

## **USAID Takamol Research Consortium Capacity Assessment- Preliminary Findings**

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**Zara Hall, Intercontinental Amman Hotel  
Wednesday June 10<sup>th</sup>, 2015 from 12:00pm-3:00pm**



## Introduction

The USAID Takamol- Gender Program launched a Research Consortium in response to identified gaps and weaknesses in rigorous and credible research around gender issues in Jordan that can be utilized to improve interventions and policies aimed at achieving gender equity and female empowerment in Jordan. The Consortium of 12 university and NGO/for profit research institutions will – as a result of USAID’s technical support during the lifetime of the program – eventually become the go to national network for collaborative research on gender in Jordan as well as the host of a national gender research ethics committee.

One of the key objectives of the program in supporting the Research Consortium is to build the capacity of the members - in partnership with the International Centre for Research on Women (ICRW) - based in international good practices on qualitative research methods, research analysis into policy briefs and recommendations for advocacy, and standardizing research ethics especially around gender issues.

In May 2015, the USAID Takamol-Gender Program hosted a working meeting to:

- Present and discuss the USAID Takamol Research Consortium Conceptual framework
- Discuss key functions of the Research Consortium
- Discuss identified needs and priorities to inform the assessment of members’ research capacity assessment to be offered by USAID and ICRW.

Ahead of the meeting, USAID Takamol and ICRW conducted a capacity assessment to identify the current capacities and capacity needs of the Consortium members using mixed qualitative and quantitative approaches and techniques. On 10<sup>th</sup> of June, USAID Takamol hosted a meeting to: (**annex1: meeting agenda**)

- Present the preliminary findings of the Capacity Assessment
- Validate the findings
- Present the recommendation and steps for moving forward

The working meeting started with opening remarks from Chief of Party Nermeen Murad who underlined USAID Takamol’s commitment to working with the Consortium members to make a success of the effort to collaborate and build a credible collaborative and professional body that can contribute positively to the research environment around gender equity in Jordan.

Research and Gender Specialist Alaa Zeidan presented the goals and objectives of the Consortium which informed the selection of the Consortium members and against which the ICRW conducted their assessment.

The key presentation during the workshop was from ICRW’s Economic, Gender and Evaluation Specialist Lizzette Soria on the methodology and preliminary findings of the assessment.

In her presentation, Soria identified the assessment objectives as:

**Objective #1:** To map the research capacity of Gender Research Consortium members.

**Objective # 2:** Use assessment findings to inform the development of future training and technical assistance strategies for research consortium members and to encourage collaborative work.

Soria explained the assessment methodology guided by Birdsell's theoretical model for assessing research capacity of institutions. This meant that the capacity of members was assessed at three different levels: the individual level (i.e., individual researchers), the organizational level (i.e., consortium member organizations), and the consortium level. This assessment method allows the researcher to address the following questions:

#### Individual Level

- What are the strengths and weaknesses of member organizations' researcher personnel in key research and gender-sensitive research competencies?
- What training formats are most desirable among member organizations' research personnel?

#### Organizational Level

- To what extent do the culture, expectations, and resources of member organizations support gender-sensitive research?
- How committed are member organizations to gender-sensitive research?
- What kinds of opportunities do member organizations currently offer for research personnel to build their research and gender-sensitive research skills?

#### Research Consortium Level

- To what extent are consortium member organizations currently collaborating with each other, women's empowerment/gender equality organizations, and strategic partners?
- What do member organizations perceive to be the potential facilitators and challenges to working as a gender research consortium?

### **PARTICIPANTS:**

A total of twelve Consortium members (representing 8 organizations) attended the meeting. Three organizations were absent: Tafielah University, American University of Madaba and Princess Sumayah University for Technology for reasons associated with their administrative procedures at the universities that were explained ahead of the meeting. The Columbia Research Center could not attend this meeting but asked for a briefing. In addition, five participants from three different USAID Implementation Partners (USAID Jordan Workforce Development Project, USAID Civic Initiative Support Program and Bitar Consultancy) attended the meeting.

#### **Capacity Assessment Methodology**

This assessment effort was led by Soria with an USAID Takamol team including the Gender and Research Specialist and the Advocacy and Policy specialist. The assessment was conducted in the period from June 1-10, 2015 and utilized a mixed-methods approach including a questionnaire, focus group discussions, observations, and in-depth interviews with each of the Consortium member organization.

The first phase of the assessment was designed to assess the Consortium members in their own specific contexts. The Consortium members were divided into two groups: universities and NGOs/Independent think tanks. On the 2<sup>nd</sup> and 3<sup>rd</sup> of June, the two groups were invited to focus groups where they were introduced to the research capacity assessment tools and asked to complete a questionnaire (**Annex 2: questionnaire**). The questionnaire included a self-assessment of research consortium members' current capacity in key research and gender-sensitive research competencies. It also collected basic demographic and organizational data and information on researchers' access to research resources, preferred methods for training, and perceptions of gender as a component of their work.

The research capacity self-assessment was designed based on **the Hennessy-Hicks training needs assessment** methodology. Respondents scored each item in the instrument on a scale of 1-7 for perceived importance (1=not all important for job, 7=very important for job) and personal performance (1=does not perform this activity well, 7= performs this activity very well). A comparison of importance ratings to performance ratings provides a picture of where the greatest training needs lie with the biggest gaps between performance and importance indicating the greatest training needs. The questionnaire took approximately 30-45 minutes to complete.

Following the completion of the questionnaire, the Takamol team led a focus group discussion (**Annex 3**) with each set of consortium members. The discussion lasted approximately 60 to 90 minutes and was facilitated by the use of a semi-structured focus group discussion guide. The aim of the discussion was to explore the organizations' collective vision for the Consortium, their projected commitment to working together within the Consortium, shared capacity to conduct gender-sensitive research, and institutional barriers and facilitators to collaboration with other research institutions within and across sectors. All discussions were tape-recorded.<sup>1</sup>

In total 19 participants were involved in the focus groups and 27 questionnaires were filled out by 11 member organizations

In the second phase of the assessment, eight in-depth interviews with key informants and structured observations were conducted at Consortium member's organizations. One key informant (e.g., executive director, professor) from each consortium member organization was asked to participate in an in-depth interview. The interviews were facilitated by the use of a semi-structured interview guide (**Annex 4**) and explored organizational commitment to gender-sensitive research, organizational capacity to conduct gender-sensitive research, resources and capacity-building support available to research personnel, and current partnerships. Interviews lasted approximately 60-90 minutes and were tape-recorded. Each interview was followed by a short quantitative survey (**Annex 5**) that collected sex-disaggregated data on organizations' researchers and leadership. The interviewer also completed a short observation form (**Annex 6**) that collected basic information on each organization's environment and material resources.

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<sup>1</sup> ICRW, USAID Takamol Gender Research Consortium Research Capacity Assessment, 2015

## Preliminary Findings of The Assessment

At the meeting with Consortium members on June 10<sup>th</sup>, Soria presented the preliminary findings of the assessment exercise including the strengths and weaknesses of the Consortium members in areas of research and gender sensitive research. In general, the findings were:

- Lack of a common understanding of the concept of gender
- Different levels of knowledge and skills on gender-sensitive research across sectors and members
- Lack of specialization on topics
- Limited knowledge of research ethics
- Narrow focus only on women rather than on the range of gender issues.

However, the initial findings also highlighted the strengths of each organization that could be capitalized upon and receive focused attention. The initial assessment also highlighted the sector strengths of the universities versus the NGOs showcasing differences in the type of research they conduct and their varying strengths in some of the sectors associated with the research.

Initial findings also showed the Consortium members' most desirable training formats:

- 82.5 % **face to face** trainings
- 77 % **participatory approaches**
- 73% **networking with others doing similar work**.

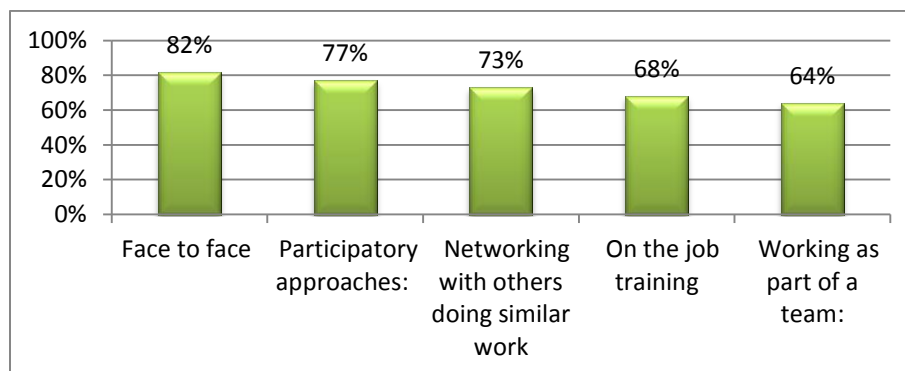


Figure 1: Most desirable trainings types

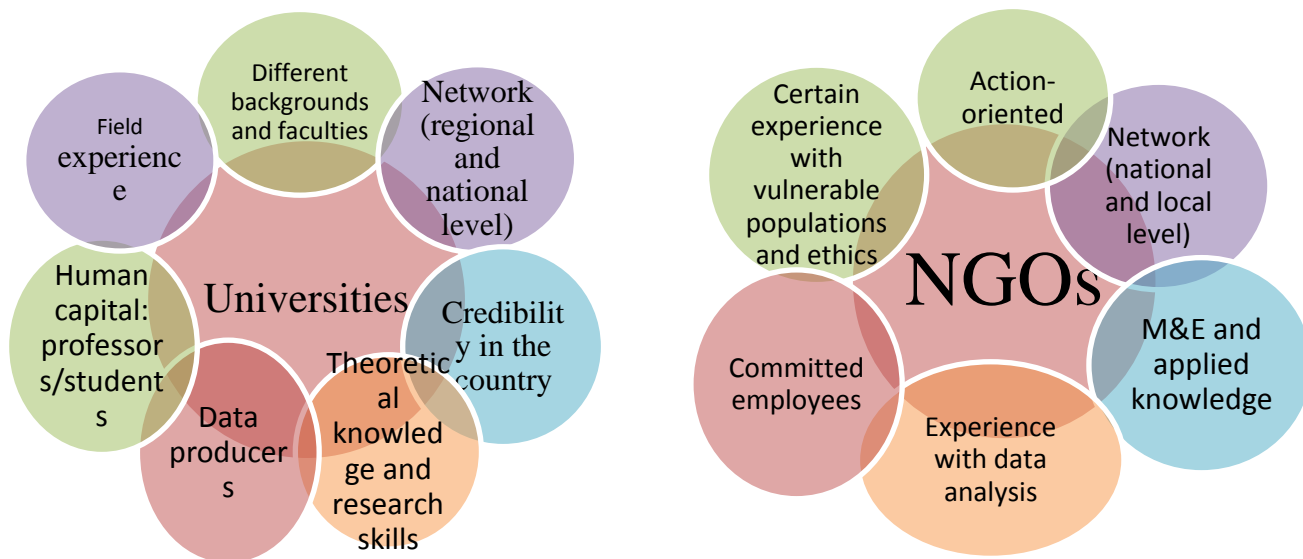


Figure 2: Strengths of the Research Consortium and comparison between NGOs and universities

**On the organizational level** Soria presented the organizational culture of the members. The findings showed that the universities sector focus on knowledge generation and research with no specific focus on gender. On the other hand the NGOs sector provides objective research, aim to facilitate social dialogue and some of them focus on women.

The findings showed that universities have similar characteristics. They all have faculty members with different theoretical knowledge and a variety of research skills. Additionally, these universities were found to be credible in their local communities and have a wide network on the national and regional levels.

On the other hand, the findings showed that NGOs have a bigger variety of practical skills and tools such as data analysis, writing policy briefs and research papers, data visualization, monitoring and evaluation as well as ethical considerations working with different groups.

The findings revealed the need for policies and opportunities to fund research on gender issues and the need to encourage supportive research and capacity building culture.

**On the Consortium level** and related to the current cooperation, the findings showed that there is a wide-range of collaboration opportunities at international, regional, and local levels. Moreover, from the members' point of view there is a desire to involve more governmental organizations. In addition there is strong interest in working together to overcome the challenges identified as there is an opportunity for consortium as facilitator for long-term collaboration.



Several ideas were suggested to elevate the level of cooperation among the Research Consortium members which will reflect the quality of work at the end such as; develop an action plan with specific targets, establish fixed meetings once a month, promote internal communication, conduct formal and informal networking activities and establish an Independent Ethics Review.



**Figure 3: A picture of Ms. Amal Haddadin from the JNCW**

ICRW suggested some recommendations that could build the capacities of the members.

- Develop a common understanding of key concepts of gender, gender-sensitive research, and research analysis; build on diversity of existing knowledge and skills to even out the overall level of knowledge by using participatory training and peer to peer mentoring. In addition, provide trainings tailored to different levels of knowledge: Basic/Advanced, Seniors/Juniors Focus trainings on qualitative research, and gender-sensitive methodologies.
- Set a clear shared agenda with priorities on gender-sensitive research;
  - Mainstream gender themes into research (across different faculties and areas of work);
  - Involve the government agencies early in prioritizing the research agenda;
- Establish an independent ethics committee with expertise on gender-sensitive research;

- Provide/develop qualitative analysis software in Arabic;
- Conduct a review of institutional policies and practices that promote/hinder research on gender issues.

## Discussion

Several issues were discussed among the research consortium members including the current situation of research in Jordan, the capacity of individual researchers and research organizations as well as the accreditation process and standards of academic articles and papers.

Some of the obstacles and challenges of research in Jordan included:

### Academic research papers

- Disconnect and gap between academic and applied research in terms of standard and methodology. Quality standards should be developed for both academic and applied research.
- University professors conduct research for promotion purposes. There are no set evaluation criteria for these papers and there is a big difference between international publishing protocols and standards and local ones. Publishing protocols and criteria should meet international quality standards.
- Committees which are set up to evaluate and approve academic papers lack the knowledge and experience in gender sensitive research
- Publishing in academic journals lacks transparency and it is tainted by corruption and personal connections

### Weak qualifications and skills of local researchers

- Research methods lack value system which guides and informs researchers in working on human rights and gender issues in an ethical manner;
- Quantitative research lacks in-depth analysis; it is more descriptive in nature and less analytical
- Research not only lacks essential elements such as the problem statement, theoretical background and conceptual frameworks, but qualitative research is below the minimum quality standards because of the low capacities of researchers and because the analysis does not go beyond the “coding” activity; which is only 30 % of the analysis phase.



- Researchers lack the necessary skills to build and formulate conceptual frameworks for the research and are unable to draw patterns and relations to come up with the research findings.

### Next Steps

Members also discussed ideas on how to plan and implement activities in the future in order to achieve the Consortium goals and outcomes for the year 2015-2016, these included:

- Build the capacity of researchers in both qualitative and quantitative research with a special focus on building the capacities of students in order to be “executive arms” for implementing research
- Develop scientific standards that help researchers in Jordan to develop high quality research.
- Develop standards for gender sensitive research that will assist in designing research methodologies and conducting data analysis.
- Elevate the quality of research and work on instilling a strong culture of ethics in research
- Focus on gender sensitive research in all research papers and try to minimize the gap between the standards of international research papers and local research papers.
- Build a network with governmental organizations, academic organizations and civil society organizations
- Identify research priorities and conduct research papers
- Develop tools to link research findings with governmental policies and decision making
- Develop policies for Scientific Research Deanships in universities to focus on gender in research proposals and in all sectors and not only on women; and therefore a meeting with deans from different universities should be held for this purpose.

Note: it was clearly expressed that the Research Consortium is a taskforce and not an institution and there is no intention currently to establish an institution . The Research Consortium is an independent network and the members will try to work together to adapt a module that grantee suitability which is managed by USAID Takamol staff.



Figure 4: A picture of Mr. Ahmad Awad; the Executive Director of Phoenix Center

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Agenda		
Time	Activity	Facilitator
11:45 – 12:00	Arrival and Registration- on going coffee break	USAID Takamol Team
12:00 – 12:10	Welcoming Remarks	USAID Takamol Chief of Party Ms. Nermeen Murad
12:10 – 12:20	Introduce the Research Consortium, objectives, and strategic functions	Research and Gender Specialist Ms. Ala'a Zeidan
12:20 – 02:30	Presentation on the preliminary findings of the USAID Takamol Research Consortium Capacity Assessment Phase, and validation of findings and recommendations moving forward  Open Discussion	The International Center for Research on Women (ICRW)  Ms. Lizzette Soria
02:30- 03:00	Wrap up	Research and Gender Specialist Ms. Ala'a Zeidan

## Annex 2: Capacity Assessment Questionnaire

The International Center for Research on Women will be supporting the Gender Research Consortium by providing member organizations with training and technical assistance related to gender-sensitive research. This questionnaire will help us to better understand members' strengths and needs in this area. It will take approximately 30 minutes to complete. Please answer all questions as thoroughly and honestly as possible in order to provide us with a complete picture of your current capacity.

يقوم المركز الدولي للدراسات حول المرأة بتقديم الدعم لأعضاء تآلف البحث العلمي وذلك من خلال توفير التدريب والمساعدة الفنية فيما يتعلق ببحوث النوع الاجتماعي. ان هذه الاستمارة ستساعدنا للفهم بشكل افضل لنقاط القوة و الاحتياجات لأعضاء التآلف. ستستغرق عملية تعبئة الاستمارة تقريبا 30 دقيقة. الرجاء الاجابة عن جميع الأسئلة بكل دقة وامانة ما أمكن وذلك لاعطائنا صورة كاملة حول القدرات الحالية التي تمتلكونها.

1. Name: الاسم \_\_\_\_\_
2. Sex: الجنس ☐ Male ذكر ☐ Female انثى
3. Organization: المؤسسة \_\_\_\_\_
4. Job Title: الوظيفة \_\_\_\_\_
5. Number of years at organization: عدد سنوات العمل داخل المؤسسة \_\_\_\_\_

### Section 1: Organizational Profile ملف المؤسسة

6. What is your organization's sector? ما هو القطاع الذي تنتمي له مؤسستك ؟
  - ☐ Governmental حكومي
  - ☐ University جامعة
  - ☐ Non-governmental/ Non-profit مؤسسة غير ربحية
  - ☐ Private خاصة
  - ☐ Other, please specify: اخرى ، الرجاء التحديد \_\_\_\_\_

7. What is your organization's area of specialization? Please select all that apply.

ما هو مجال تخصص مؤسستك ؟ ، الرجاء اختيار كل ما ينطبق ( يمكن اختيار أكثر من اجابة )

- ☐ Gender and women's studies دراسات النوع الاجتماعي و المرأة
- ☐ Social Sciences العلوم الاجتماعية

- ☐ Technology التكنولوجيا
  - ☐ Policy Research بحوث السياسات
  - ☐ Political Science البحوث السياسية
  - ☐ Economics الاقتصاد
  - ☐ Sociology علم الاجتماع
  - ☐ Other, please specify: أخرى ، الرجاء التحديد
-

## Section 2: Research Skills المهارات البحثية

8. Below are a range of skills and activities, many of which you may undertake in performing your job. Look at these activities and rate each one by checking the box which corresponds to the appropriate rating. The first rating (A) is concerned with how important the activity is to your successful performance as a member of the Gender Research Consortium. The second rating (B) is concerned with how well you currently perform the activity.

في الاسفل / مجموعة من المهارات والأنشطة التي تقوم بأداء الكثير منها خلال عملك، الرجاء الاطلاع على هذه النشاطات و قم بترتيب كل نشاط من خلال وضع اشارة في الخانة المناسبة في الجدول . التصنيف الأول (أ) يعنى بمدى أهمية هذا النشاط لتحقيق أداء ناجح كعضو في تآلف البحث العلمي. التصنيف الثاني (ب ) يعنى بمدى قيامك حاليا بتأدية هذا النشاط بشكل جيد.

<b>Skills/Activities</b> النشاط / المهارة	<b>How important is this activity to your successful performance as a member of the Gender Research Consortium?</b> أ. إلى أي مدى هذا النشاط مهم لتحقيق أداء ناجح كعضو في تآلف البحث العلمي ؟  <i>Not at all</i> <i>Very Important</i> <i>Don't</i> 1     2     3     4     5     6 7     8     9     10     Know	<b>B. How well do you consider that you currently perform this activity?</b> ب. إلى أي مدى ترى أنك تقوم بأداء هذه المهمة بشكل جيد  <i>Not Very Well</i> <i>Don't</i> Well     Don't 1     2     3     4     5     6 7     8     9     10     Know	<b>Comments:</b> أي ملاحظات :
Formulate a research question صياغة اسئلة البحث	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
Generate hypotheses استخراج الفرضيات	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
Access relevant	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	



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	<b>Important</b> <b>Don't</b> <b>1</b> <b>2</b> <b>3</b> <b>4</b> <b>5</b> <b>6</b> <b>7</b> <b>8</b> <b>9</b> <b>10</b> <b>Know</b>										<b>Well</b> <b>Don't</b> <b>1</b> <b>2</b> <b>3</b> <b>4</b> <b>5</b> <b>6</b> <b>7</b> <b>8</b> <b>9</b> <b>10</b> <b>Know</b>										
Collect qualitative data جمع المعلومات النوعية																					
Analyze quantitative data تحليل البيانات الكمية																					
Analyze qualitative data تحليل البيانات النوعية																					
Statistically analyze quantitative data تحليل البيانات الكمية احصائيا																					
Interpret research findings القدرة على تفسير و تحليل نتائج البحوث																					
Use technical equipment (e.g. computers, software) to collect, store, or retrieve data استخدام معدات فنية																					

[illegible]

externally to colleagues توفير التغذية الراجعة لزملاء العمل /المؤسسات الأخرى																					
Articulate ethical concerns in relation to specific research projects القدرة على الإفصاح عن المخاوف الأخلاقية فيما يتعلق بمشاريع بحثية محددة																					
Engage in advocacy الانخراط في مجال كسب التأييد																					

9. Please specify any additional areas related to research for which you would like to receive further training or instruction. Please list these in order of importance:

الرجاء قم بتحديد اي مجالات اضافية تتعلق بالبحث والتي ترغب بتلقي تدريب بها . الرجاء ذكرها من حيث الأهمية

- 1.
- 2.
- 3.
- 4.
- 5.

### Section 3: Gender-sensitive Research Skills

مهارات البحث المختص بالنوع الاجتماعي/ المراعي للنوع الاجتماعي

10. Below are a range of skills and activities, some of which you may undertake in performing your job. Look at these activities and rate each one by checking the box which corresponds to the appropriate rating.. The first rating (A) is concerned with how important the activity is to your successful performance as a member of the Gender Research Consortium. The second rating (B) is concerned with how well you currently perform the activity.

في الاسفل / مجموعة من المهارات والأنشطة التي تقوم بأداء الكثير منها خلال عملك، الرجاء الاطلاع على هذه النشاطات و قم بترتيب كل نشاط من خلال وضع اشارة في الخانة المناسبة في الجدول . التصنيف الأول (أ) يعنى بمدى أهمية هذا النشاط لتحقيق أداء ناجح كعضو في تآلف البحث العلمي. التصنيف الثاني (ب ) يعنى بمدى قيامك حاليا بتأدية هذا النشاط بشكل جيد.

Skills/Activities	A. How important is this activity to your successful performance as a member of the Gender Research Consortium?										B. How well do you consider that you currently perform this activity?										Comments:
	<i>Not at all</i> <i>Very</i> <i>Important</i> <i>Important</i> <i>Don't</i> 1        2        3        4        5        6 7        8        9        10 <i>Know</i>										<i>Not</i> <i>Very</i> <i>Know</i> <i>Well</i> <i>Well</i> <i>Don't</i> 1        2        3        4        5        6 7        8        9        10										
Acknowledge your own values and biases القدرة على التعرف بمواطن التمييز																					
Define a conceptual framework reflecting men's and women's																					

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	<i>Important Don't</i> 1 2 3 4 5 6 7 8 9 10 Know										<i>Well Don't</i> 1 2 3 4 5 6 7 8 9 10										
Use gender sensitive language in scientific writing استخدام لغة حساسة للنوع الاجتماعي في الكتابة العلمية																					
Produce and use sex disaggregated data انتاج و استخدام بيانات مصنفة حسب الجنس																					
Conduct a gender analysis عمل تحليل جندي / مختص بالنوع الاجتماعي																					
Discuss the importance of gender-sensitive research القدرة على مناقشة أهمية البحث المختص بالنوع الاجتماعي / المراعي للنوع الاجتماعي																					

11. Please specify any additional areas related to gender-sensitive research for which you would like to receive further training or instruction. Please list these in order of importance:

الرجاء قم بتحديد اي مجالات اضافية تتعلق بالبحث المختص بالنوع الاجتماعي والتي ترغب بتلقي تدريب بها . الرجاء ذكرها من حيث الأهمية

- 1.
- 2.
- 3.
- 4.
- 5.

#### Section 4: Access to resources الوصول للموارد

12. Which of the following physical resources are available to you through your institution?  
Please select all that apply:

أي من الموارد التالية متوفرة لك في مؤسستك؟ الرجاء اختيار جميع ما ينطبق

- ☐ Office/research space مكتب / مساحة مخصصة للبحث
- ☐ Computer أجهزة حاسوب
- ☐ Computer software for statistical data analysis برامج حاسوبية لتحليل البيانات الإحصائية
- ☐ Computer software for qualitative data analysis برامج إحصائية لتحليل البيانات النوعية
- ☐ Library facilities مكتبة
- ☐ Internet access إنترنت
- ☐ Other, please specify: أخرى، الرجاء التحديد

13. Which of the following financial resources are available to you through your institution?

أي من الموارد المالية متوفرة لك في مؤسستك؟

- ☐ Opportunities for raises فرص الحصول على علاوات
- ☐ Opportunities for promotion فرص الحصول على ترقية
- ☐ Institutional Research Grants/ Startup funds منح مؤسسية بحثية / صناديق بدء التشغيل
- ☐ Travel funds تمويل للسفر

14. Which of the following human resources are available to you through your institution?

أي من الموارد البشرية متوفرة لك في مؤسستك؟

- ☐ Research assistants مساعدين بحث
- ☐ Technical assistance on methodology/data analysis مساعدة فنية في المنهجيات البحثية وتحليل البيانات
- ☐ Technical assistance on proposal development & submission مساعدة فنية في تطوير مقترحات البحوث وتقديمها
- ☐ Collaborators on gender-related research projects متعاونون في مشاريع البحوث المختصة بالنوع الاجتماعي / حساسة للنوع الاجتماعي

#### Section 5: Training Preferences التدرّيبات التي تفضلها

15. What ways do you prefer to learn? Please select all that apply.

ما هي الطرق التي تفضلها للتعلم؟ الرجاء اختيار جميع ما ينطبق

- ☐ Face to face trainings تدريبات وجها لوجه
- ☐ Self-paced online courses برنامج تدريبي ذاتي من خلال الإنترنت
- ☐ Long-form courses برنامج تدريبي طويل
- ☐ Short-form courses برنامج تدريبي قصير

- ☐ Participatory approaches منهج تشاركي
- ☐ Lecture-based approaches منهج يعتمد على اسلوب المحاضرة
- ☐ Webinars ندوات و محاضرات عند طريق الانترنت
- ☐ Coaching منهج الارشاد
- ☐ On the job/ learning by doing with follow-up by a specialist التعلم عن طريق الممارسة مع متابعة من قبل اختصاصي (اثناء العمل)
- ☐ Other, please specify: أخرى ، الرجاء التحديد: \_\_\_\_\_

16. What type of informal learning do you find most beneficial? Please select all that apply.

ماهي أنواع التعليم الغير الرسمي الذي تعتقد أنه أكثر افادة لك ؟

- ☐ On the job learning التعلم من خلال الممارسة الفردية
- ☐ Working as part of a team التعلم من خلال الممارسة ضمن فريق
- ☐ Networking with others doing similar work التشبيك مع الآخرين ممن يقومون بنفس العمل
- ☐ Other, please specify: أخرى ، الرجاء التحديد: \_\_\_\_\_

**Thank you!**

شكرا لكم

### Annex 3: Focus Group Discussion Guide: Consortium Member Organizations

**Note for facilitator:** For Focus Group Discussions, organization representatives will be grouped by sector (i.e., university, non-governmental organization, non-profit). Where text is underlined, please read the name of the appropriate sector.

Thank you for taking the time to meet with me today. My name is Lizzette Soria and I work with the International Center for Research on Women. The International Center for Research on Women will be supporting the Gender Research Consortium by providing member organizations with training and technical assistance related to gender-sensitive research. In order to better understand member organizations' strengths and needs in this area, we are conducting focus group discussions with organization leaders by sector. You were invited to participate in this discussion because your organization is a university/non-governmental organization/for profit member of the Gender Research Consortium. The discussion should take approximately 60 minutes. I will be taping the session because I don't want to miss any of your comments. My colleague will be taking notes. Before we start I would like to remind you that there are no right or wrong answers in this discussion. We are interested in knowing what you think, so please feel free to be frank and to share your point of view. It is very important that we hear all of your opinions.

Before we get started, do you have any questions?

#### 1. Introduction

1.1 Let's start by going around the circle and having each person introduce his or herself. Please provide your name, organization name, and position.

#### 2. Defining Gender

2.1 To start us off, please tell me what the term gender means to you.

2.2 How do you define gender-sensitive research?

#### 3. Capacity to Conduct Gender-Sensitive Research

3.1 What do you think are the key components for establishing an effective Gender Research Consortium?

3.2 What are universities/NGOs/for profit research organizations strengths with regards to conducting research in Jordan?

*Probe: How about gender-sensitive research, in particular?*

3.3 What are the main barriers universities/NGOs/for profit research organizations face to conducting research in Jordan?

*Probe: How about gender-sensitive research, in particular?*

3.4 What resources do universities/NGOs/for profit research organizations, in particular, bring to the Gender Research Consortium?

3.5 As part of ICRW's work, we will be establishing a training agenda for members of the Gender Research Consortium. What would you like to see as the main topics covered by these trainings?

*Probe: How about in relation to gender-sensitive research?*

3.6 Other than training, what additional resources do members of the Gender Research Consortium need to succeed as a consortium?

*Probe: Human, financial, material resources*

3.7 Tell me about the funding opportunities that are currently available for conducting gender-sensitive research in Jordan.

#### **4. Commitment to Gender Research Consortium**

4.1 To what extent is there a need for a Gender Research Consortium in Jordan?

4.2 What do you see as the main challenges in Jordan around generating gender-sensitive knowledge through research?

4.3 Who would be the main users of this knowledge and how might they use it?

4.4 Why might universities/NGOs/for profit research organizations be motivated to take part in the Gender Research Consortium?

#### **5. Vision for Gender Research Consortium**

5.1 Please describe for me what a successful Gender Research Consortium would look like to you.

*Probe:*

*Where would you like to see the consortium in 5 years?*

#### **6. Partnerships and Collaboration**

6.1 What do you see as some of the potential barriers or challenges to working as a Gender Research Consortium? *Probes:*

*Working with other universities/NGOs/for profit research organizations*

*Working with research organizations from different sectors*



*Specifically related to gender-sensitive research*

6.2 What do you see as some of the facilitators to working as a Gender Research Consortium?

*Probes:*

*Working with other universities/NGOs/for profit research organizations*

*Working with research organizations from different sectors*

*Specifically related to gender-sensitive research*

6.3 What can the Takamol project do to help facilitate collaboration between Gender Research Consortium members?

## **7. Closing**

7.1 Is there anything else you would like to add that we didn't cover during this discussion?

## **Annex 4: Interview Guide: Consortium Member Organization Key Informants**

Thank you for taking the time to meet with me today. My name is Lizzette Soria and I work with the International Center for Research on Women. The International Center for Research on Women will be supporting the Gender Research Consortium by providing member organizations with training and technical assistance related to gender-sensitive research. In order to better understand member organizations' strengths and needs in this area, we are conducting interviews with organization leaders. This interview should take approximately 90 minutes. I will be taping the session because I don't want to miss any of your comments and my colleague will be taking notes. You don't have to answer anything you don't want to and you should feel free to end this interview at any time. Before we get started, do you have any questions?

### **1. Organizational Commitment to Gender Integration**

1.1 First, please tell me briefly about the mission of your organization.

1.2 How do you define gender?

1.3 How does gender fit into the mission of your organization?

### **2. Organizational Commitment to Gender-sensitive Research**

1.1 Why is your organization interested in joining the Gender Research Consortium?

2.2 How do the goals of the Gender Research Consortium line up with your organization's mission and/or values?

2.3 Tell me about your institution's current research agenda.

*Probe:*

*To what extent does gender factor into your institution's current research agenda?*

2.4 How do you define gender-sensitive research?

### **3. Organizational Capacity to Conduct Gender-Sensitive Research**

3.1 What do you see as your organization's primary strengths as a research institution?

*Probe:*

*How about in relation to gender-sensitive research?*

3.2 What do you see as your organization's main weaknesses, challenges, or areas to grow as a research institution?

*Probe:*

*How about in relation to gender-sensitive research?*

3.3 What, if any, courses does your organization offer related to research methods?

*Probe:*

*To what extent is gender integrated into the courses taught at your institution?*

*Does your organization offer any courses on gender issues? If so, please describe them.*

3.4 What resources does your organization bring to the Gender Research Consortium?

3.5 Tell me about any prior experience your organization has had conducting gender-sensitive research.

*Probe: Please provide me with a few specific examples.*

3.6 Tell me about any prior experience your organization has conducting gender analyses.

*Probe:*

*Please provide me with a few specific examples.*

1.7 Tell me about any prior experience your organization has writing policy briefs.

*Probe:*

*Please provide me with a few specific examples.*

*How about policy briefs related to gender issues?*

3.8 Tell me about any prior experience your organization has writing research papers or journal articles.

*Probe:*

*Please provide me with a few specific examples.*

*How about research papers or journal articles specifically related to gender issues?*

3.9 Does your organization have a research ethics review committee (for example, an Institutional Review Board) or other body that provides ethical oversight of research activities?

*Probe:*

*If yes, what kind of duties do they perform?*

*How are they comprised?*

*How do they hold your organization accountable for quality and ethics?*

#### **4. Capacity Building Culture**

4.1 What, if any, professional development opportunities does your organization currently provide for its employees to develop their research skills?

*Probes:*

*Trainings*

*Workshops*

*Mentorship*

4.2 What, if any, professional development opportunities does your organization currently provide for its employees to develop their skills related to gender-sensitive research?

*Probes:*

*Trainings*

*Workshops*

*Mentorship*

4.3 What resources does your institution currently provide to its research personnel?

*Probes:*

*Physical resources (e.g., office space, computers)*

*Financial resources (e.g., hard money, start-up funding, bonuses)*

*Human resources (e.g., access to technical expertise, research assistants, PhD students)*

#### **5. Partnerships and Collaboration**

5.1 To what extent does your organization currently collaborate or partner with organizations focused on gender equality or women's rights?

*Probes:*

*What are the names of these organizations?*

*In what ways do you collaborate with them?*

*To what extent has your organization collaborated in the past with organizations focused on gender equality or women's rights?*

5.2 Tell me about any strategic partnerships that your organization has at the local or national level. These might include policy-makers or government organizations.

5.3 To what extent does your organization currently collaborate with other members of the Gender Research Consortium?

*Probes:*

*Which organizations do you collaborate with?*

*In what ways do you collaborate?*

*To what extent has your organization collaborated in the past with other Gender Research Consortium members?*

5.4 What can the Takamol project do to help facilitate collaboration between Gender Research Consortium members?

## **6. Closing**

6.1 Where do you see the Gender Research Consortium in five years? What role will your organization play in this vision?

6.2 Is there anything more you would like to add?

**Thank you for your time!**

## Annex 5: Follow-up Survey: Key Informants from Consortium Member Organizations

Name: الاسم \_\_\_\_\_

Organization Name: اسم المؤسسة \_\_\_\_\_

1. What is your organization's area of specialization? Please select all that apply. ما هو تخصص مؤسستكم؟ الرجاء اختيار كل ما ينطبق

- ☐ Gender and women's studies دراسات النوع الاجتماعي و المرأة
- ☐ Social Sciences العلوم الاجتماعية
- ☐ Technology التكنولوجيا
- ☐ Policy Research بحوث السياسات
- ☐ Political Science العلوم السياسية
- ☐ Economics الاقتصاد
- ☐ Sociology علم الاجتماع
- ☐ Other, please specify: اخرى ، الرجاء التحديد: \_\_\_\_\_

2. Approximately how many employees does your organization have? تقريرا ، كم موظف لديكم في المؤسسة \_\_\_\_\_

3. Approximately how many male researchers work at your institution? تقريرا ، كم باحث ذكر يعمل لديكم في المؤسسة \_\_\_\_\_

4. Approximately how many female researchers work at your institution? تقريرا ، كم باحثة انثى لديكم في المؤسسة \_\_\_\_\_

5. How many men hold leadership positions (e.g., department head) at your institution?

كم باحث ذكر يتولون مناصب قيادية ( رئيس قسم ، .... ) في مؤسستكم؟ \_\_\_\_\_

6. How many women hold leadership positions (e.g., department head) at your institution?

كم باحثة انثى يتولين مناصب قيادية ( رئيسة قسم ، .... ) في مؤسستكم؟ \_\_\_\_\_

7. How much funding does your organization currently receive for research? كم مقدار التمويل الذي تحصل عليه مؤسستكم للبحث \_\_\_\_\_

8. Approximately how many research publications and/or journal articles did your organization publish in the past year? تقريرا ، كم عدد المنشورات البحثية أو / و المقالات قامت مؤسستكم بنشرها خلال العام الماضي \_\_\_\_\_



### **Annex 6: Observation Form: Consortium Member Organizations**

Organization Name:

Date:

Observer:

Based on your observation, which of the following research resources does this organization have? Please check all that apply.

\_\_\_\_\_ Research/office space

\_\_\_\_\_ Computers

\_\_\_\_\_ Library facilities

\_\_\_\_\_ Internet access

\_\_\_\_\_ Photocopier

\_\_\_\_\_ Printer

Please describe any other notable features of the organization's space below (e.g., office layout):