

ANNEX I: SECONDMENT SURVEY

Evaluation of the Danish Neighborhood Programme: Secondment Survey 2016 V.3

Secondments: Introduction to the Survey

The Danish Neighbourhood Programme (EUN) has been utilising secondments since 2008 as an alternative and tailored intervention to supplement traditional programming and partnerships in the region. Secondments are a more flexible instrument that is used strategically to both promote Danish priorities and contribute to/support the strengthening of established international surveillance missions and the work of multilateral organisations. They are also implemented in situations where there is a need to collaborate on key multilateral efforts, such as immediate handling of crisis situations and other urgent political needs. This Survey is for both current and past seconded staff that were funded under the Danish Neighbourhood Programme from 2008-2015. As a part of our evaluation of the Neighbourhood Programme, we are very interested in finding out more about your experiences with your secondment mission. Thus it is very important that in addition to responses to the multiple choice answers below, you provide additional clarifying comments on each topic. Thank you very much for your participation!

* 1. How would you categorise your secondment assignment?

- Supporting the work of a multi-lateral organisation and deployed in-country, or in conflict/post-conflict (e.g., EU delegations, EULEX, EUSR)
- Supporting the work of a multi-lateral organisation at a headquarters location (e.g., EU delegation, OSCE Vienna, CPCC in Brussels)
- As a part of a special monitoring mission (e.g., OSCE, EUMM).

* 2. What was the total time period of your secondment assignment?

- It is/was 1-2 years.
- It was extended to a total of 3-4 years.
- It was less than a year because I left the post early, or the post ended early.

* 3. The Neighbourhood Programme has a number of key stated objectives. To what degree do you feel your secondment assignment contributed to the following areas? (If there are other strategic/important areas not mentioned, please list them below.)

	To a high degree	To a medium degree	To a low degree	Not at all in this area
Promotion of human rights and democracy (including good governance, gender equality, minority and indigenous people's rights), and independent media;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strengthening of civil society and capacity of public authorities;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sustainable and inclusive economic development (including skills development, job creation, energy and green technology;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stabilisation and security, conflict resolution and peace-building;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advancing Danish priorities in the Neighbourhood Region.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other strategic areas (not mentioned above) that your assignment contributed to:

* 4. How would you categorise the frequency of your interaction with the EUN office during your assignment? (Please list examples of the types of interaction you had.)

- Infrequent contact.
- Ad hoc, depending on the situation.
- Regular contact.
- Very frequent contact.
- No interaction at all.

Can you give specific examples of the types of interactions you have had with the EUN office (if you did):

* 5. In your opinion, what are the most important reasons for funding seconded staff as a part of the Danish Neighbourhood Programme? (Choose up to three):

- Building capacity (by sharing expertise) of multi-lateral and national institutions through Danish know-how;
- Building capacity of seconded and Ministry staff for future leadership positions in both Danish foreign ministry and multi-lateral operations;
- Strengthening multi-lateral and bi-lateral relations between Denmark and international and national institutions;
- To fulfil Denmark's key political obligations and actively support initiatives of international institutions;
- Contextual, political, and intelligence information gathering;
- Expanding Danish influence over global/regional/national processes, policies and programmes.
- Support the EU approximation processes and adoption of EU standards in the Neighbourhood countries.

Another key reason that is not mentioned above:

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Secondments: Experiences and Impact

In this second section, we would like to know more about your specific experiences, and your perceived impact of the assignment on both an overall professional and individual personal basis.

* 6. Has the experience and knowledge you acquired from your secondment contributed to both learning and capacity development in the following specific ways? Rate to which degree your mission contributed to (please add others not mentioned here):

	To a high degree	To a medium degree	To a low degree	Not at all in this area
Concrete value-added to the host organisation and successful achievement of the mission's objectives;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A deepened contextual understanding of Danish priority areas and countries;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased knowledge and idea sharing opportunities in order to develop new Danish foreign policies or programmes for the future;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strategic networking with multi-lateral and national stakeholders leading to opportunities to input on development of global/national policies and programmes;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Increased knowledge of EU standards, procedures and policies;

Increased capacity to support or follow-up on UM/embassy activities (i.e., political advocacy, monitoring of funded projects, partner relations).

Other areas (not mentioned above) that your experience contributed to learning and successful achievement of the secondment mission:

* 7. In your personal experience, did you feel that your secondment mission led to fulfilment of concrete (and strategic) objectives and "made a difference"? (Please also provide more information in the box below)

- Yes, I definitely felt the mission had clear objectives that were fulfilled, and it made a difference in the area I was working in.
- Yes, I felt that the secondment contributed to the mission at hand, but felt my role could have been used more strategically.
- No, I don't think my contribution led to clear objectives being fulfilled, and I am not sure I made a difference.

If you feel your secondment mission "made a difference" please write two examples of concrete achievements.
If you answered "No," please describe the most important reason why you feel it did not:

* 8. To what degree do you feel that your secondment mission has contributed to your career (during and afterwards) in the following areas?

	To a great degree	To a medium degree	To a low degree	Not at all	Not applicable
It has been both professionally and personally rewarding;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The content of my assignment has helped me to grow and progress in my expertise area;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The assignment has given me a broader base of knowledge;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The assignment has prepared me for more senior positions in both UM and multi-lateral institutions;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The assignment has helped me better navigate sensitive and political situations;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
After my secondment, I was able to get a key leadership position in UM or a multi-lateral institution;	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not feel like the assignment contributed very much to my personal growth or career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you feel that it did NOT contribute positively to your career trajectory, please list two key reasons why:

* 9. Please list two concrete suggestions for how the Secondment programme could be improved, or contribute better to the Ministry's programmatic and strategic objectives in the Neighbourhood region?