MEAL Survey

53 risposte

Pubblica i dati di analisi

Personal Information

Age

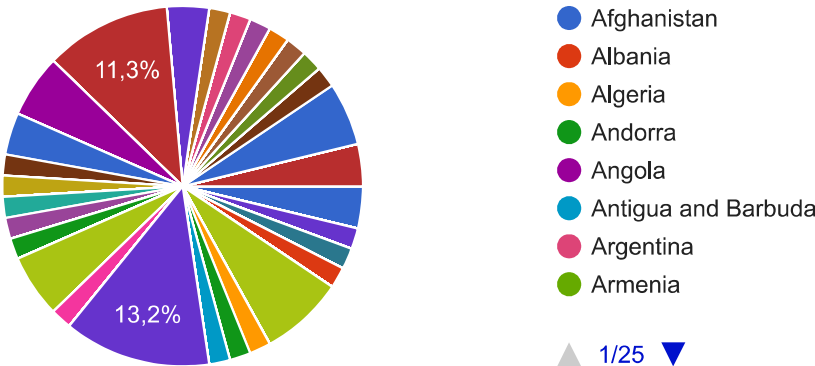📋 Copia

53 risposte

- 🔵 18-29
- 🔴 30–39
- 🟠 40–49
- 🟢 50–59
- 🟣 60+

22,6% · 9,4% · 47,2% · 17%

Country of work

📋 Copia

53 risposte

- 🔵 Afghanistan
- 🔴 Albania
- 🟠 Algeria
- 🟢 Andorra
- 🟣 Angola
- 🔵 Antigua and Barbuda
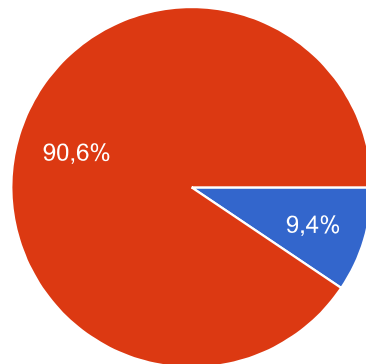- 🩷 Argentina
- 🟢 Armenia

🔼 1/25 🔽

11,3% · 13,2%
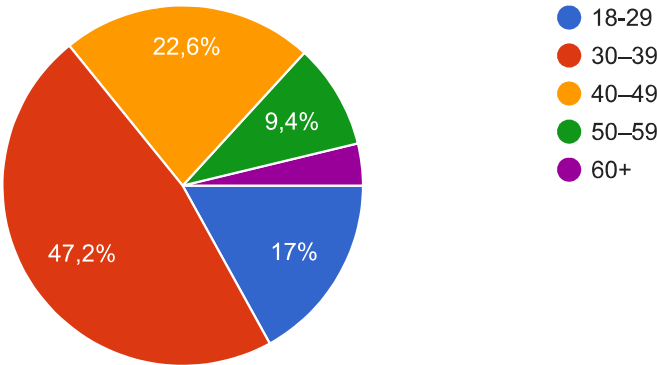
Do you currently work in a country different from your country of residence?
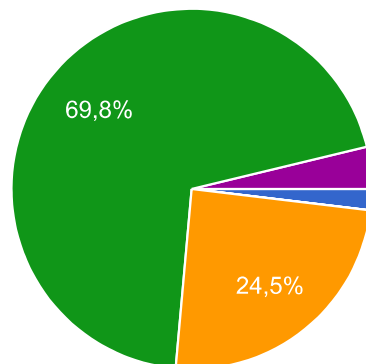
53 risposte

Copia

- Yes I relocated to a different country (international)
- No, I work in my country of residence (national)

90,6%

9,4%

Education, training and languages

Highest academic qualification
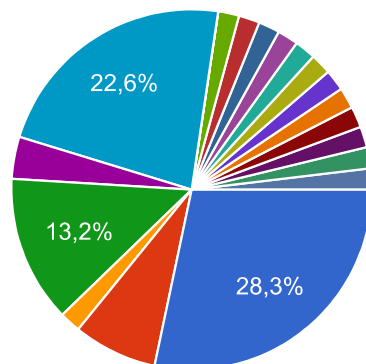
53 risposte

Copia

- High school / Secondary school
- Associate degree / Diploma
- Bachelor's degree (BA, BSc, etc.)
- Master's degree (MA, MSc, MPA, etc.)
- Doctorate / PhD

69,8%

24,5%

Main field of study

53 risposte

Copia

- Social Sciences
- Statistics
- Data Science
- International Development / D…
- Public Health / Health Sciences
- Economics / Business / Mana…
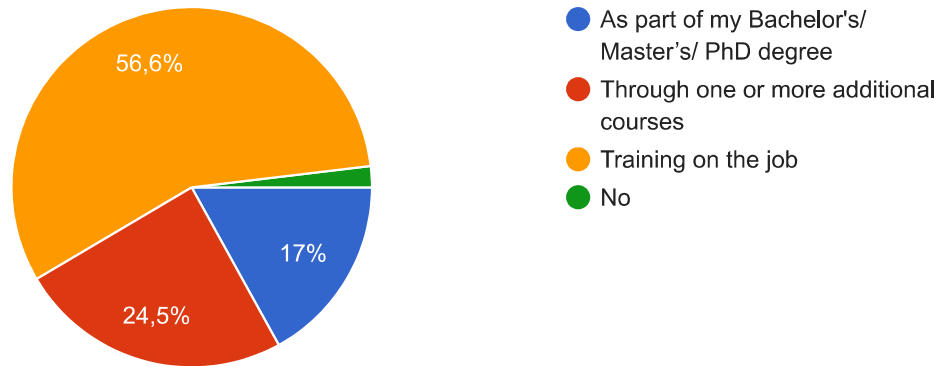- Education / Pedagogy
- Environmental / Climate Studies

22,6%

13,2%

28,3%

1/3

How did you get your first specific training in M&E / MEAL?

53 risposte

- As part of my Bachelor's/ Master's/ PhD degree
- Through one or more additional courses
- Training on the job
- No

56,6%
17%
24,5%

Copia

Which languages do you use for work? *(multiple selections possible)*

53 risposte

Copia

Language	Value
My mother tongue	19 (35,8%)
French	6 (11,3%)
Spanish	3 (5,7%)
English	50 (94,3%)
German	0 (0%)
Arabic	3 (5,7%)
Russian	0 (0%)
Urdu	2 (3,8%)
Hindi	2 (3,8%)
Hausa	1 (1,9%)
Turkish	1 (1,9%)
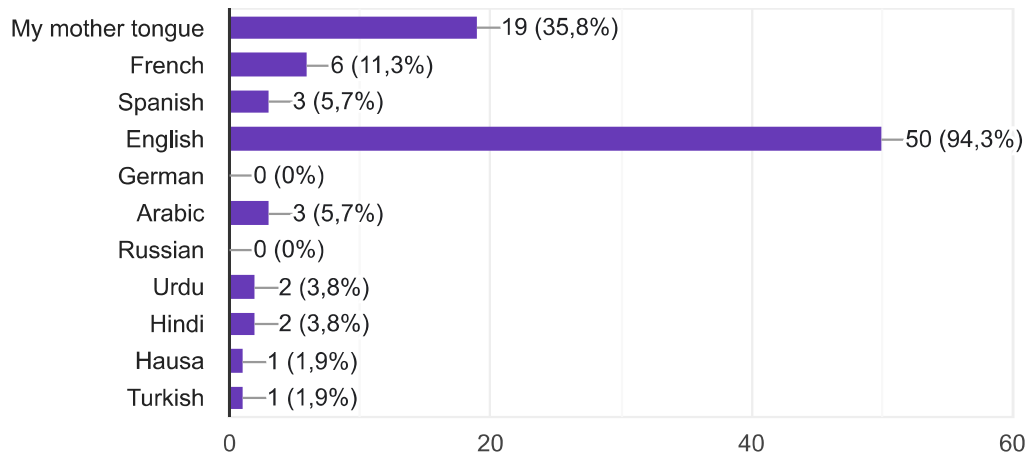
Experience and Job Status

How long have you been working in the M&E / MEAL sector? *(in years)*

53 risposte

Copia

- 0 - 2
- 2 - 5
- 5 +

58,5%
18,9%
22,6%
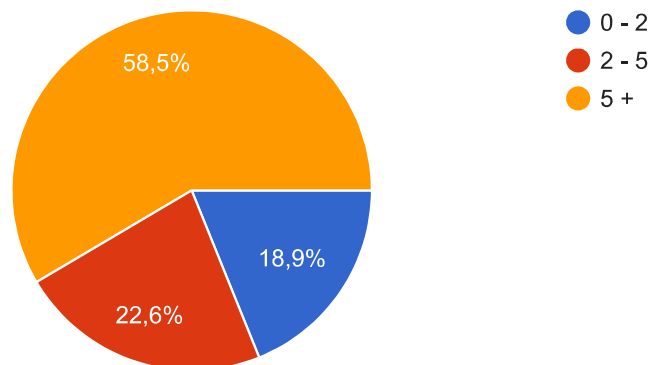
Where do you currently work? *(if not employed, please choose 'Unemployed')*

53 risposte

- ● private sector
- ● Christian NGO

18,9%

13,2%

30,2%

7,5%

17%

Copia

▲ 2/2 ▼
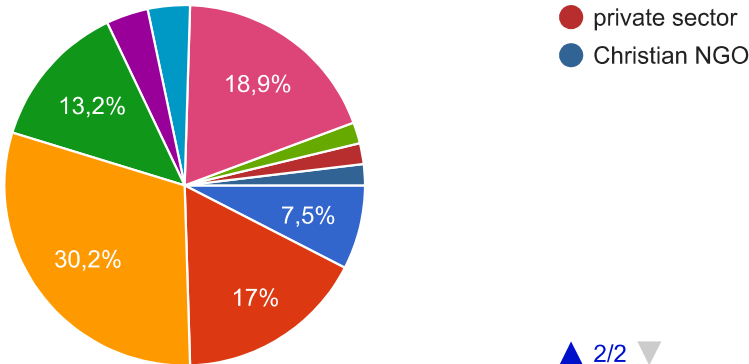
What is your current role and level of seniority? (if unemployed, indicate your last role)

53 risposte

- ● Consultant
- ● Intern – Junior
- ● Assistant – Junior
- ● Officer / Specialist – Junior
- ● Officer / Specialist – Mid-level
- ● Manager / Team Lead – Senior
- ● Director / Head of Unit – Director
- ● TPM-Field Monitor

20,8%

35,8%

11,3%

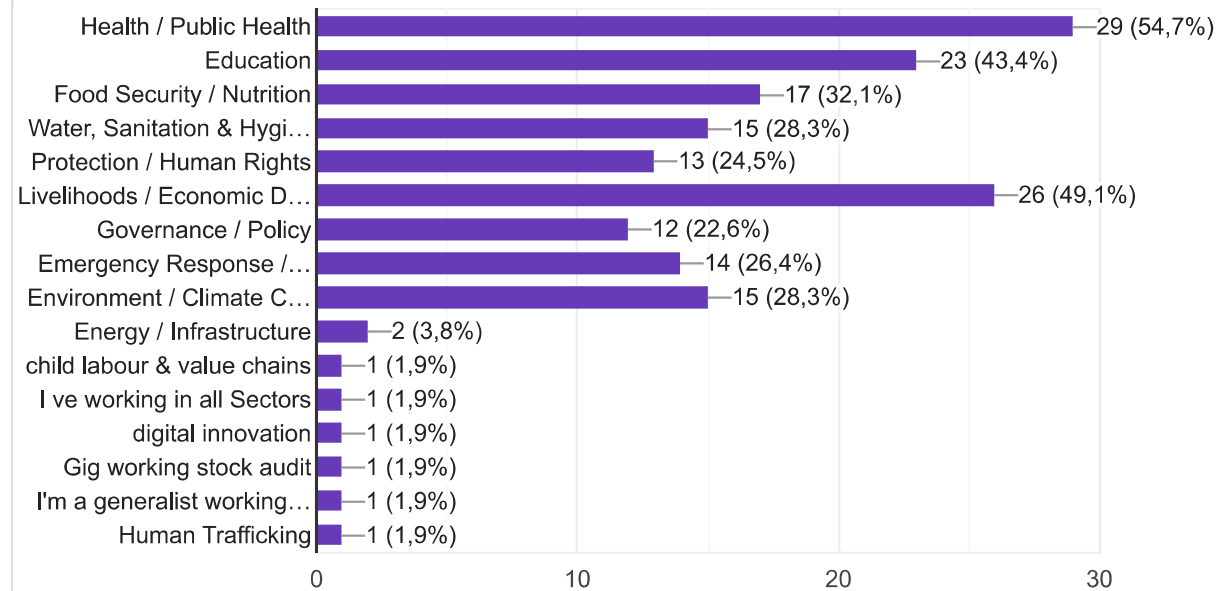13,2%

Copia
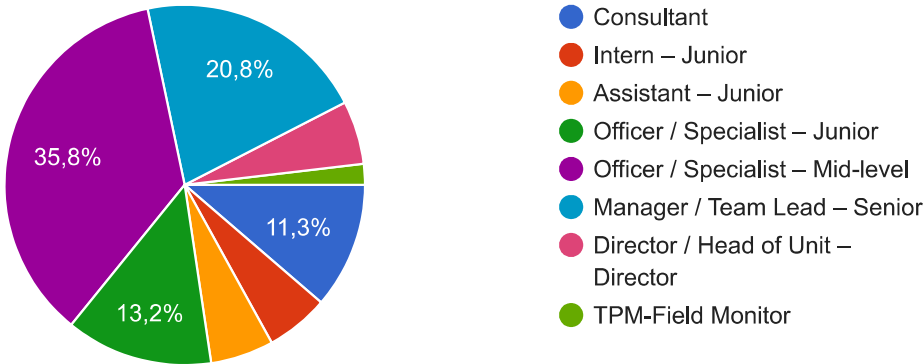
Areas and Activities

In which sector(s) do you apply your M&E/MEAL work? (if unemployed, please indicate the last sector(s) you worked in)
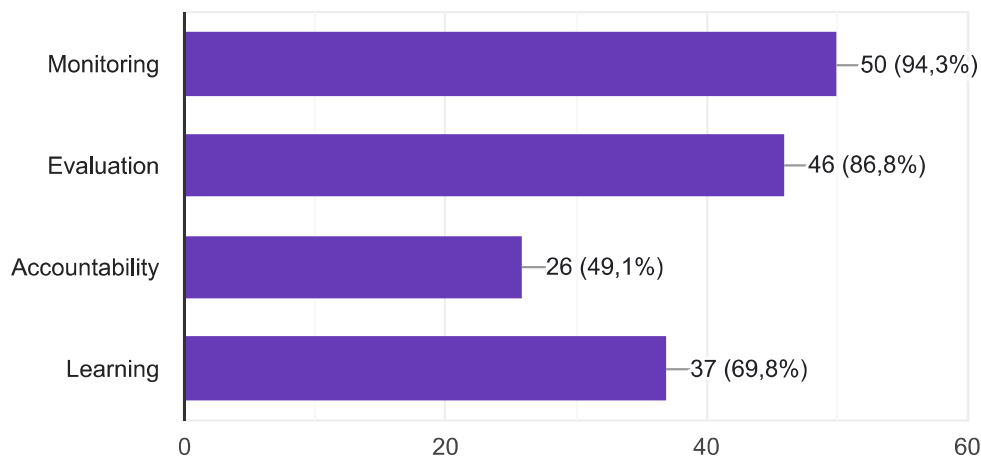
📋 Copia

Multiple selections possible

53 risposte

Sector	Count (%)
Health / Public Health	29 (54,7%)
Education	23 (43,4%)
Food Security / Nutrition	17 (32,1%)
Water, Sanitation & Hygi…	15 (28,3%)
Protection / Human Rights	13 (24,5%)
Livelihoods / Economic D…	26 (49,1%)
Governance / Policy	12 (22,6%)
Emergency Response /…	14 (26,4%)
Environment / Climate C…	15 (28,3%)
Energy / Infrastructure	2 (3,8%)
child labour & value chains	1 (1,9%)
I ve working in all Sectors	1 (1,9%)
digital innovation	1 (1,9%)
Gig working stock audit	1 (1,9%)
I'm a generalist working…	1 (1,9%)
Human Trafficking	1 (1,9%)

Which component(s) of the M&E/MEAL domain do you work in (or have you worked in, if unemployed)?

📋 Copia

Multiple selections possible

53 risposte

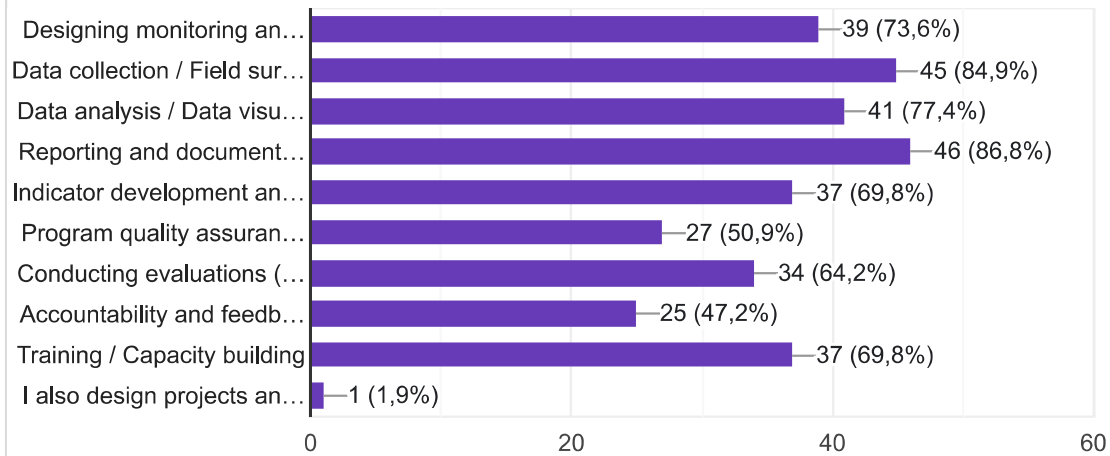| Component	Count (%)
Monitoring	50 (94,3%)
Evaluation	46 (86,8%)
Accountability	26 (49,1%)
Learning	37 (69,8%)

Which M&E/MEAL activities do you perform most frequently (or did you perform more frequently, if unemployed)?
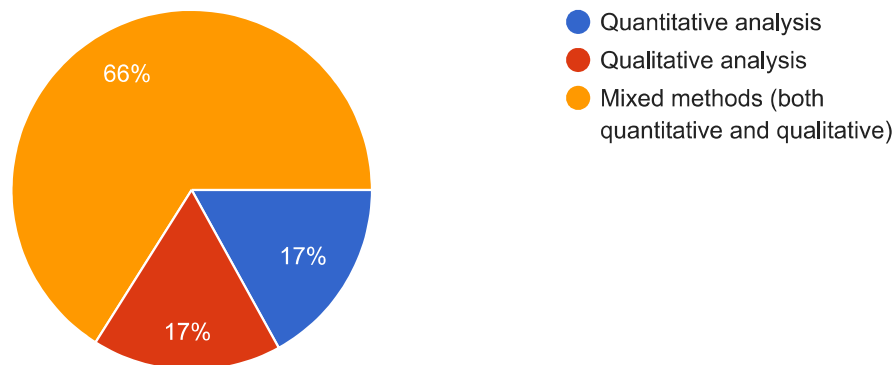
Copia

Multiple selections possible

53 risposte

Activity	Count
Designing monitoring an…	39 (73,6%)
Data collection / Field sur…	45 (84,9%)
Data analysis / Data visu…	41 (77,4%)
Reporting and document…	46 (86,8%)
Indicator development an…	37 (69,8%)
Program quality assuran…	27 (50,9%)
Conducting evaluations (…	34 (64,2%)
Accountability and feedb…	25 (47,2%)
Training / Capacity building	37 (69,8%)
I also design projects an…	1 (1,9%)

(x-axis: 0, 20, 40, 60)

What type of data analysis do(did) you perform most frequently?

Copia

53 risposte

- Quantitative analysis
- Qualitative analysis
- Mixed methods (both quantitative and qualitative)

66%
17%
17%

In your opinion, which skills will be the most in demand in the future?

Copia

53 risposte

Skill	Count
Framework development…	33 (62,3%)
Data analysis / Statistical…	40 (75,5%)
Monitoring & Evaluation…	24 (45,3%)
MEAL / Accountability ex…	24 (45,3%)
Proposal writing / Fundra…	23 (43,4%)
Project management	23 (43,4%)
Reporting and document…	17 (32,1%)
Data visualization / Dash…	34 (64,2%)
Capacity building / Training	18 (34%)
Process automation and…	24 (45,3%)
Data analytics	1 (1,9%)
GIS and remote sensing	1 (1,9%)

(x-axis: 0, 10, 20, 30, 40)

Which type of tools do you use in your M&E/MEAL work (or did you use, if unemployed)?

Copia

53 risposte

- ● Standardized tools (pre-defined templates/frameworks)
- ● Custom tools (designed for specific projects)
- ● Both standardized and custom tools

67,9%

17%

15,1%
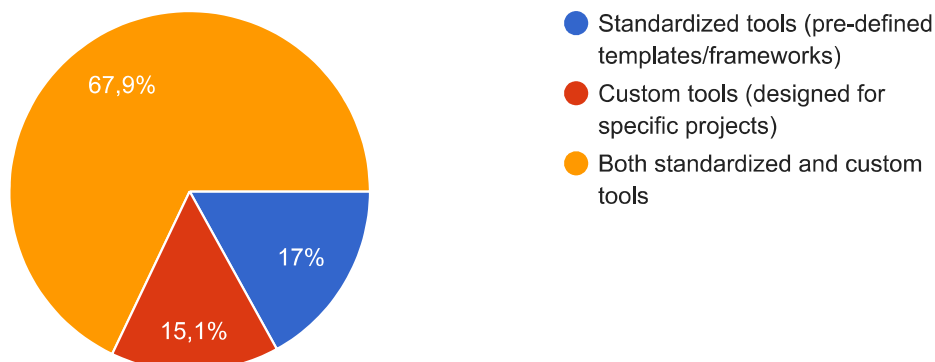
How did you find your first position in M&E/MEAL?
Multiple selections possible

Copia

53 risposte

Networking / personal co…	17 (32,1%)
Online job platforms	26 (49,1%)
Recruitment agencies / c…	10 (18,9%)
University / academic co…	3 (5,7%)
Internships or volunteer e…	8 (15,1%)
Word of mouth / referrals…	6 (11,3%)
On the job trainings and…	1 (1,9%)
In one currect job it was…	1 (1,9%)
internal recruitment to M…	1 (1,9%)
Transitioned from other s…	1 (1,9%)

0   10   20   30
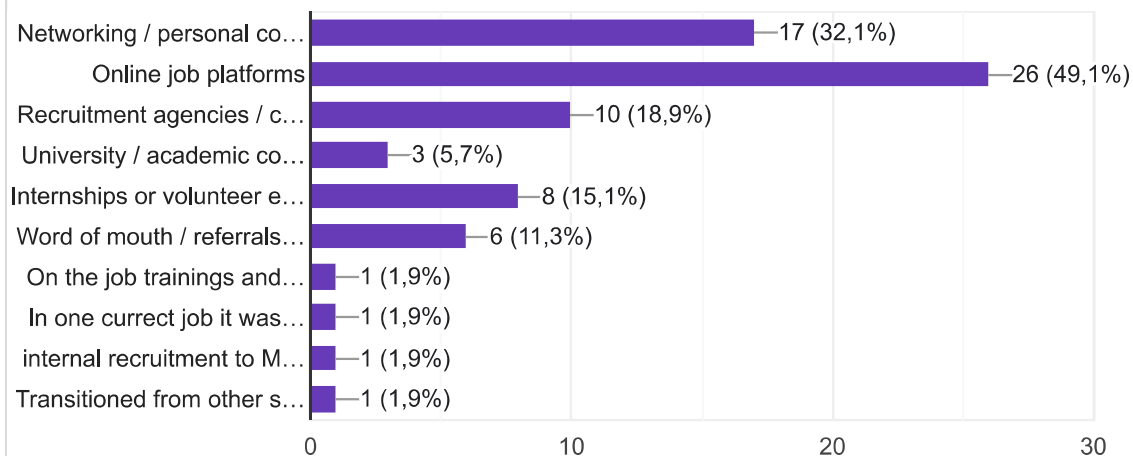
Consultancy work

Have you ever worked as an independent consultant in M&E / MEAL?

Copia

53 risposte

- ● Yes
- ● No

64,2%

35,8%
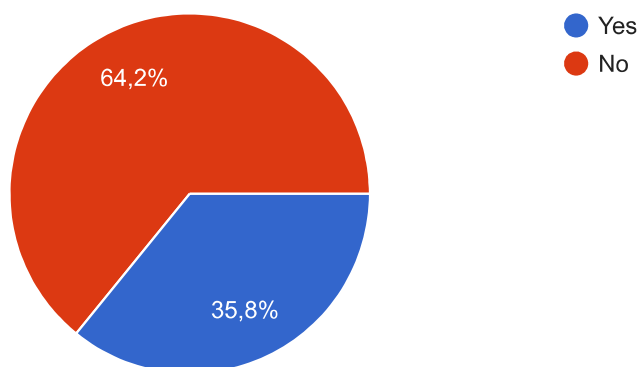
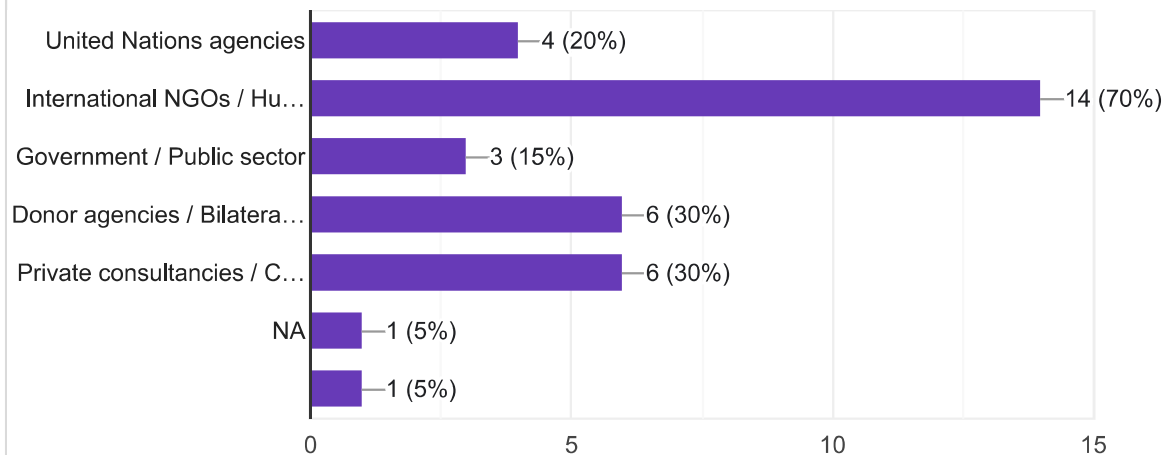**If yes, which clients offer(ed) the most opportunities for you as a consultant?**

Multiple selections possible

20 risposte

United Nations agencies — 4 (20%)
International NGOs / Hu… — 14 (70%)
Government / Public sector — 3 (15%)
Donor agencies / Bilatera… — 6 (30%)
Private consultancies / C… — 6 (30%)
NA — 1 (5%)
— 1 (5%)

Copia

If yes, do you have continuity in consultancy work or do you work on sporadic contracts?

23 risposte

Copia

● Continuous
● Sporadic

73,9%

26,1%
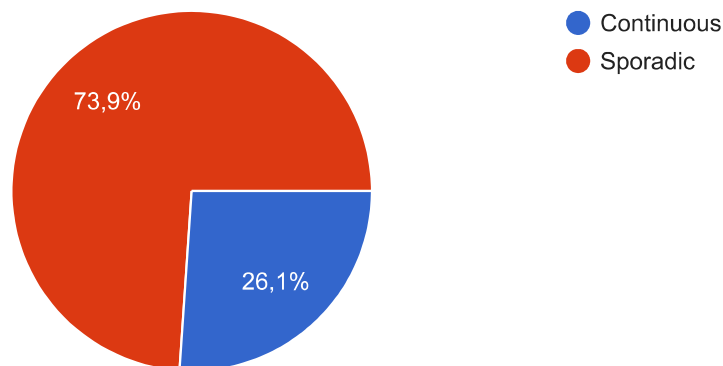
If yes, on average, how much time passes between one consultancy contract and another?

Copia

22 risposte

Legend:
- 🔵 0 - 2 months
- 🔴 2 - 6 months
- 🟡 6 - 12 months

27,3%
50%
22,7%
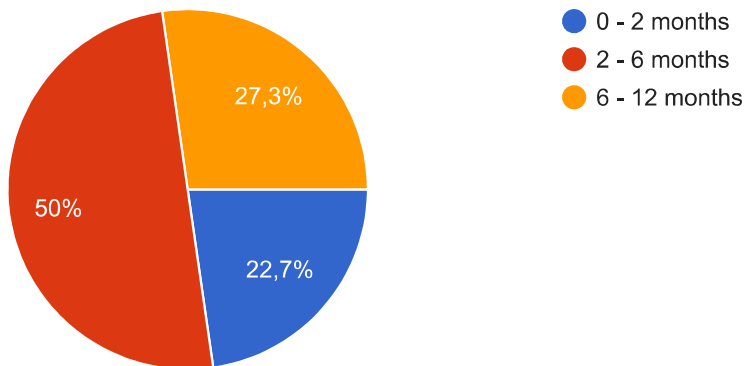
Consultancy work is for you:

Copia

28 risposte

Legend:
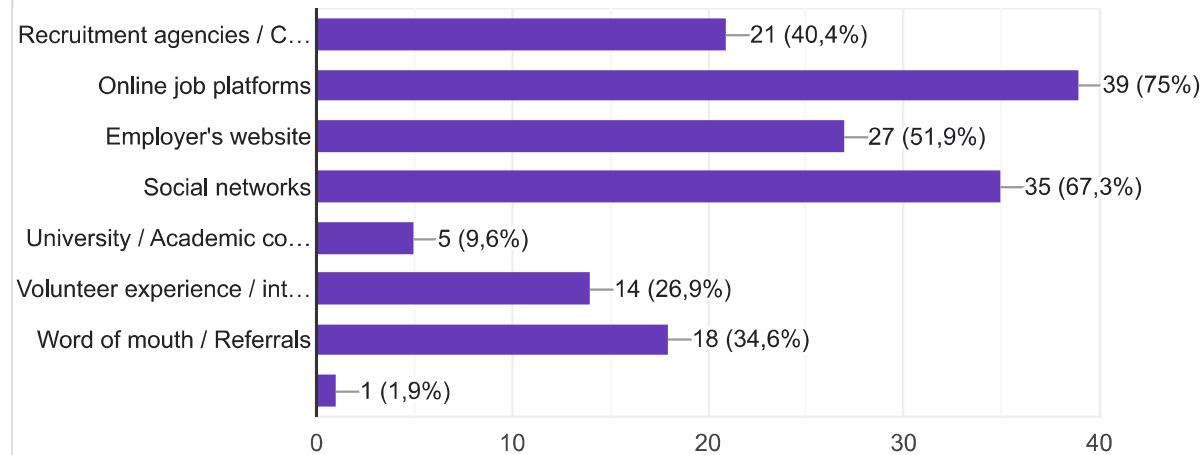- 🔵 Main activity
- 🔴 Secondary
- 🟡 Occasional

50%
28,6%
21,4%
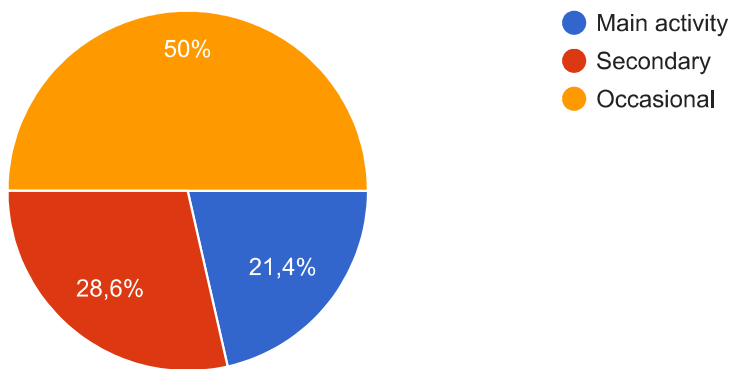
Job development

What do you consider the most effective ways to find a job in M&E/MEAL?

Multiple selections possible

52 risposte

|	
Recruitment agencies / C…	21 (40,4%)
Online job platforms	39 (75%)
Employer's website	27 (51,9%)
Social networks	35 (67,3%)
University / Academic co…	5 (9,6%)
Volunteer experience / int…	14 (26,9%)
Word of mouth / Referrals	18 (34,6%)
	1 (1,9%)

(axis: 0, 10, 20, 30, 40)

How important is networking to get M&E/MEAL contracts?

53 risposte

● Not important
● Somewhat important
● Very important

- 67,9%
- 9,4%
- 22,6%
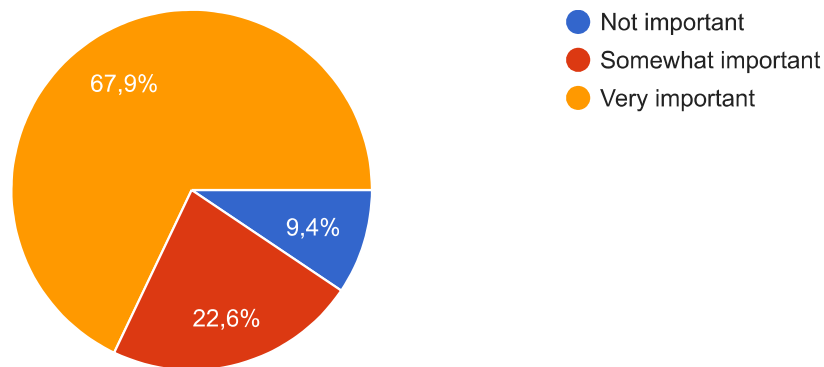
In your opinion, being already physically present in the country of intervention is a deal breaker for a prospective employer ?

53 risposte

● Not at all
● Somewhat
● Very much

- 32,1%
- 50,9%
- 17%
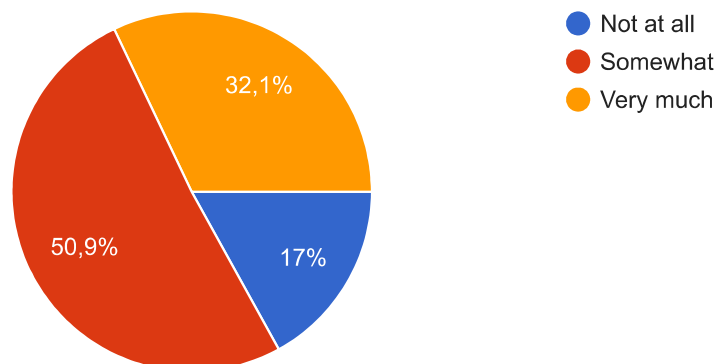
What was the biggest obstacle at the start of your M&E/MEAL career? (please be brief, but exhaustive)

53 risposte

Understanding the key concepts such as inputs, outputs, outcomes and impact because I did not have a backgroung in M&E

The limited interest of agencies to reflect and learn from generated evidence in project and programme implementation.

The employer usually does not know the meal requirements of the job offer

Understanding the M&E frameworks and discerning how to guide programs team to ensure activities can lead to desired changes

get the first job

Data cleaning

Recruiters want someone with experience

I did not face any difficult by the clients we used to cater were reluctant to share / respond to the evaluations/monitoring.

the need for experience instead of a learner mindset

Learning things they didn't teach me in my undergraduate degree

Lack of funding

Not enough knowledge about meal day to day works

Resistance from program teams who saw MEAL as control rather than support and Poor data quality at field level (incomplete tools, rushed data collection, weak supervision).

Starding career as a volunteer

Designing MEAL Framework

No idea

Not at all

Worked on data software tools like SPSS and STATA

Understanding projects and the data needs of an organization

Guidance and support

Not having an available mentor

Searching job vacancy

How other department looks at MEAL, most colleges think MEAL to monitor their work, not the work itself

Following up on indicators

Time consuming

Nothing to report

It was difficult to get a job in M&E.

Experience

No Training at initial level, less clarity on roles

Understand MEL components

Bringing Theory into Practical after completing my Degree ,Had no Idea about coming up with log Frames ,baselines only theoretical knowledge

Understanding the softwares of the company

Understanding the activities of different project seeing h9w.to reach their milestones.

Being given the opportunity to put my knowledge to use and build more experience

Lack of sufficient information about M&E

Staristical understanding

They reach for international experts not locals as much as it should

Understanding the concepts and MEAL Procedures

Lack of proper system in place

Joining the field. That is first entry into the field

Implementation

Initial relevance and necesseties of MEAL by program lead

Many projects were canceled and many people lost their jobs recently. It was difficult to gain initial work experience due to funding cuts

not knowing what I didn't know. How to blend my academic research background into the practicalities of the job.

KPI

Getting experience

I originally trained and worked as a banker, and transitioning into a different field was challenging due to my initial lack of technical skills and practical experience in Monitoring and Evaluation.

Not having formal academic training in statistics and data analysis. Overcame this by learning through doing with AI as an assistant.

Field monitoring Associate

The biggest obstacle at the start of my M&E/MEAL career was the lack of standardized data systems and clear frameworks across projects. I had to learn how to design indicators, set up MIS tools, ensure data quality, and build stakeholder buy-in from the ground up while working with limited digital infrastructure and varying field capacities.

The barriers between MEAL's point of view and technical team's point of view

No
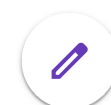
What practical tip would you suggest for those who want to become a M&E/MEAL officer?

53 risposte

Training

Research and read widely. Also, learn to develop data collection tools, design the entire m&e system enirely

Be aware that due to declining funding for development aid, I think worldwide there are less and less opportunities for MEAL in the design and implementation of interventions.

To learn logic process for formats designs and their needs prior to design in any software

Understand the big picture, get acquainted with what engine moves what process

get assignments, even small ones

Learn the statistics very minutely

Have a mentor who will show you real life experiences or hands on work

The person who wants to to start the career should first understand the program side especially he/she should involve in project management first. He/she should learn about different projects implementation. Until, he/she learns program he/she cannot propel his/her career in MEAL.

be confident and eager to learn

Always observe and learn and never neglect the qualitative aspects

Work hard

Work as intern in m&e

Work with real tools (logframe, indicator tracking table, questionnaires, dashboards), not only theory

Lean new tools for data analysis

Data skills, field experience

Should be expert in data analysis

Curious to learn every M&E tools.

Understand the results framework and Indicators, they are the backbone of M and E

Go deep

Be soaked in it. Be committed and consistent

Knowing what to do and how for whom is the basics and over all systematic handling.

Excel and write report learning and be attention to detailed

Understand the Log frame and differentiate between objectives and outputs

Data Analysis, GIS, Research and Report writing

To learn more about MEAL!!!

Improve your skills through online courses.

Partner with senior evaluators or institutions that conduct evaluations. Read and research the topic.

Better to go with the professional qualifications like PG or Diploma in M&E

They need to go for an internship first

Should always focus on all aspect of The MEAL some forget others and take the Acronym just like other forgetting Without Learning There is nothing to answer

Gain project management skills extensively

Non

Take up more courses in M&E and do more internships

Working on basic theories of M&E

Network and learn some niche skills such as specialized statistical knowledge. Try to get experience in more then one domain: health, human rights, etc. Can make you more versatile.

On-line training better networking shadowing experts

Find MEAL Courses and practice applying your knowledge and studying organizations' manuals and procedures on MEAL such as save the Children and international rescue committee

NA

Accept on job learning offers

Keep learning

If you love playing with the data- then only M&E is for you

Please do online course, possibly enroll in PGD course in MEAL, acquire knowledge on data analysis/visaulize softaware i.e power BI, R, Stata, Python,

MEAL DPro is useful for familiarizing yourself with basic terms. You can also benefit from kayaconnet and DiseasterReady (you can find MEAL DPro on kayaconnet).

its easier to get into the business through another avenue and then transition over to MEL.

You have to know M $E tools

Need to study any course related to M & E.

Think about skills beyond M&E, like PM, theory of change building, reporting and communication etc in case you are applying to an org that doesn't have a robust MEAL team

MEAL design

Learn practical data tools and field workflows early, and focus on turning data into actionable program decisions.

Read many books about MEAL

Hard work

How do you think this survey could be improved? Any suggestions?

53 risposte

NA

No

N/A

no

None

Add the use of software packages in m&e

Maybe include a focus on what to do about MEAL, since there are less development interventions worldwide ... seems a trend that all countries look more towards own development, and have less inclination too support developing countries.

Your questios need to be more specific en each MEAL component

Yes, you can create a resource pool with the meal persons responded to your survey.

Maybe add what needs to change or updated

Very helpful

Not sure

More clarity, consistency, and structure would make the survey more reliable and easier to analyze.

No suggestion

No, it is excellent

Field audit kr ke

Good

It is just ok

None. This is awesome!

This survey is important on supporting the M & E experts by understanding their gaps and level of understanding.

Based on the purpose I can give advice,

Ask for what type of MEAL trainings are the best

Nothing to report!

Add profile questions with years of work

As per the objectives shared, this seems ok.

Nil

add Some more question may be

Share your experience with us at the start of the survey

Non

No specific comment

More technical questions in MEAL Methodology

It would be good if you dive more on topics such as quality monitoring and performance monitoring rather than general topics

Good luck

na

It seems fine

The early multiple selection questions- somethign like "which activities you do most frequently..." are difficult to answer. Building an M&E framework happens once or twice per project, but it takes a while to do, while reporting happens at least quarterly and can be relatively quick. Its hard to compare these.

Yes

Some what

None at the moment

MEAL design

The survey could be improved by adding clearer definitions for key terms, reducing ambiguity in some questions, and including a mix of quantitative and short qualitative questions to capture practical experiences. Improving logical flow and minimizing repetition would also enhance respondent engagement and data quality.

Yea

Thank you for completing the survey! Your input will help others better understand the M&E / MEAL professional landscape. All responses are anonymous and will be used solely for research purposes. I truly appreciate your time and expertise

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Questo modulo sembra sospetto? Segnala

Google Moduli