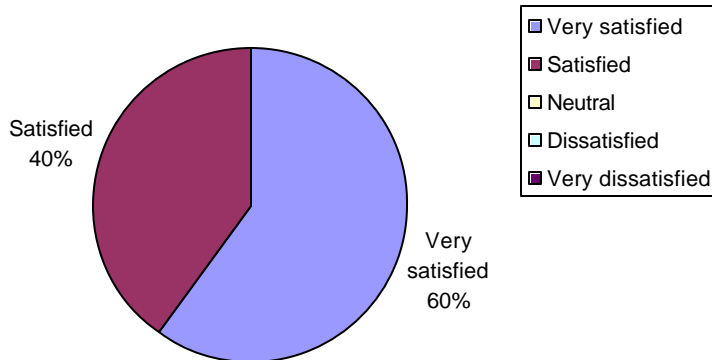


Evaluation Results
Third Regional JPO Workshop: Antigua, Guatemala, 5-9 May 2003

1. What is your overall assessment of the workshop?

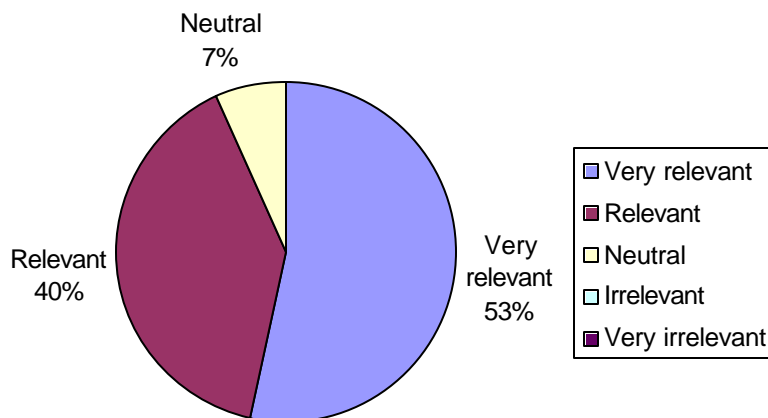
(please indicate the most appropriate answer)



2. To which extent were the individual presentations / sessions of the workshop relevant to you?

(please indicate the most appropriate answer for each of the activities below)

a. "Deepening democracy in a fragmented world" (Monday 5 May)

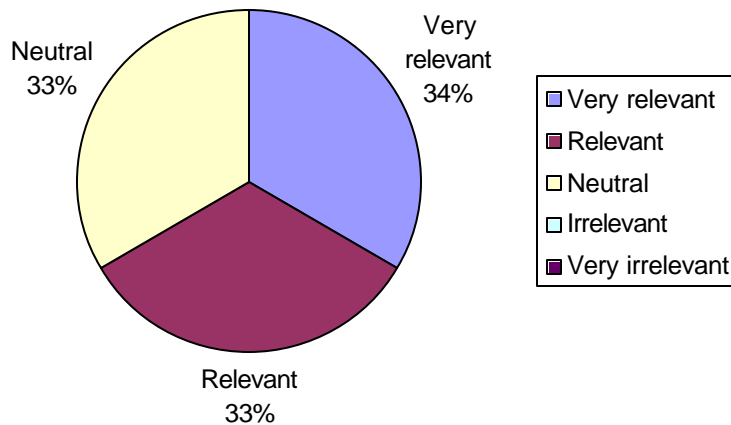


Please comment:

- Very good introduction to the theme and the workshop.
- An excellent and dynamic presentation that really set the tone for the workshop. Tanni's expertise and ability to synthesize the range of topics concerning HRights, HDev and Democracy had a motivating effect on the group.
- Tanni was an excellent resource person. She has substantive knowledge on the issue we discussed. She was accessible outside the workshop.
- It was very interesting the new approach from HR to HD. It was very useful to clarify several concepts of democracy.
- Very professional and high quality presentation.
- Clarified / systematized basic concepts: Tanni was very good as a presenter. Good answers.
- The presence and participation of Tanni was very relevant in general.

- Not directly related to my work but very important and interesting presentation.
- Very professional and well prepared presentation and with a good mix of participatory work.

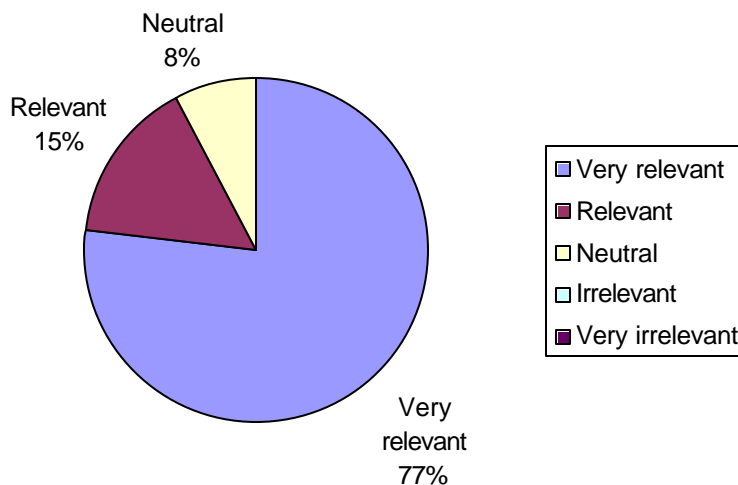
b. “Justice & Security Reform: Building democratic governance in Latin America” (Tuesday 6 May)



Please comment:

- Was interesting to me personally, but maybe too specific for whole group.
- It's a shame that the presentation wasn't given in Spanish as I think it lost something in the translation. However, the topic was well chosen and Alejandro's inputs (from his presentations and comments) were thought provoking.
- Working in Latin America it gave me an overview of the situation and made me understand better several aspects of the process.
- Sometimes a bit too detailed otherwise relevant information.
- Very different for what I do but never the less I profited a lot.
- Link with democratization should have been emphasized.
- Presentation not so good. Difficult to see the red thread.
- Maybe the time was too short - the subject is complex and it might have been good with more time for questions.

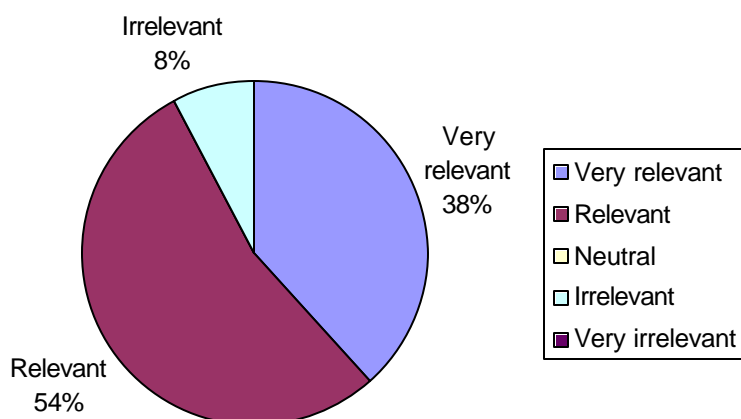
c. Project site visits (Wednesday 7 May)



Please comment:

- Excellent. Very interesting. Though some presentations could have been shorter.
- As a JPO in Guatemala who doesn't get out of the capital very often, it was fantastic to have the project visits, in fact, the reality of democracy in action within a marginalized social group was essential for making sense of the more theoretical aspects of the course. They made for a very good learning balance.
- As a non-Spanish speaker I have missed substantive parts because of the translator.
- Very interesting to understand better what are HR and different interpretations. Great experience.
- The programme was too heavy; we were exhausted at the end of the day.
- Excellent to have the opportunity to see “other side of the coin” the practice!
- Exiting and a great effort by project staff. Amazing how well the timing was.
- Excellent field visits – maybe though a bit too much of the same thing.
- Wonderful trip. Extremely interesting and very well organized.

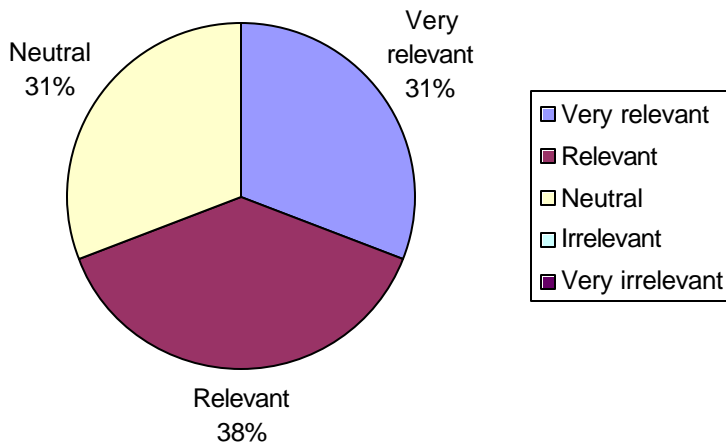
d. “Deepening democracy: A Country Perspective” (Thursday 8 May)



Please comment:

- Interesting to understand the process and to see differences in different context and countries.
- Very interesting insight from senior management level.
- Nice, informal but very informative presentation.
- Interesting and good presentation.

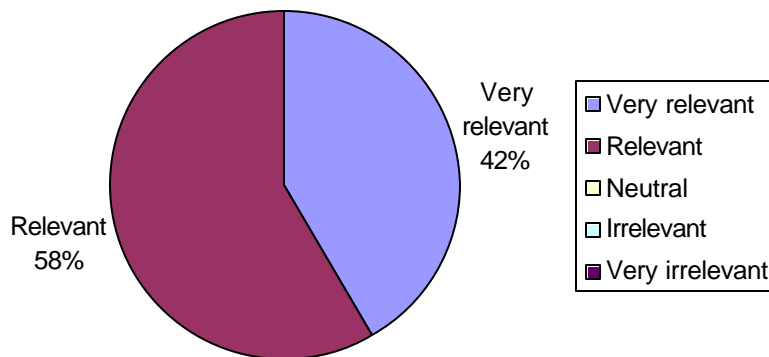
e. “Managing your career in UNDP” (Thursday 8 May)



Please comment:

- Very good. Got practical advices.
- Each case is unique – it was interesting but not particularly useful.
- “Case” interesting – but not maybe too useful (JPOs managing my career today).
- But “managing your family life” also relevant.
- More concrete “tips” could have been good.

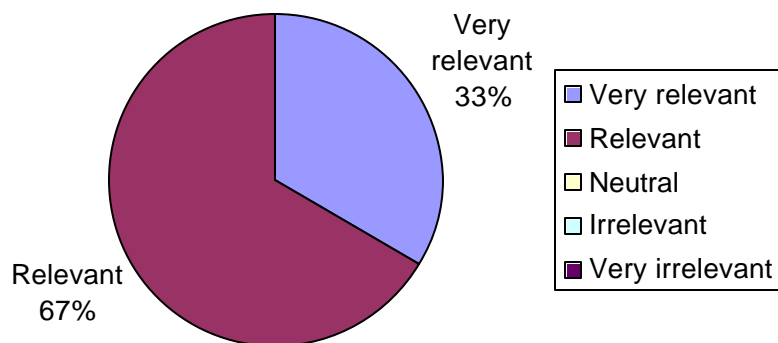
f. “UNDP’s Strategy Over the Coming Years” (Friday 9 May)



Please comment:

- Good to know that HQ is trying to pursue the issues that I thought they should be doing. But my doubt “Will it happen at the CO level?” remains.
- It would have been mote interesting a wider part of UN strategies and future (UNDAF etc).
- The presentation was a bit vague, but it was very good to have N. Rosselini as a resource person in general.
- Not too much new information (after induction course) – good structure!
- Helped me to understand some developments in our office that in the field office we are not very well informed of.
- Important to know where we are/UNDP is heading
- Why did we not know all this before??

g. Recent Developments and Options for the Future (Friday 9 May)

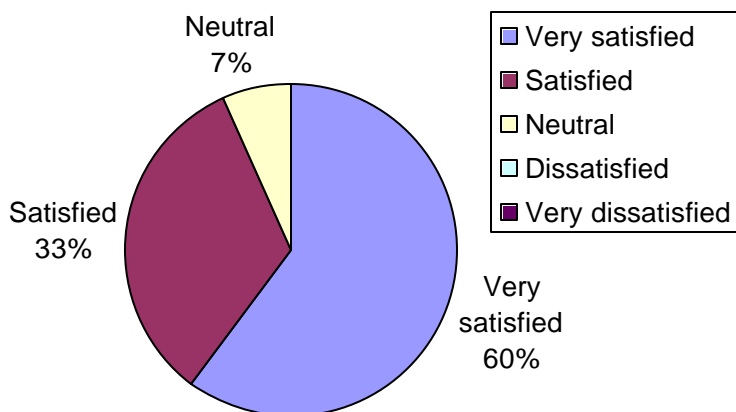


Please comment:

- Amazed how well JPOSC is working. JPOSC should advertise more about its website.
- Very good update.
- Interesting – new info about JPOSC, webpage presentation good.
- Useful session on type of info and services from JPO SC.
- Not that much new information, but interesting.

3. How would you assess the facilitation of the workshop?

(please indicate the most appropriate answer)



Please comment:

- Could make it more participatory (See sec. 8)
- Tapan is a high energy facilitator and his skills were tested during this workshop.
- Tapan was an excellent facilitator. I was amazed by the fact that he works only since three months for UNDP.
- Well done! Very dynamic and positive approach.
- Good! Sometimes maybe interrupted. "Discussion" too early.
- Better in the last 3 days. 2 first days bad time management. Too long interventions.
- The facilitator shows a lot of motivation and drive.

4. What were the points you liked most about the Workshop?

- To learn about what other JPOs experience.
- Field visit.
- To get to know other JPOs from different countries and JPOSC staff.
- Tanni's insightful input.
- Exchange with other JPOs which gives me a reflection on my own work.
- Working group – there were spaces to share experiences and very different point of views – very good discussions.
- Enough time for interaction and networking.
- Good balance between formal presentations and discussion space.
- This was the time for me to reflect on my work – in my hectic day-to-day work I do not have time for this.
- Thursday's session (Bruno and Nicholas) and the personal experience of these people.
- “Deepening democracy in a fragmented world” – presentation.
- Very nice group: excellent atmosphere!
- Field trip.
- Organization, the very kind people of service centre and their approachability, computer access, food, hotel. Very interesting field trip and presentation there.
- Networking. Group discussions.
- The part on the UNDP strategy and the JPO role in the process.
- Discussion on role of JPOs. Field visits.
- The comparative nature of the presentations.
- The working groups.
- Interaction with other JPOs. Monday presentation and discussions.
- The group of JPOs made the discussions very interesting and relevant, and the mix between practical experience in the field and the headquarters resource persons proved to be highly inspiring.

5. What were the points you liked the least about the Workshop?

- Main theme. A bit irrelevant to my work and interest. Too much focus on “democracy”.
- The participants lacked a certain cohesive group identity.
- Translation during the field visit.
- Some working groups were not very clear – it would have been more useful always to know exactly what was expected from the group.
- The HR associates of JPOSC did not have an active role in the workshop.
- “Justice and Security Reform”- presentation.
- That the volcanoes never really broke through the hazy air and that we could only imagine them.
- Too much lecturing the first day.
- SURF presentation of Justice Reform.
- Managing your career presentation – did not follow the tread.
- Group work on Tuesday.

6. If you were the organizer of the next workshop, what three main improvements would you introduce?

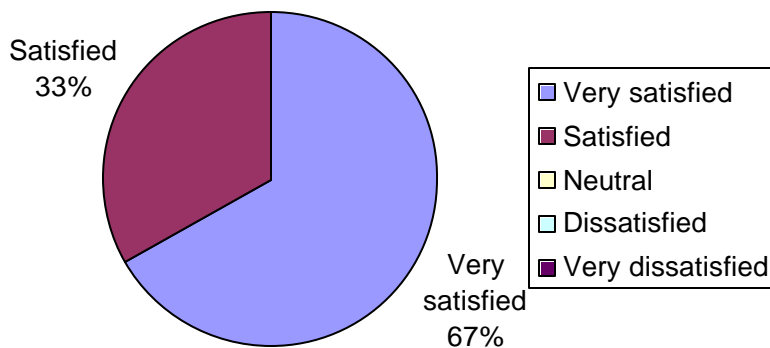
- Choose of the main theme – something that's relevant to all JPOs.
- More informal setting (participatory approach).
- Maybe shorten the duration? (3 days or so)
- I would involve the JPO Service staff in the workshop. Although it is nice to put faces to names, it

seems an awfully costly way to do it when there didn't seem to be a defined role for the staff.

- Try to clarify discussion instructions so that individuals and groups stick to the topic and better use is made of plenary sessions.
- Better translator.
- Plan the workshop not simultaneously with PPO course in NY.
- More time for discussion on position of JPOs within the organisation.
- Invitation of other agencies to speak about UN reforms.
- More field visit (they could be shorter but they are always very interesting).
- The programme seemed a bit vague before hand (it was not in practice!) – maybe you could clarify the role of the working groups etc shen publishing the draft programme – this way you could gain more participants.
- A bit clearer group work instruction (2. day).
- More group work.
- More informal setting – scrap the microphones.
- Having the schedule for the workshop ready at earlier stage.
- Motivate greater participation among JPOs.
- Better time management.
- In the coffee break in afternoon – fresh fruit and sogt drink instead of food and sweet things.
- A preparation of concept papers by JPOs on the theme to be shared by all.
- Another resource person on the main theme.

7. How would you rate the overall practical arrangements?

(please indicate the most appropriate answer)



Please comment:

- Excellent organisation.
- Everything seemed to go pretty smoothly which is always a sign of good organization and coordination.
- Access to Internet was very convenient. Confirming the tickets was of high service. And all kinds of assistance were there if needed. Special thanks to Claudia and Mauricio in CO Guatemala.
- Everything was perfect. The organizers are excellent.
- Well organized workshop!
- Thank you!
- Amazed how it worked out, from airport pickup to field trips, and evening programme.

- Lunch too expensive. Great historical tour of Antigua.
- Extremely well organized.

8. General comments and suggestions (*e.g. methodology, balance between presentations and group work, choice of workshop theme*):

- I think it's a good idea to have 30 minutes session of "get to know each other" at the beginning of the workshop. The use of microphone, esp. at the beginning discourage people to participate. Overall the atmosphere should be more informal and participatory.
- The selection of the main theme – it was not really "deepening democracy" in the end but it was just "democracy". As a result, people who work in the area of governance ended up participate in the discussion and the Q&A session, including Tanni & the majority of the group became "listeners".
- It is a good and enriching to open the workshop to other UN agencies, programmes and funds.
- Of the three days I attended, my impression is that there was a very good mix of presentations, group discussion time and the reality check of the project visits. As mentioned above, I think more detailed and precise instructions could have helped focus the group input, however, one never knows.
- For a next workshop in this region I would like to suggest that more attention could be paid to the Carribean.
- The balance between presentations and group work was good.
- There was an open atmosphere among all the participants, which I appreciated very much.
- The CO Guatemala did a wonderful thing with hosting the workshop.
- Theme of the workshop was well chosen.
- I think it was very well balanced between presentations and group work.
- The first day it could have been useful to make some group games to know the people, names, and to identify since the beginning the role of everyone.
- It was great to have representations of senior management participating in the workshop, and not just coming in for their presentation. They could hear our concerns and bring them back to the HQ and CO.
- Do not try to be too ambitious with the programme of the field visit.
- Have HR associates of the JPO SC participate in the workshop programme as well.
- It was a good opportunity to have some reflection on what I can contribute to the UNDP, what I should improve, how I can relate the corporate goals to my daily work, especially after hectic days of heavy workload.
- I'll try to maintain the fresh ideas that I gained from this workshop and try not to be submerged by the workload.
- I feel main comments and suggestions have come out on the last group work – reference made to it.
- Antigua as workshop place very good choice.
- I found it great that you spared no effort to bring people in for us from New York, Cuba, etc.
- I think that having the task/objective of producing some kind of document on the conclusions of the workshop would help the ideas to live (some informal kind of workshop highlights document).
- The role of the four participants from JPOSC could be clarified.
- It was very important to come away from office for a week and to reflect upon your work.
- Very good balance between group work and presentations.
- Excellent that facilitator – wrapping up what has been done – and then what will be done.
- Very relaxed and enjoyable atmosphere.
- Thank you for an excellent week.
- At times the objective of group work could have been clearer.
- More lectures, although discussions good.

- As I was only able to participate the first two days of the workshop, it is difficult for me to answer the whole questionnaire, however, I would like to stress that I was very sorry that I couldn't participate in the rest of the workshop as the quality so far (Monday & Tuesday) was very high!