

Title of Training: Fourth Academic Staff Training on Integrating Gender in Research

Author of Report: DUCE – GATE Project

Date of the Training: 9th January 2020 to 11th January 2020

1. Contexts and Background

The fourth training session marks the final circle of series of trainings for academic members of staff at DUCE through the GATE project as planned for 2019. The training aimed at familiarizing members with tools and frameworks for analyzing gender aspects in their researches. Thus, it is hoped that for the participants who attended all or any of the three series of trainings will have improved their confidence and ability to integrate gender aspects in their projects and researches.

2. Planning Design and Development

The training was designed to provide participants with hands on experience of data analysis tools for both quantitative and qualitative research as well as knowledge on gender mainstreaming and integration and how that can be analysed in research.

The training was planned for three days which included two week days and a Saturday as it was difficult to find time ideal for participants to attend. The training time for the weekdays was from 8.30 to 4.00 while on Saturday it was from 8.30 to 2.30. Like the other previous trainings, the participants were those who had attended previous trainings plus the new ones who were interested with the topics being shared.

3. Delivery

All the sessions in this training involved hands on activities. Day one was about MAXQDA as a qualitative data analysis tool (facilitated by Dr. Alcuin Mwalongo) and the use of EXCEL as a quantitative data analysis tool (facilitated by Mr. Gaston Amos). In each session presenters came with sample data for practicing which made the lesson more realistic and easy to understand. Each participants' laptop was installed with the trial version of the MAXQDA, and those missing the data analysis function in their Excel program were taught how to install the function to enable them do the analysis. The number of participants for this day was thirteen (13) five of them being male and eight female.

Day two and three were about Analysing data in a research or project. Mr. Selemani Mbuyita and Dr. Simwanza Katanta facilitated the two days. The presenters gave

participants sample studies to work in groups on the aspects being taught and present to the class on their findings. Day two participants were twenty-three (23) of which eight were male and fifteen were female. Twenty-two (22) participants, of which ten were male and twelve were female, attended Day three of the training, which was on a Saturday of 11th January 2020.

4. Evaluation

As part of evaluation for the training participants were asked to write, on pink stick notes, their comments on what was good about the training and things that need improvement. Furthermore they were also asked to fill a baseline tool as it was the last series of trainings. The following is the feedback from the participants as captured from the stick notes while the presentation and analysis of post training tool will be presented as an independent document

Participants' Feedback

- It was an eye opener to gender practices, terms and experiences on how to do a research considering gender lens perspective. Big-up!
- Training ni nzuri sana lakini imefanywa katika muda mbaya ambao walimu wako busy na test. Ingefaa ifanywe mwanzoni mwa semesta wakati ambao walimu hawako busy. Kutokana na hali hiyo mambo yanayofundishwa ni mazuri lakini tunayapata nusunusu.
- The training is fantastic; however, training limits participants to fully enjoy the training . It can be improved by taking participants out of the College in that no participant can leave between for other activities.
- The training was good because I learned how to incorporate gender in various issues
- The project itself (GATE) is highly beneficial to me and whole DUCE community. The present seminar is of vital importance to me as a young researcher as it has sharpened my knowledge on gender mainstreaming etc also MAXQDA presentation was great! Bravo to GATE team and the presenters.
- The training was well organized and facilitation was very engaging. Food was also palatable and well prepared. For future plans it is good the training to be organized when lectures are not in progress to enable all to attend.
- We highly commend the initiatives on workshop preparation. I suggest when conducting another workshop to include M.A students as participants to enhance their research related issues. Time is too limited.

The following are responses for question 9 & 10 from the Baseline tool

S/N	Faculty	Sex	Most important thing gained from the training	Comments for improvement
1.	FoHSS	F	-to include aspects of gender in various issues - gender analysis	-
2.	Fos	M	-to have extra understanding on gender analysis	More seminars are needed
3.	FoED	M	-Understanding of gender analysis including models on how to conduct gender focused research. Also I have learned the importance of understanding gender analysis and perspectives	These trainings should be done regularly
4.	FoHSS	M	Introduction to qualitative data analysis	
5.	FoED	M	Gender mainstreaming and gender integration	More gender training lessons are needed
6.	FoED	F	Analysing gender related issues in research. Also understanding of gender issues especially when planning to conduct	More training related to gender research are welcome to our College(to us

			research	researchers). I wish trainings be do conducted from June onwards when we are not busy with teaching sessions.
7.	FoED	F	How to do gender research from proposal level to data analysis	
8.	FoS	M	Data analysis	
9.	FoHSS	F	The importance of integrating the issue of gender in my research and findings Bias free framework usage. Analysis through MAXQDA, Excel	Next session to include other sections of research proposal and projects. For manifestation of workshop results establishment of supported research teams in various issues pertaining to gender relations in the country.
10.	FoHSS	M	Importance and necessity of gender analysis	
11.	FoS	M	The skills acquired through gender will assist me in doing scientific research on gender parts.	More research on gender analysis are highly recommendable in large groups of academicians.
12.	FoS	M	How gender is important to be included in doing social research	We need more training in this line to increase

				competence and more valid research output.
13.	FoS	M	Data analysis in gender based research	
14.	FoED	M	Enlightenment in gender issues especially gender analysis and gender responsive	It needs time and space for participants to concentrate on the training. So a retreat is better option instead of indoor training.
15.	FoSS	F	How to integrate gender aspects in any research	
16.	FoED	F	Using different programs for data analysis. Gender analysis dimensions (the 6 dimension). Integration of gender in research.	More training should be conducted.
17.	FoED	F	The concept of gender analysis and its importance in gender based research. I have learnt that gender mainstreaming is not the same as gender integration.	I would like to have more training on quantitative research approach in relation to gender-based research.
18.	FoHSS	M	Data analysis in gender	The training is very important but was not attended sufficiently. Kind do



				make information for such seminar whenever you organize them
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Key: FoS: Faculty of Science

FoHSS: Faculty of Humanity and Social science

FoED: Faculty of Education