

MEAL Survey

Thank you for taking part in this survey! The aim is to gather insights from professionals working in Monitoring & Evaluation (M&E) and MEAL to better understand career paths, skills, tools, and opportunities.

Important:

- All personal information will remain completely anonymous and will not be shared outside this research.
- Responses are collected solely for research purposes to help map the sector
- The survey should take approximately 10 minutes to complete.

Please answer as accurately as possible based on your professional experience.
Thank you for contributing your expertise! Your input is invaluable for the community.

** Indica una domanda obbligatoria*

Personal Information

1. Age *

⌵ Dropdown

Contrassegna solo un ovale.

☐ 18-29


☐ 30-39

☐ 40-49

☐ 50-59

☐ 60+

2. Country of work *

 Dropdown

Contrassegna solo un ovale.

- ☐ Afghanistan
- ☐ Albania
- ☐ Algeria
- ☐ Andorra
- ☐ Angola
- ☐ Antigua and Barbuda
- ☐ Argentina
- ☐ Armenia
- ☐ Australia
- ☐ Austria
- ☐ Azerbaijan
- ☐ Bahamas
- ☐ Bahrain
- ☐ Bangladesh
- ☐ Barbados
- ☐ Belarus
- ☐ Belgium
- ☐ Belize
- ☐ Benin
- ☐ Bhutan
- ☐ Bolivia
- ☐ Bosnia and Herzegovina

- ☐ Botswana
- ☐ Brazil
- ☐ Brunei
- ☐ Bulgaria
- ☐ Burkina Faso
- ☐ Burundi
- ☐ Cabo Verde
- ☐ Cambodia
- ☐ Cameroon
- ☐ Canada
- ☐ Central African Republic
- ☐ Chad
- ☐ Chile
- ☐ China
- ☐ Colombia
- ☐ Comoros
- ☐ Congo, Democratic Republic of the
- ☐ Congo, Republic of the
- ☐ Costa Rica
- ☐ Croatia
- ☐ Cuba
- ☐ Cyprus
- ☐ Czech Republic
- ☐ Denmark

- ☐ Djibouti
- ☐ Dominica
- ☐ Dominican Republic
- ☐ Ecuador
- ☐ Egypt
- ☐ El Salvador
- ☐ Equatorial Guinea
- ☐ Eritrea
- ☐ Estonia
- ☐ Eswatini
- ☐ Ethiopia
- ☐ Fiji
- ☐ Finland
- ☐ France
- ☐ Gabon
- ☐ Gambia
- ☐ Georgia
- ☐ Germany
- ☐ Ghana
- ☐ Greece
- ☐ Grenada
- ☐ Guatemala
- ☐ Guinea
- ☐ Guinea-Bissau

- ☐ Guyana
- ☐ Haiti
- ☐ Honduras
- ☐ Hungary
- ☐ Iceland
- ☐ India
- ☐ Indonesia
- ☐ Iran
- ☐ Iraq
- ☐ Ireland
- ☐ Israel
- ☐ Italy
- ☐ Ivory Coast
- ☐ Jamaica
- ☐ Japan
- ☐ Jordan
- ☐ Kazakhstan
- ☐ Kenya
- ☐ Kiribati
- ☐ Korea, North
- ☐ Korea, South
- ☐ Kosovo
- ☐ Kuwait
- ☐ Kyrgyzstan

- ☐ Laos
- ☐ Latvia
- ☐ Lebanon
- ☐ Lesotho
- ☐ Liberia
- ☐ Libya
- ☐ Liechtenstein
- ☐ Lithuania
- ☐ Luxembourg
- ☐ Madagascar
- ☐ Malawi
- ☐ Malaysia
- ☐ Maldives
- ☐ Mali
- ☐ Malta
- ☐ Marshall Islands
- ☐ Mauritania
- ☐ Mauritius
- ☐ Mexico
- ☐ Micronesia
- ☐ Moldova
- ☐ Monaco
- ☐ Mongolia
- ☐ Montenegro

- ☐ Morocco
- ☐ Mozambique
- ☐ Myanmar
- ☐ Namibia
- ☐ Nauru
- ☐ Nepal
- ☐ Netherlands
- ☐ New Zealand
- ☐ Nicaragua
- ☐ Niger
- ☐ Nigeria
- ☐ North Macedonia
- ☐ Norway
- ☐ Oman
- ☐ Pakistan
- ☐ Palau
- ☐ Panama
- ☐ Papua New Guinea
- ☐ Paraguay
- ☐ Peru
- ☐ Philippines
- ☐ Poland
- ☐ Portugal
- ☐ Qatar

- ☐ Romania
- ☐ Russia
- ☐ Rwanda
- ☐ Saint Kitts and Nevis
- ☐ Saint Lucia
- ☐ Saint Vincent and the Grenadines
- ☐ Samoa
- ☐ San Marino
- ☐ Sao Tome and Principe
- ☐ Saudi Arabia
- ☐ Senegal
- ☐ Serbia
- ☐ Seychelles
- ☐ Sierra Leone
- ☐ Singapore
- ☐ Slovakia
- ☐ Slovenia
- ☐ Solomon Islands
- ☐ Somalia
- ☐ South Africa
- ☐ South Sudan
- ☐ Spain
- ☐ Sri Lanka
- ☐ Sudan

- ☐ Suriname
- ☐ Sweden
- ☐ Switzerland
- ☐ Syria
- ☐ Taiwan
- ☐ Tajikistan
- ☐ Tanzania
- ☐ Thailand
- ☐ Timor-Leste
- ☐ Togo
- ☐ Tonga
- ☐ Trinidad and Tobago
- ☐ Tunisia
- ☐ Turkey
- ☐ Turkmenistan
- ☐ Tuvalu
- ☐ Uganda
- ☐ Ukraine
- ☐ United Arab Emirates
- ☐ United Kingdom
- ☐ United States
- ☐ Uruguay
- ☐ Uzbekistan
- ☐ Vanuatu

- ☐ Vatican City
- ☐ Venezuela
- ☐ Vietnam
- ☐ Yemen
- ☐ Zambia
- ☐ Zimbabwe

3. **Do you currently work in a country different from your country of residence? ***

Contrassegna solo un ovale.

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

Education, training and languages

4. **Highest academic qualification ***

Contrassegna solo un ovale.

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

5. Main field of study *

Contrassegna solo un ovale.

- ☐ Social Sciences
- ☐ Statistics
- ☐ Data Science
- ☐ International Development / Development Studies
- ☐ Public Health / Health Sciences
- ☐ Economics / Business / Management
- ☐ Education / Pedagogy
- ☐ Environmental / Climate Studies
- ☐ Altro:

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

Contrassegna solo un ovale.

- ☐ As part of my Bachelor's/Master's/ PhD degree
- ☐ Through one or more additional courses
- ☐ Training on the job
- ☐ Altro:

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

Seleziona tutte le voci applicabili.

- ☐ My mother tongue
- ☐ French
- ☐ Spanish
- ☐ English
- ☐ German
- ☐ Arabic
- ☐ Russian
- ☐ Altro: _____

Experience and Job Status**8. How long have you been working in the M&E / MEAL sector? (in years) ***

Contrassegna solo un ovale.

- ☐ 0 - 2
- ☐ 2 - 5
- ☐ 5 +

9. **Where do you currently work? (if not employed, please choose 'Unemployed')**

*

Contrassegna solo un ovale.

- ☐ Intergovernmental Organization (e.g United Nations,World Bank etc.)
- ☐ Large Non-Governmental Organizations (e.g. Médecins Sans Frontières, Save the Children etc.)
- ☐ Small/ Local Non-Governmental Organizations
- ☐ Consultancy firm
- ☐ Academic / Research Institution
- ☐ Government / Public Sector
- ☐ Unemployed
- ☐ Altro:

10. **What is your current role and level of seniority? (if unemployed, indicate your last role)** *

Contrassegna solo un ovale.

- ☐ Consultant
- ☐ Intern – Junior
- ☐ Assistant – Junior
- ☐ Officer / Specialist – Junior
- ☐ Officer / Specialist – Mid-level
- ☐ Manager / Team Lead – Senior
- ☐ Director / Head of Unit – Director
- ☐ Altro: _____

Areas and Activities

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

Multiple selections possible

Seleziona tutte le voci applicabili.

- ☐ Health / Public Health
- ☐ Education
- ☐ Food Security / Nutrition
- ☐ Water, Sanitation & Hygiene
- ☐ Protection / Human Rights
- ☐ Livelihoods / Economic Development
- ☐ Governance / Policy
- ☐ Emergency Response / Humanitarian Assistance
- ☐ Environment / Climate Change
- ☐ Energy / Infrastructure
- ☐ Altro: _____

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

Multiple selections possible

Seleziona tutte le voci applicabili.

- ☐ Monitoring
- ☐ Evaluation
- ☐ Accountability
- ☐ Learning

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

Multiple selections possible

Seleziona tutte le voci applicabili.

- ☐ Designing monitoring and evaluation frameworks
- ☐ Data collection / Field surveys
- ☐ Data analysis / Data visualization
- ☐ Reporting and documentation
- ☐ Indicator development and tracking
- ☐ Program quality assurance / Audits
- ☐ Conducting evaluations (mid-term, final, impact)
- ☐ Accountability and feedback mechanisms
- ☐ Training / Capacity building
- ☐ Altro: _____

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

Contrassegna solo un ovale.

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

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

Seleziona tutte le voci applicabili.

- ☐ Framework development (Theory of change, Results Framework, Logical Framework)
- ☐ Data analysis / Statistical skills
- ☐ Monitoring & Evaluation design
- ☐ MEAL / Accountability expertise
- ☐ Proposal writing / Fundraising
- ☐ Project management
- ☐ Reporting and documentation
- ☐ Data visualization / Dashboard creation
- ☐ Capacity building / Training
- ☐ Process automation and use of technology (e.g. IA)
- ☐ Altro: _____

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

Contrassegna solo un ovale.

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

17. How did you find your first position in M&E/MEAL? *

Multiple selections possible

Seleziona tutte le voci applicabili.

- ☐ Networking / personal contacts
- ☐ Online job platforms
- ☐ Recruitment agencies / consultancies
- ☐ University / academic connections
- ☐ Internships or volunteer experience
- ☐ Word of mouth / referrals / personal connections
- ☐ Altro: _____

Consultancy work**18. Have you ever worked as an independent consultant in M&E / MEAL? ***

Contrassegna solo un ovale.

- ☐ Yes
- ☐ No

19. If yes, which clients offer(ed) the most opportunities for you as a consultant?

Multiple selections possible

Seleziona tutte le voci applicabili.

- ☐ United Nations agencies
- ☐ International NGOs / Humanitarian organizations
- ☐ Government / Public sector
- ☐ Donor agencies / Bilateral organizations
- ☐ Private consultancies / Contractors
- ☐ Altro: _____

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

Contrassegna solo un ovale.

☐ Continuous

☐ Sporadic

21. **If yes, on average, how much time passes between one consultancy contract and another?**

Contrassegna solo un ovale.

☐ 0 - 2 months

☐ 2 - 6 months

☐ 6 - 12 months

22. **Consultancy work is for you:**

Contrassegna solo un ovale.

☐ Main activity

☐ Secondary

☐ Occasional

Job development

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

Multiple selections possible

Seleziona tutte le voci applicabili.

- ☐ Recruitment agencies / Consultancies
- ☐ Online job platforms
- ☐ Employer's website
- ☐ Social networks
- ☐ University / Academic connections
- ☐ Volunteer experience / internship leading to employment
- ☐ Word of mouth / Referrals
- ☐ Altro: _____

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

Contrassegna solo un ovale.

- ☐ Not important
- ☐ Somewhat important
- ☐ Very important

25. In your opinion, being already physically present in the country of intervention is a deal breaker for a prospective employer ? *

Contrassegna solo un ovale.

- ☐ Not at all
- ☐ Somewhat
- ☐ Very much

26. **What was the biggest obstacle at the start of your M&E/MEAL career? (please be brief, but exhaustive)** *

27. **What practical tip would you suggest for those who want to become a M&E/MEAL officer?** *

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

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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