



Child Protection in Emergencies Capacity Gap Analysis: Middle East and Eastern Europe Annexes

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Annex 1. Methodology

Objective

To inform the expansion of the Child Protection in Emergencies (CPiE) Professional Development Programme (PDP), a capacity gap analysis (CGA) was conducted in each of the proposed new regions: the Middle East and Eastern Europe as one combined region, as well as a joint Eastern and Southern Africa region. The objective of the CGA was to gather information on regional technical capacity and skills to tailor the design and planning of the CPiE PDP. The CGA identified opportunities and learning from current and past capacity initiatives that could strengthen the success of the CPiE PDP. Finally, the CGA was designed to elicit learning and conclusions for the broader sector beyond the CPiE PDP.

Selection of regions

Identification and selection of the two new regions was undertaken through a consultative process within Save the Children. Criteria for selection included interest in the programme, support available for implementation and the prevalence of humanitarian crises in the region. These regions are grouped according to Save the Children's operational groupings. Save the Children's regional focal points identified the countries to be included in the CGA based on where Save the Children is operational.¹

Methodology

The same methodology was followed for both regions. It built upon the methodology used for the CGA conducted in South-East and East Asia (SEEA) as part of the CPiE PDP pilot. It involved a stakeholder mapping to help identify potential respondents for all stages; a light review of relevant global and regional literature, to enrich contextual knowledge and sector information in each region; key informant interviews (KII), to gather detailed perspectives from regional and sectorial experts; and, an online survey to consider perspectives from respondents at all levels. The stages were undertaken concurrently for both regions; the same online survey tool was used for both. The data were separated for each region after the cleaning stage, and analysed for each region separately. Findings and conclusions were written into two reports, one for each region, though there were some shared findings for both regions.

Desk review

Literature from the region and key global documents were reviewed. Particular attention was given to regional and country response plans; inter-agency assessments, evaluations, or surveys; capacity gap analyses; and key operational, guidance, or trainings documents. Key informants were asked to share documents they considered relevant to CPiE and/or capacity in the region.

¹ Countries included within the Middle East and Eastern Europe: Albania, Armenia, Egypt, Georgia, Iraq, Jordan, Kosovo, Lebanon, North West Balkans, the occupied Palestinian territory, Serbia, Syria, Turkey, Ukraine, and Yemen. In the survey, there was an option to include and specify other countries. Greece was included on this basis.

In addition, key standard-bearing or guiding inter-agency documents, such as the Child Protection Minimum Standards (CPMS), Child Protection in Emergencies Competency Framework, and the CPiE Capacity Building and Market Analysis, were used to assist with framing the overall methodology and analytical framework. Further details on this are provided in the survey section.

Key informant interviews

Key informants were identified by Save the Children, by the researchers through the mapping exercise or by other key informants. They primarily included regional and global CPiE focal points from major international non-governmental organizations (INGO) and United Nations (UN) agencies, as well as those involved in other CPiE capacity building initiatives. Regional-level key informants were prioritized, at the request of the CPiE PDP management team. Global key informants were asked to speak about the region in which they have the most knowledge and/or recent experience. A small number were able to provide information on both regions. Two facilitators and two mentors from the SEEA pilot, identified by the CPiE PDP management team, were also interviewed to learn about their experiences of working in the CPiE PDP. A few NGO focal points also provided feedback about their organizations' involvement in the SEEA pilot.

While selected Save the Children key informants were interviewed in the preliminary phase to inform tool development, the majority of KIIs took place during the main data collection phase, in parallel to the survey. A staggered approach would have been preferred, in order to have more interviews inform the survey development; however, time constraints did not allow for this. Interviews followed a semi-structured questionnaire, found in **Annex 2**.

In total, 20 key informants were interviewed for the Middle East and Eastern Europe:

- Eleven (11) were based in the region: Seven with INGOs, three with the UN and one consultant; and
- Nine were in global positions: Seven with INGOs, one with the UN and one consultant.

These figures include four mentors or facilitators from the SEEA CPiE PDP pilot, one of whom also acted as a regional key informant. The majority of the key informants spoke about the Middle East, with only two focused specifically on Europe. As such, findings from these interviews refer more to the Middle East. The list of key informants is found in **Annex 4**.

Survey

An online survey was developed to investigate capacity and relevance in several areas related to CPiE response, including: CPiE needs, core CPiE strategies, operating contexts, cross-cutting issues and areas affecting quality response. Respondents were also asked to identify the top three CPiE priorities in their context, to understand how priorities related to perceptions of relevance and capacity gaps.

In addition, the survey also sought to identify barriers to professional development and preferred learning approaches relevant to CPiE practitioners in the region. Response choices for these questions were based on the SEEA CGA, the CPiE PDP blended learning approach, and feedback from preliminary KIIs. Finally, respondents were given an opportunity to propose to the management team additional considerations or things to avoid when establishing the CPiE PDP in their region. All questions included comments boxes for further elaboration on responses. The survey questions are found in **Annex 3**.

The survey targeted four groups (or profiles) of respondents, shifting the framing of the questions depending on the respondent's level of responsibility:

- Members of governments were asked to respond from a national perspective;
- Global and regional respondents were asked to answer questions from a regional perspective;
- National-level respondents, those in positions with country-wide responsibility and oversight, were asked to speak from national perspective; and
- Sub-national respondents, those working in a country, but without a nation-wide focus, were asked to undertake a self-assessment, following the model used in the SEEA pilot.

Areas of investigation were largely based on the CPMS, using the CPiE Competency Framework as reference.² Preliminary discussions with Save the Children focal points, and review of the literature, helped identify additional areas for inclusion. As one survey was developed to cover both regions, it is possible that one or two questions were asked of both regions that may be more applicable to one. However, this did not alter the overall findings, and could be considered useful given the intention of the CPiE PDP to develop capacity to deploy and respond in different operations.

Capacity was assessed in two ways, namely theoretical knowledge and practical experience. Respondents were also asked to rate the relevance of each issue in question to their context (regional, national or sub-national). Respondents answered capacity and relevance questions using a scale of *high, medium, low or none*.

CPiE needs

The CPMS includes standards and guidance for eight core technical areas of work to address CPiE needs: Dangers and injuries, physical violence and other harmful practices, sexual violence, psychosocial distress and mental disorders, children associated with armed forces or armed groups, child labour, unaccompanied and separated children, and justice for children. These formulated the base of the CPiE technical needs assessed, with some modification. Harmful practices and physical violence were divided. Both encompass large areas of programming, and harmful practices are quite prevalent in East and Southern Africa. Child marriage was assessed separately, as preliminary KIIs identified it as an area where information on stand-alone capacity

² CPWG (2010). Child Protection in Emergencies (CPiE) Competency Framework; CPWG (2012). Minimum Standards for Child Protection in Humanitarian Action.

would be helpful, and it was deemed relevant to both regions. Following the CPiE Competency Framework, the UN Monitoring and Reporting Mechanism (MRM) and mine risk education (MRE) were added for individual assessment. It was considered important to understand capacity in these highly specialized technical areas given the number of conflicts, and established MRMs, in both regions. Also, knowledge and skills related to children and armed conflict are identified as gap areas globally.³ Survey length restricted inclusion of other areas for assessment. These can be followed up in more detail during the design of the CPiE PDP. In all, eleven CPiE needs areas were assessed as part of the survey.

As CPiE encompasses both prevention and response work, in keeping with how the CPiE Competency Framework divides competencies, respondents were asked to assess prevention and response individually for each need area, except for MRE and the MRM. MRE is fundamentally an area of prevention work, response being related to injuries incurred from mines, or in the act of de-mining which sits outside CPiE. As a monitoring mechanism, the MRM did not fit this breakdown.

Operating contexts

Nine operating contexts were assessed in the survey. These were identified based on the prevalence of types humanitarian crises in both regions, and those identified both in the literature and by key informants as particularly salient to CPiE, such as children on the move. Based on key informant feedback, this list was reduced to nine areas, and revised for clarity. For example, 'climate-related contexts' was divided into natural disasters (inclusive of droughts) and food insecurity. This section included the largest number of areas of investigation that were more specific to one region than the other, or even specific to a sub-set of countries within each region, such as remote programming. However, knowledge of capacity gaps in these areas was deemed important for designing the CPiE PDP.

CPiE strategies

Fives CPiE strategies were assessed in the survey. The CPMS identifies four strategies for addressing child protection needs: Case management, community-based mechanisms, child-friendly spaces and protecting excluded children. To enable a more in-depth look at capacity, and based on relevant needs identified in the literature and by key informants, systems strengthening was added and alternative care was included, separate from case management. Protection of excluded children was considered as a cross-cutting issue, and assessed as such.

Cross-cutting issues

Included as cross-cutting issues were gender, adolescents and youth and child participation, all considered primary cross-cutting areas within CPiE, and ones where strong capacity in the

³ CPWG (2010). Child Protection in Emergencies (CPiE) Competency Framework; CPWG (2015). Child Protection in Emergencies Capacity Building Mapping and Market Analysis; Alliance (2017). 2018-2020 Strategic Plan Trend Analysis: Survey results.

workforce is deemed important. The protection of excluded children, along with children living with disabilities, seemed better placed as cross-cutting issues, given the broad array of sectors required to adequately address both issues. They were assessed separately to learn whether there would be differences reported in knowledge and experience working with children living with disabilities specifically, separate from other groups of excluded children, which may vary between the two regions. The list was limited to five to reduce the length of the survey.

Areas affecting the quality of CPiE response

The first section of the CPMS addresses standards to ensure the quality of CPiE response. The CGA considered nine areas of investigation in this section, which departed the most from the CPMS outline. These included:

- Coordination (Standard 1).
- Communication and advocacy (Standard 3): Separated as they are realised quite differently across different levels of response.
- Child protection monitoring (Standard 6): Divided into two areas of monitoring – response (or coverage) monitoring, and monitoring for quality of programmes – in keeping with the inter-agency CPiE Monitoring Toolkit, which is currently being piloted in both regions.
- Assessments and indicator development: Two essential areas related to Standards 4-6.
- Accountability to affected populations and feedback mechanisms: Relevant and essential to quality, these two areas are frequently perceived to be the same within CPiE, specifically understood within the framework of having feedback boxes around child-friendly spaces and psychosocial support programming. They were separated in hopes of obtaining a more detailed understanding of capacity for each.

Standards omitted were human resources, and the detailed assessment of the programme management cycle, which the CPiE PDP management team identified would be addressed elsewhere.

The survey was conducted through the online tool Survey Monkey, and disseminated through several channels to support wider reach.⁴ Particular emphasis was placed on reaching national and sub-national respondents as the CPiE PDP management was particularly interested in their perspectives. The survey went live 8 November 2017 and remained open until 1 December 2017.

Survey respondent characteristics

Global/Regional

⁴ The survey was disseminated through the Alliance for Child Protection in Humanitarian Action on social media and to all four of its working groups and some its task forces, including the training of trainers community of practice; to regional coordinators through the Child Protection Area of Responsibility (CP AoR); through other major child protection networks, such as the Better Care Network, the CPC Learning Network, the CPTS, Family for Every Child; and the No Lost Generation in the Middle East. It was also shared through individual organizations to regional colleagues.

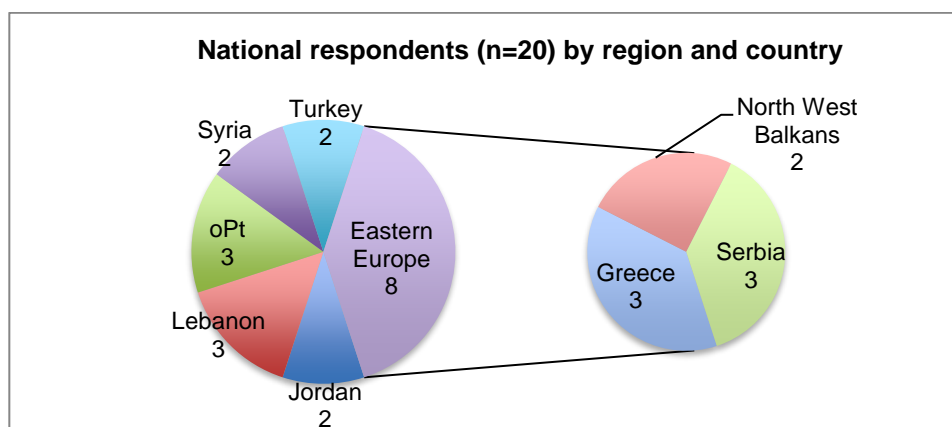
Of the 14 respondents identifying as either global or regional, seven completed the survey (50% completion rate). Two are based in Eastern Europe, one with an INGO and the other with the UN. The remaining five all work for INGOs in the Middle East. Of the seven, six are in deployable positions. This group is referred to as the *regional group* throughout the report.

National/Government

In total, 20 of 44 respondents completed the national and government surveys (45% completion rate). One was a government official based in Europe. Of the remaining 19, 7 were based in Europe (4 INGO, 2 UN, 1 national non-governmental organization (NNGO)) and 12 in the Middle East (8 INGO, 2 NNGO, 1 faith-based organization (FBO), 1 UN). Only 16 of the 19 national respondents completed the survey. As the other three completed all the capacity questions, they are included in the analysis.⁵ This group is referred to as the *national group* throughout the report.

As national and government respondents were speaking about capacity in the country where they work, a breakdown of these countries is found in figure A1.1. It is worth noting the majority of Middle East-based respondents are working on the Syria response, either in Syria, or in refugee-hosting countries, and all European respondents are in countries along the refugee and migration route. Thus, all the respondents are operating in contexts that are conflict-affected and focused on displacement and refugee populations

Figure A1.1. Region and country of base of national respondents



National respondents have a mix of experience levels working in child protection, as seen in table A1.1. Respondents from the Middle East report having more years of child protection experience, both in humanitarian and development settings.

⁵ All three respondents are based in the Middle East. It is possible due to the survey layout that these three respondents thought the survey was complete at the point where they stopped. The two questions they did not answer were on barriers to professional development and learning approaches. These findings are presented with a smaller answer set, with 17 respondents instead of 20. There is no reason to believe this smaller response set alters any of the findings, which are quite conclusive for those two questions.

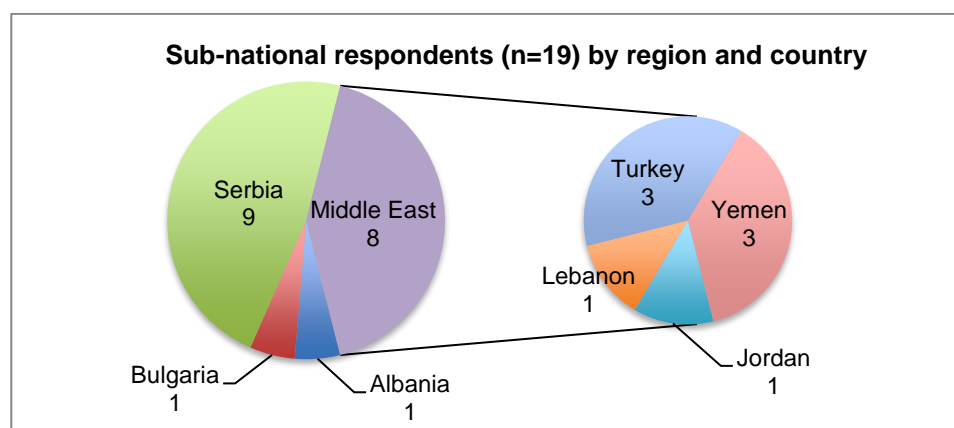
Table A1.1. National respondents: Years of child protection and CPiE experience

Years experience	Middle East (n=12)		Europe (n=8)	
	CPiE	Development	CPiE	Development
0-3 years	2	1	5	4
3-5 years	6	8	0	2
6-7 years	3	1	1	1
8+ years	1	2	1	0
n/a	0	0	1	1

Sub-national

Of the 27 respondents who identified as working at the sub-national level, 19 completed the survey (70% completion rate).⁶ The majority of sub-national respondents are based in Europe (n=12), the only respondent group to not have a majority in the Middle East (n=8). Figure A1.2 shows a breakdown of where respondents are based.

Figure A1.2. Region and country of base of sub-national respondents



There are notable differences between the Middle East and Eastern Europe respondents. The majority of Middle East-based respondents work for an INGO (seven INGO, one civil society organization (CSO)), while just over half of the European respondents work for an NNGO (six NNGO, two INGO, two CSO, one UN). Respondents in Europe report having fewer years of experience working in child protection than those in the Middle East (table A1.2).

Table A1.2. Sub-national respondents: Years of child protection and CPiE experience

⁶ The CPiE PDP management initially identified having 3-5 years' CPiE experience as the analysis criteria for sub-national respondents, following the SEEA methodology of analysing self-assessments of mid-career professionals - the target participant group for the CPiE PDP. However, the analysis criteria was later expanded to also include those with 0-3 years of child protection experience, after key informants raised that the CPiE PDP may need to include junior staff as participants as well; and, in order to include more response sets in the analysis. Based on this, data from four respondents, all of whom had more than 5 years of CPiE experience, and three of whom completed the survey, were excluded from the analysis.

Years experience	Middle East (n=12)		Europe (n=8)	
	CPiE	Development	CPiE	Development
0-3 years	4	4	7	4
3-5 years	4	3	4	1
6-7 years	-	0	-	0
8+ years	-	0	-	4
n/a	-	1	-	2

Data cleaning and analysis

In total, 229 survey responses were recorded for both regions. Of these, 120 identified Middle East and Eastern Europe as their region of base, 90 East and Southern Africa and 19 selected 'other'. The 19 'others' were assigned to the correct region. The data were then cleaned by the following criteria:

- **Invalid entries:** Seventeen (17) respondents identified as being outside the Middle East and Eastern Europe, or East and Southern Africa, and were removed (n=212).
- **Incomplete duplicate entries:** There were multiple attempts by same respondents to complete the survey. The incomplete entries - searched for through a detailed comparison and correlation of participant detail information, descriptive answers (like the priorities), IP addresses and time stamps – were identified and removed if both researchers agreed they were duplicates. There were 11 of these types of entries removed (n=201 unique response sets).⁷
- **Insufficient information:** The first questions in the survey focused on respondent characteristics, to understand the focus of the survey responses and how to group them for analysis. Of the remaining 201 unique response sets, 34 did not answer beyond the first question that identified their region and country of base. These were removed, considered to not have had the intention to complete the survey, and providing insufficient detail to categorize and analyse their response.

This left 167 response sets, at which point the data set was split for each region. Of the 167, 98 were for the Middle East and Eastern Europe: 66 from countries in the Middle East and 32 from Eastern European countries. Of these, 89 reached answered the respondent group (or profile) question (91%) required for splitting respondents in the analysis. Of these, 49 completed the capacity questions (50%), and 46 completed the survey, a 47% completion rate.

The data were analysed using excel. The data from each group of respondents were analysed separately. The largest completed set of data was used for each question. For most questions

⁷ Duplicate entries were raised to the attention of the researchers by last respondent to complete the survey, who took four attempts before able to complete all the answers due to a poor internet connection. This prompted a detailed look for duplicate entries. Where there was potential uncertainty, agreement was required from both researchers for removal. When in doubt, if any participant descriptive details differed, even if considered otherwise to likely be the same respondents, both were left in the data set. If none of the duplicate entries were completed, the most completed entry, usually the last one, was kept in the data set.

this is the same number as those who completed surveys, although a few questions, the total is less by one or two respondents. These are identified in the full data tables in **Annex 5**.

For CPiE priorities, respondents were asked to list the top three in their context. These were analysed separately for Eastern Europe, all groups together, and for the Middle East, by respondent group. Identified priorities were grouped by like issue – for example, family tracing, family separation, family reunification, and unaccompanied and separated children (UASC) were grouped; as were sexual violence, sexual- and gender-based violence, and sexual exploitation – sorted, and ranked according to most mentioned received, which is how they are presented in the findings. The same process was done for priorities shared by key informants in their interviews, though these at times exceeded three.

Summary tables or figures are presented throughout the report, grouping *high* and *medium* responses to make it easier to understand and compare findings. However, findings elaborated in the report also include details of the full data, not always displayed in the tables. These explanations identify the main rating for each question, and then any trends or secondary findings. For example, if 55% of respondents rated capacity as *medium*, and another 25% picked *low*, the findings may say capacity was rated as *medium-to-low*, identifying the main and secondary answers by respondents. If 40% had picked *low*, the findings may state capacity as *medium* and *low*, as the difference between these is minimal, possibly only one or two respondents.

The complete, compiled data for capacity, relevance and barriers are available in **Annex 5**. The raw survey data will be made available to interested parties through Save the Children.⁸

Differences between the Middle East and Eastern Europe

It is important to consider the differences in profiles between respondents based in Europe and the Middle East, and the effect this may have on the findings. Not only are the operating contexts in each region quite different, but so too are the systems in place to help respond to the needs of populations. The level of experience in child protection and CPiE differs between respondents in the two regions, particularly in the national group where European respondents report having less overall child protection experience. These differences, along with the differences in reported CPiE priorities (see [Section 3.1](#)), suggest it would be useful to analyse the data for each region separately. This distinction would provide a more nuanced understanding of the capacity needs and gaps for practitioners in each region. Unfortunately, this level of analysis was beyond the time available for this work. Therefore, the data for both regions are combined in the analysis, and where relevant, the specific region or countries being referenced in the findings are identified. Further analysis of the data is strongly recommended for a better understanding of capacity as it relates to each region. The raw data will be made available in order for this work to be carried out at a later stage by interested parties.

⁸ The CPiE Professional Development Programme management team can be contacted at: cpiepd@rb.se.

Challenges and limitations

A number of challenges and limitations were encountered while conducting this CGA:

Time constraints: The schedule and tight timeframe proved the most significant limiting factor throughout. The data collection phase occurred at the end of the calendar year, when many key informants had limited availability. Towards the end, it overlapped with the start of holiday leave. This resulted in the cancellation of a planned validation exercise of the preliminary findings. This should be undertaken as part of the design phase of the CPiE PDP.

Furthermore, the limited timeframe for the project meant that each stage was short. This had an impact on the depth of analysis. The literature review was necessarily brief, and initially, a limited number of key informant interviews were planned for. This was later increased to assure confidence in the findings. Fewer interviews were also conducted for Eastern Europe, and so findings are more focused on the Middle East. Finally, the analysis period was very short and constrained the depth of analysis. This prevented additional exploration of the data, including region-specific findings.

Survey: Given the comprehensive nature of the survey, it took 20-30 minutes to complete. This may have affected the completion rate. It was noted that for many people working in emergency situations, completing the survey might not have been a priority. In addition, there were other surveys circulating at the same time, which may have resulted in 'survey fatigue'. Finally, internet connectivity may have been a challenge for some.

Language: Conducting the survey in Arabic would have enabled greater participation. Due to time and financial constraints, distribution was in English only. However, as the CPiE PDP focuses on mid-career professionals, language was not considered a major limiting factor by the CPiE PDP management as practitioners at that level are expected to have stronger English language skills.

Given these challenges and limitations, the researchers are satisfied with the number of respondents who completed the survey, and have confidence in the strength of the findings and conclusions. It is anticipated that the findings presented in this report will be useful to inform the design of the regional CPiE PDP and will inform the sector on existing capacity needs and how to address these.

How to read the data tables

Most of the data tables present the combined *high* and *medium* responses for perceptions of capacity, as some *high* scores were too low to meaningfully report alone. While this approach loses some of the variance, it enables wider comparison across the three respondent groups. Both the high ratings (alone) and the *high* and *medium* ratings (combined) are presented to

highlight differences in perceived relevance across the groups, as the *high* and *medium* combined were often too uniform for meaningful comparison.

Data are presented as percentages. At times, an asterisk is listed beside a percentage. This highlights that the listed percentage reflects all *medium* answers only, with no respondents in that group choosing *high*. Where there is a zero (0), all respondents answered *low* or *none*.

The percentages in the tables reflect the proportion of respondents who identified capacity or relevance as *high* or *medium*. The percentages are not reflective of total capacity or the proportion of CPiE professionals who have capacity in an area.

The data are colour-coded to facilitate interpretation. **Red** indicates fewer than 50% of respondents identify capacity in that area as *high* or *medium*, meaning the majority selected *low* or *none*; **yellow** indicates that 50-79% of respondents rated the issue as *high* or *medium* and **green** indicates where 80% or more of respondents agreed on *high* or *medium*.

For example, when looking at knowledge on prevention of separation in figure 3, 57% of regional respondents (4 of 7) identified regional capacity as *medium* only (note the asterisks), 80% of national respondents (14 of 20) feel knowledge of UASC in their country is *high* or *medium*, while 89% of sub-national respondents (17 of 19) feel that their own knowledge on UASC is *medium* or *high*.

Figure 3. How to read the data tables

Respondent ratings shown as percentages in table (here with *high* and *medium* answers combined)

Issue

UASC (% High+Medium)

	Prevention			Response		
	R	N	S-N	R	N	S-N
Knowledge	57*	70	89	57*	65	89
Experience	0	50	53	29*	75	58
Relevance (%H)	86	50	32	71	55	53
Relevance (%H+M)	100	65	74	100	70	84

Respondent Groups:
Regional (R)
National (N)
Sub-national (S-N)

Ex. 50% of national respondents thought separation was *highly* relevant to their country context.

Asterisk (*) : All *medium* responses

Annex 2. Key Informant Questionnaire

Introduction and Informed Consent

Hi. Thank you for agreeing to speak with us today. My name is [Introduce selves].

[I/We] work with Child Frontiers, which is a private consulting company that specializes in child protection.

We are undertaking two regional capacity gap analyses – one for the Middle East and Eastern Europe and another for Eastern and Southern Africa – of mid-career child protection in emergencies professionals, as part of an inter-agency capacity building initiative led by Save the Children, and funded by the IKEA Foundation. The CPiE Professional Development Programme is designed to enhance the skills, knowledge and behaviours required of child protection in emergencies response staff. It seeks to increase regional and national deployment capacity and reserves in the areas where it operates. The programme was initially piloted in South-East and East Asia. It was then iterated for the whole of Asia and the Pacific, and is now exploring opportunities to expand to Eastern and Southern Africa, and the Middle East and Eastern Europe. We can share more information and details if you would like.

Today, as part of our key informant interviews for the capacity gap analysis, we'd like to ask you questions on the region and/or sector, based on your expertise. The information you share will feed into the analysis and can help shape how the programme is designed and implemented in each region. We estimate the interview will take about 45 to 60 minutes.

Before we continue, we'd like to note a couple points, and obtain your informed consent:

- Your participation in this interview is entirely voluntary. If at any point you'd like to stop, including now, please alert us and we will end the interview.
- If you prefer not to answer a question, or to skip it, but still continue with the interview, please let us know and we will do that.
- [I/ we] will be taking notes during our discussion, however, your identity and responses and this discussion will remain confidential, [and will only be shared with the other consultant]. In addition, your responses will be shared with the PDP management team, without identifying details, unless you give us permission to share your identifying details more broadly. We will ask this again at the end of the interview.

Do you understand and agree with the above statements for the purposes of this interview, and give your consent to proceed? [Record response].

Thank you. We'll start now. If at any time you have any questions, or need clarifications, please ask.

Key Informant Details

Name	
Organization	
Title	
Where based (City, Country)	
Level of position (Global, Regional)	
Geographical coverage (Regions/Countries)	
Number of years' experience working in CPiE	
Number of months/years working in/on the region	

#	Questions	Follow-up
1	What are the CPiE priorities for the region (organization/sector)?	Rank top three responses. If different, ask why?
2	Are there additional or different priorities (or rankings) for different parts or a sub-set of countries in the region? (organization/sector)	If so, ask what are they, and which countries/part? Ask if they can identify why.
3	What are the main response areas (technical/programmatic) of the CPiE response in the region (organization/sector)?	Approximate size of each (percent). If response areas different to priorities ask why?
4	<p>Are there particular operating contexts or cross-cutting issues that are relevant to the region, either because they currently exist or the risk of experiencing them in the region is high?</p> <p>By operating contexts, we mean such as working in situations of armed conflict; refugee or IDP contexts, or places that are highly urban or rapidly urbanizing or there may be other unique operating contexts in the region (if so, please share)?</p> <p>[If need cross-cutting issue prompts, suggest gender, child participation and children living with disabilities].</p>	If not applicable to all/most of the region, are there contexts that apply to certain countries or a sub-set of the region? If so, can you please elaborate?
5	What are the main strengths of the CPiE (mid-career) staff in the region (organization/sector)?	Rank top three responses.

6	What are the main gaps or challenges in CPiE capacity among mid-career staff in the region (organization/sector)?	Rank top three responses.
7	Are there learning, training or capacity building programmes or opportunities for CPiE staff in the region?	If yes, elaborate with details, including if they are specific for mid-career professionals? Ask if they can share any details, contacts, materials from these.
8	In your experience, what are the obstacles or challenges to having CPiE staff from the region-particularly mid-career practitioners-deploy to support other responses across the region? Are there good examples you can also share? If so, what do you think made those work?	Rank top three responses. Have you noted any difference in the availability of CPiE specialist for different areas of programming? Do national staff deploy regionally? If not, why not?
9	From you experience, are there any obstacles or challenges to career development for mid-level CPiE practitioners? What are the barriers for mid-career CPiE practitioners from the region to accessing and participating in professional development opportunities?	What do you think could be done to overcome the mentioned obstacles?
10	In your opinion, what are key considerations and/or things to avoid when establishing a professional development programme for mid-career CPiE practitioners in the region?	Rank to three responses.
11	Would you be interested in committing time to help with the project design and or delivery of the CPiE Professional Development Programme in your region?	If yes, in what type of activities (i.e. mentoring, reviewing sessions, facilitation, etc.?) [Question conditional on time]
12	Are they any key documents for the region you would recommend/can share? Are there other regional experts you suggest we contact?	
13	Do you have any questions, or is there anything else you'd like to share with us?	

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Before [I/we] conclude, [I/we]’d like to confirm you still consent to our using the information provided in this interview as part of the capacity gap analyses, and sharing your responses with the CPiE Professional Development Programme managers. Your name and identifying details will not be shared. [Record response]

For those involved in SEEA PDP/CPiE global staff

Question	Follow-up
How have you and/or your organization been involved in the CPiE PDP to date?	
How would you describe this experience so far?	<p>Opportunities/ challenges?</p> <p>Where possible/relevant, ask about all levels of staff experience: mentors, mentees and facilitators. Ask if offices have received a deployment?</p>
Based on your organizations experience, is there anything you would recommend to keep or change when implementing the PDP in other regions?	[If relevant, ask specifically about selection/relevance of capacity areas and of participants].
[For mentors and facilitators] Were you involved in the CGA undertaken for SEEA?	If yes, ask about experience, and if can share any insights on what would keep or change?

Annex 3. Capacity Gaps Analysis Survey

Background

[Child Frontiers](#) is undertaking two regional capacity gap analyses of mid-career child protection in emergencies professionals, as part of an inter-agency capacity building initiative led by Save the Children, and funded by the IKEA Foundation.

The [CPiE Professional Development Programme](#) is designed to enhance the skills, knowledge, and behaviours required of mid-career child protection in emergencies response staff. It seeks to increase regional and national deployment capacity and reserves in the areas where it operates.

The programme was initially piloted in South-East and East Asia. It was then iterated for the whole of Asia and the Pacific, and is now exploring opportunities to expand to Eastern and Southern Africa, and the Middle East and Eastern Europe. For more information on the CPiE Professional Development Programme [click here](#).

The information you share in this survey will feed into the analysis and will help determine the learning outcomes, as well as shape how any future programme is designed and implemented in each region. For questions or further information about the survey or the Programme, please contact: cpiepd@rb.se.

This survey is primarily designed for:

- Mid-career child protection and child protection in emergencies (CPiE) professionals, those with a minimum of 3-5 years work experience in the CPiE sector, currently working in the Middle East, Eastern Europe, Eastern Africa, or Southern Africa;
- Regional or global CPiE professionals supporting colleagues and programmes in these regions.
- If global, please pick one region to focus on in your responses - or complete survey twice, once for each region; or
- CPiE professionals who were previously working in either region at any time between January 2016 and November 2017.
- If you are in this last category, please complete the survey with answers and perspectives from your time in that position and country/region, only.

The survey will take approximately 30 minutes to complete. Thank you for taking the time to complete this survey and contribute to this important piece of work!

Informed Consent

Completing this survey is voluntary. All your answers will remain confidential. Responses will be compiled anonymously and not attributed to you as an individual or to your organization.

Survey responses will be analysed and used in a report for the Child Protection in Emergencies Professional Development Programme. It will also be shared with the broader CPiE sector. The

report will be available in early 2018. You will have the option to choose to receive the report at the end of the survey.

If you agree to participate, please continue to the next page.

Survey Respondent Details

RD1A

In which region are you based?

[dropbox, question skip logic]

- Eastern and Southern Africa [skip to RD1Bi]
- Middle East and Eastern Europe [skip to RD1Bii]
- If global, please enter region of focus for survey:

RD1B

In which country are you based?

[dropbox]

- i. If selected East and Southern Africa above: Burundi, Ethiopia, Kenya, Madagascar, Malawi, Mozambique, Rwanda, Somalia, Sudan, South Sudan, Tanzania, Uganda, Zambia, Zimbabwe, and Other, please specify:
- ii. If selected Middle East and Eastern Europe above: Albania, Armenia, Georgia, Iraq, Jordan, Kosovo, Lebanon, North West Balkans, Syria, Turkey, Egypt, the occupied Palestinian Territory, Serbia, Ukraine, Yemen, and Other, please specify:

RD2

Are you a national (citizen) of a country in:

[multiple choice]

- The Middle East
- Eastern Europe
- Eastern Africa
- Southern Africa
- Other
- Comment box: Please enter which country:

RD3A

Which of the following best describes the organisation or institution you currently work for:

[multiple choice, question skip logic]

- Government [skip to Government survey questions at next page break]
- International NGO
- national NGO
- regional organization
- community-based organization (CBO)
- civil society organization (CSO)
- faith-based organization (FBO)
- UN agency
- Other, please specify:

RD3B

Name of organisation or institution: [text box, not required]

RD4

How long have you been working in your current position?

[multiple choice]

- Less than 3months
- 4-12m
- 13-18m
- 19-24m
- 2+ years

RD5

Are you a child protection inter-agency coordinator?

[multiple choice]

- Yes
- No

RD6

How many years of experience do you have working in child protection in emergencies?

[multiple choice]

- Less than 3 years
- 3-5 years
- 6-7 years
- 8+ years
- n/a – I do not have any CPiE experience

RD7

How many years of experience do you have working in child protection in development?

[multiple choice]

- Less than 3 years
- 3-5 years
- 6-7 years
- 8+ years
- n/a – I do not have any child protection experience in development.

RD8

In this role, are you a national or international staff member?

[multiple choice]

- National
- International

RD9A

In your current position, can you be deployed? By deployed we mean can you be sent away for a period of time to support a different CPiE response, either in another country, or a different part of the country where you are based.

[multiple choice, question skip logic]

- Yes, and I have already been deployed [skip to RD9B]
- Yes, though I have not yet been deployed [skip to RD9C]
- No, my role does not include deployments [skip to RD10]

RD9B

Please list where and in what role(s).

[comment box, not required, page skip logic]

RD9C

Please list any reasons for why you have not yet been deployed in your current role.

[comment box, not required]

RD10

Which of the following statements best describes the level of your current position?

[multiple choice, question skip logic]

- Global level of responsibility: Responsibilities focus on global initiatives and representation, including providing support to the regions or countries included in focus of survey (Middle East, Eastern Europe, Eastern Africa, and Southern Africa).
 - [skip to Global/Regional survey questions]
- Regional level of responsibility: Responsibilities cover a region – the Middle East, Eastern Europe, Eastern Africa, or Southern Africa – and initiatives and support to countries within.
 - [skip to Global/Regional survey questions]
- National level of responsibility: Country-wide/national responsibilities and oversight for programme (and possibly staff).
 - [skip to National survey questions]
- Sub-national (or local) level of responsibility: Responsibilities cover a certain area (or areas) of a country, but not nation-wide. May be based in capital or field.
 - [skip to Sub-national survey questions]

Explanation on survey:

Respondents were asked questions with the correct framing for their context, based on their response to RD10 in the respondent details section. Global and Regional respondents were asked to answer from regional perspective. Government and National respondents were asked to answer from national perspective of the country where they are working. Sub-national respondents were asked to answer for their context, meaning the area of responsibility linked to their position. The questions below are written as they were for the global/regional group.

Q1

Based on your experience, what do you consider to be the three main CPiE priorities in the region? Please rank these in order of importance.

[multiple textboxes]

- Priority 1.
- Priority 2.
- Priority 3.

Q2

[textbox]

This section of the survey lists different issues related to CPiE. Many are taken from the Minimum Standards for Child Protection in Humanitarian Action ([CPMS](#)), which can be referenced [here](#).

For each issue, you will be asked for your opinion of **regional** amongst mid-career CPiE professionals (3-5 years experience); as well as, the relevance of that issue in the region. Capacity is split in two: Knowledge of the competency, and practical Experience.

Score each type of capacity –knowledge and experience – as ‘none’, ‘low’, ‘medium’, or ‘high’. Remember to only consider mid-career professionals in the region when responding.

Rate the relevance of the issue as ‘low’, ‘medium’, ‘high’, or ‘not applicable’.

[matrix of dropdowns, with 'knowledge', 'experience' and 'relevance' as columns and CPiE issues as rows. Respondents will rank from a dropdown box in the cell where these intersect. Respondents will score each column – see example table below].

Issue	Knowledge	Experience	Relevance
Prevention of separation of children	None/L/M/H	None/L/M/H	L/M/H/n/a
Response to separation of children			

Q2A - CPiE Needs

CPiE Needs Group 1 – Separated and unaccompanied children

Prevention of separation of children

Response to separation of children

- Comment box: If you wish to provide more detail, please do so here.

CPiE Needs Group 2 – Physical violence

Prevention of physical violence

Response to physical violence

- Comment box: If you wish to provide more detail, please do so here.

CPiE Needs Group 3 – Harmful practices

Prevention of harmful practices

Response to harmful practices

- Comment box: If you wish to provide more detail, please do so here.

CPiE Needs Group 4 – Child marriage

Prevention of child marriage

Response to child marriage

- Comment box: If you wish to provide more detail, please do so here.

CPiE Needs Group 5 – Sexual violence

Prevention of sexual violence

Response to sexual violence

- Comment box: If you wish to provide more detail, please do so here.

CPiE Needs Group 6 – Children affected by armed conflict⁹

Prevention of recruitment and use of children by armed forces and armed groups

Response programmes for children associated with armed forces and armed groups

The Monitoring and Reporting Mechanism (MRM) on grave violations of children's rights in situations of armed conflict

- Comment box: If you wish to provide more detail, please do so here.

CPiE Needs Group 7 – Dangers and injuries

Prevention of dangers and injuries

Response to dangers and injuries

Prevention programmes on mine risk awareness/education

- Comment box: If you wish to provide more detail, please do so here.

CPiE Needs Group 8– Mental Health and Psychosocial Support

Prevention of psychosocial distress and mental disorders

Response to psychosocial distress and mental disorders

- Comment box: If you have any comments or wish to provide more detail on your responses, please do so here.

CPiE Needs Group 9 – Justice for children/Children in contact with the law

Prevention programmes on justice for children

Response programmes on justice for children

- Comment box: If you wish to provide more detail, please do so here.

CPiE Needs Group 10 – Child labour

Prevention of child labour

Response to child labour

- Comment box: If you wish to provide more detail, please do so here.

⁹Children and armed conflict questions omitted for government survey due to these areas being too sensitive to ask by survey for certain contexts.

Q2B - CPiE Strategies

For each of the CPiE strategies listed below, score each type of capacity as 'none', 'low', 'medium', or 'high'; and rate the relevance as 'low', 'medium', 'high' or 'not applicable'.

Remember to only consider the capacity of mid-career professionals in the region when responding.

Case management

Alternative care

Community-based mechanisms

Systems building/strengthening

Child-Friendly Spaces

- Comment box: If you wish to provide more detail, please do so here.

Q3

Have there been any specific CPiE areas of programming for which it has been difficult to find qualified staff in the region?

[multiple choice]

- Yes
- No
- I don't know
- n/a

Comment box: If yes, which ones? (maximum 3)

Q2C - Quality CPiE response

For each of the areas affecting quality of CPiE responses listed below, score each type of capacity as 'none', 'low', 'medium', or 'high'; and rate the relevance as 'low', 'medium', 'high', or 'not applicable'.

Remember to only consider the capacity of mid-career professionals in the region when responding.

Quality CPiE Response Group 1

Coordination of CPiE responses

Advocacy on CPiE issues

Communications on CPiE issues

Feedback mechanisms

Accountability to affected population

Quality CPiE Response Group 2

CPiE Assessments

Coverage/response monitoring (ex. 3W)

Monitoring of programme quality

Indicator development

- Comment box: If you wish to provide more detail on areas affecting quality CPiE, please do so here.

Q2D - Cross-cutting issues

For each of the cross-cutting issues listed below, score each type of capacity as 'none', 'low', 'medium', or 'high'; and rate the relevance as 'low', 'medium', 'high' or 'not applicable'.

Remember to only consider the capacity of mid-career professionals in the region when responding.

Protecting excluded children

Children living with disabilities

Gender

Adolescents/youth

Child participation

- Comment box: If you wish to provide more detail, please do so here.

Q2E - Operating contexts

For each of the operating contexts below, score each type of capacity as 'none', 'low', 'medium', or 'high'; and rate the relevance as 'low', 'medium', 'high' or 'not applicable'.

Remember to only consider the capacity of mid-career professionals in the region when responding.

Operating Contexts Group 1

Refugee

Internally Displaced Persons (IDP)

Children on the move

Conflict

Remote programming

Operating Contexts Group 2

Urban contexts

Natural disasters

Disease outbreaks

Food insecurity

- Comment box: If you wish to provide more detail on any operating contexts, please do so here.

Q4

Which of the following are barriers for mid-career CPiE practitioners in the country/region to participating in professional development opportunities? From the list below, please identify which are major barriers, moderate barriers or limited/not barriers.

[matrix, with barriers in rows and response strength in columns]

- Logistics: Travel/visa
- Internet access
- Language
- Availability to participate
- Access to opportunities
- Funding
- No time
- HR/management approval
- Others (please specify): _____

Q5

What are the most useful learning approaches to include in a professional development programme for mid-level CPiE practitioners in the country/region? Please check all that apply.

[checkboxes, with option to add more]

- Face-to-face learning
- Online learning led by an instructor
- Self-directed online learning (ex. e-learning course)
- Experiential learning (ex. simulations, role play)
- Mentoring
- Job placements and site visits
- Others (please list): _____

Q6

In your opinion, what are main considerations and/or things to avoid when establishing a professional development programme for mid-career CPiE practitioners in the country/region?

[comment box, not required]

Q7

Are you aware of any recent capacity building programmes in the region for CPiE practitioners? If yes, please share what details you can. If possible please include name, location, type of content, and which organization hosts it.

[comment box, not required]

Q8

Do you have any final comments or feedback for us?

[comment box, not required]

Q9

Would you be interested in participating in the design and/or delivery of the Child Protection Professional Development Programme in your region?¹⁰

¹⁰Asked only of global, regional and national respondents.

[multiple choice, not required]

- Yes
- No

Are you interested in receiving the final report of this research and learning more about the programme in general?

[multiple choice, not required]

- Yes
- No

If yes, please provide your email address in the text below. This will be shared separately with the programme managers for follow-up. Your survey responses will remain anonymous. By entering your email address, you consent to sharing your contact for this purpose.

[text box for email address]

Thank you for taking the time to complete this survey!

Annex 4. Key Informant List: Middle East and Eastern Europe

Name	Position and Organization
Anita Queirazza	Global Child Protection in Emergencies Specialist Plan International
Apple Chaimontree	Deputy Team Leader – Humanitarian Surge Team Save the Children Australia
Arz Stephan	Child Protection Advisor Save the Children, Middle East and East Europe
Audrey Bollier	Co-Coordinator Alliance for Child Protection in Humanitarian Action
Camilla Jones	Senior Technical Specialist Family for Every Child
Chiara Ceriotti	Thematic Advisor for Child Protection – Middle East Save the Children
Chiara Ciminello	Child Protection Specialist, Independent Consultant
Colleen Fitzgerald	CP Case Management Specialist, Chair of the Case Management Task Force International Rescue Committee
Hani Mansourian	Co-Coordinator Alliance for Child Protection in Humanitarian Action
Joanna Wedge, M.S.W.	Independent consultant - Child Protection in Emergencies & Capacity Development
Julie Gill	Chief of Child Protection UNICEF, Yemen (previously Child Protection in Emergencies Advisor, UNICEF East and Southern Africa)
Jumanah Zabaneh	Regional Representative, Child Protection Global Theme Save the Children Middle East and Eastern Europe Regional Office
Laurent Chapuis	Country Coordinator UNICEF Refugee and Migrant Response, Greece
Lotte Claessens	Child Protection in Emergencies Advisor Plan International Sweden
Dr. Marcia Brophy	Regional Senior Mental Health and Psychosocial Support Technical Advisor Save the Children, Middle East and Eastern Europe
Mera Thompson	Regional Director for Programme Development and Quality Save the Children, Middle East and Eastern Europe Regional Office
Sazan Baban	Child Protection Coordinator – Roving Save the Children Denmark
Suze Van Meegan	Protection and Advocacy Adviser, Norwegian Refugee Council, Yemen
Vassiliki Lembesis	Senior Program Adviser Save the Children

*One additional key informant is not listed as they preferred to remain anonymous.

Annex 5. Survey Data: Capacity, Relevance and Barriers

Table A5.1. CPiE Needs: Capacity and relevance survey data

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Prevention of separation of children	High	0	0%	0	0%	6	86%	5	25%	3	15%	10	50%	2	11%	1	5%	6	32%
	Medium	4	57%	0	0%	1	14%	9	45%	7	35%	3	15%	15	79%	9	47%	8	42%
	Low	3	43%	6	86%	0	0%	6	30%	8	40%	7	35%	2	11%	6	32%	4	21%
	None	0	0%	1	14%	0	0%	0	0%	2	10%	0	0%	0	0%	3	16%	1	5%
Response to separation of children	High	0	0%	0	0%	5	71%	5	25%	2	10%	11	55%	6	32%	3	16%	10	53%
	Medium	4	57%	2	29%	2	29%	8	40%	13	65%	3	15%	11	58%	8	42%	6	32%
	Low	3	43%	5	71%	0	0%	6	30%	3	15%	6	30%	2	11%	7	37%	3	16%
	None	0	0%	0	0%	0	0%	1	5%	2	10%	0	0%	0	0%	1	5%	0	0%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Prevention of physical violence	High	3	43%	1	14%	6	86%	11	55%	8	40%	17	85%	5	26%	4	21%	12	63%
	Medium	2	29%	4	57%	1	14%	7	35%	10	50%	3	15%	10	53%	9	47%	3	16%
	Low	2	29%	2	29%	0	0%	2	10%	2	10%	0	0%	4	21%	4	21%	3	16%
	None	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	11%	1	5%
Response to physical violence	High	0	0%	0	0%	5	71%	9	45%	7	35%	15	75%	7	37%	7	37%	13	68%
	Medium	5	71%	6	86%	2	29%	9	45%	8	40%	5	25%	9	47%	8	42%	4	21%
	Low	2	29%	1	14%	0	0%	2	10%	5	25%	0	0%	3	16%	3	16%	2	11%
	None	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Prevention of harmful practices	High	0	0%	0	0%	5	71%	8	40%	5	25%	13	65%	5	26%	2	11%	9	47%
	Medium	3	43%	1	14%	2	29%	8	40%	10	50%	7	35%	8	42%	7	37%	6	32%
	Low	3	43%	6	86%	0	0%	2	10%	4	20%	0	0%	6	32%	7	37%	3	16%
	None	1	14%	0	0%	0	0%	2	10%	1	5%	0	0%	0	0%	3	16%	1	5%
Response to harmful practices	High	0	0%	0	0%	5	71%	7	35%	3	15%	13	65%	6	32%	3	16%	9	47%
	Medium	1	14%	1	14%	2	29%	9	45%	11	55%	6	30%	7	37%	7	37%	7	37%
	Low	6	86%	6	86%	0	0%	3	15%	6	30%	1	5%	6	32%	7	37%	2	11%
	None	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	2	11%	1	5%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Prevention of child marriage	High	1	14%	1	14%	5	71%	10	50%	7	35%	13	65%	4	21%	3	16%	9	47%
	Medium	2	29%	1	14%	2	29%	7	35%	10	50%	4	20%	10	53%	5	26%	7	37%
	Low	4	57%	5	71%	0	0%	3	15%	2	10%	3	15%	4	21%	6	32%	2	11%
	None	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	1	5%	5	26%	1	5%
Response to child marriage	High	1	14%	0	0%	5	71%	8	40%	7	35%	13	65%	3	16%	3	16%	11	58%
	Medium	2	29%	2	29%	2	29%	7	35%	6	30%	3	15%	8	42%	5	26%	6	32%
	Low	4	57%	5	71%	0	0%	5	25%	5	25%	3	15%	7	37%	7	37%	1	5%
	None	0	0%	0	0%	0	0%	0	0%	2	10%	1	5%	1	5%	4	21%	1	5%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Prevention of sexual violence	High	1	14%	0	0%	6	86%	10	50%	7	35%	15	75%	5	26%	4	21%	12	63%
	Medium	0	0%	0	0%	1	14%	9	45%	8	40%	5	25%	9	47%	6	32%	3	16%
	Low	5	71%	5	71%	0	0%	0	0%	4	20%	0	0%	4	21%	8	42%	4	21%
	None	1	14%	2	29%	0	0%	1	5%	1	5%	0	0%	1	5%	1	5%	0	0%
Response to sexual violence	High	0	0%	0	0%	6	86%	9	45%	6	30%	14	70%	7	37%	5	26%	12	63%
	Medium	1	14%	1	14%	1	14%	6	30%	9	45%	6	30%	6	32%	5	26%	3	16%
	Low	6	86%	6	86%	0	0%	5	25%	5	25%	0	0%	6	32%	7	37%	4	21%
	None	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%

		Regional (n=7)						National (n=19)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Prevention of recruitment and use of children by armed forces and armed groups	High	0	0%	0	0%	6	86%	3	16%	1	5%	4	21%	1	5%	1	5%	6	32%
	Medium	0	0%	0	0%	0	0%	2	11%	3	16%	3	16%	4	21%	2	11%	4	21%
	Low	5	71%	4	57%	0	0%	11	58%	9	47%	11	58%	9	47%	8	42%	8	42%
	None	2	29%	3	43%	1	14%	3	16%	6	32%	1	5%	5	26%	8	42%	1	5%
Response to recruitment and use of children by armed forces and armed groups	High	0	0%	0	0%	5	71%	2	11%	1	5%	3	16%	2	11%	1	5%	6	32%
	Medium	0	0%	0	0%	1	14%	4	21%	3	16%	5	26%	4	21%	3	16%	6	32%
	Low	4	57%	3	43%	1	14%	8	42%	7	37%	10	53%	9	47%	9	47%	6	32%
	None	3	43%	4	57%	0	0%	5	26%	8	42%	1	5%	4	21%	6	32%	1	5%
MRM	High	0	0%	0	0%	4	57%	2	11%	1	5%	3	16%	1	5%	0	0%	4	21%
	Medium	0	0%	0	0%	2	29%	4	21%	3	16%	5	26%	6	32%	5	26%	6	32%
	Low	5	71%	5	71%	0	0%	7	37%	7	37%	10	53%	6	32%	6	32%	8	42%
	None	2	29%	2	29%	1	14%	6	32%	8	42%	1	5%	6	32%	8	42%	1	5%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Prevention of dangers and injuries	High	0	0%	0	0%	4	57%	6	30%	5	25%	8	40%	2	11%	1	5%	8	42%
	Medium	2	29%	1	14%	1	14%	9	45%	8	40%	10	50%	9	47%	8	42%	3	16%
	Low	5	71%	6	86%	2	29%	5	25%	5	25%	2	10%	7	37%	6	32%	7	37%
	None	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	1	5%	4	21%	1	5%
Response to dangers and injuries	High	0	0%	0	0%	4	57%	6	30%	4	20%	6	30%	2	11%	1	5%	7	37%
	Medium	2	29%	1	14%	1	14%	12	60%	11	55%	12	60%	11	58%	10	53%	6	32%
	Low	5	71%	6	86%	2	29%	2	10%	3	15%	2	10%	6	32%	5	26%	5	26%
	None	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	3	16%	1	5%
Prevention programmes on mine risk awareness/education	High	0	0%	0	0%	3	43%	5	25%	5	25%	8	40%	2	11%	1	5%	6	32%
	Medium	2	29%	1	14%	2	29%	4	20%	3	15%	3	15%	5	26%	5	26%	4	21%
	Low	4	57%	5	71%	1	14%	6	30%	6	30%	6	30%	6	32%	5	26%	7	37%
	None	1	14%	1	14%	1	14%	5	25%	6	30%	3	15%	6	32%	8	42%	2	11%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Prevention of psychosocial distress and mental disorders	High	1	14%	0	0%	5	71%	9	45%	9	45%	17	85%	6	32%	6	32%	14	74%
	Medium	1	14%	4	57%	1	14%	9	45%	9	45%	2	10%	7	37%	6	32%	4	21%
	Low	5	71%	3	43%	1	14%	1	5%	1	5%	1	5%	6	32%	7	37%	1	5%
	None	0	0%	0	0%	0	0%	1	5%	1	5%	0	0%	0	0%	0	0%	0	0%
Response to psychosocial distress and mental disorders	High	1	14%	0	0%	5	71%	9	45%	9	45%	16	80%	7	37%	7	37%	14	74%
	Medium	1	14%	4	57%	1	14%	8	40%	7	35%	3	15%	6	32%	6	32%	2	11%
	Low	5	71%	3	43%	1	14%	2	10%	3	15%	1	5%	6	32%	6	32%	3	16%
	None	0	0%	0	0%	0	0%	1	5%	1	5%	0	0%	0	0%	0	0%	0	0%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Prevention programmes on justice for children	High	0	0%	0	0%	3	43%	4	20%	3	15%	7	35%	4	21%	3	16%	7	37%
	Medium	2	29%	2	29%	3	43%	4	20%	4	20%	7	35%	8	42%	7	37%	6	32%
	Low	5	71%	5	71%	1	14%	10	50%	12	60%	5	25%	2	11%	4	21%	5	26%
	None	0	0%	0	0%	0	0%	2	10%	1	5%	1	5%	5	26%	5	26%	1	5%
Response programmes on justice for children	High	0	0%	0	0%	3	43%	4	20%	3	15%	7	35%	5	26%	4	21%	7	37%
	Medium	2	29%	2	29%	3	43%	4	20%	3	15%	7	35%	6	32%	7	37%	8	42%
	Low	5	71%	5	71%	1	14%	10	50%	12	60%	5	25%	4	21%	3	16%	3	16%
	None	0	0%	0	0%	0	0%	2	10%	2	10%	1	5%	4	21%	5	26%	1	5%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Prevention of child labour	High	0	0%	0	0%	6	86%	7	35%	4	20%	14	70%	8	42%	4	21%	12	63%
	Medium	1	14%	0	0%	1	14%	7	35%	9	45%	3	15%	6	32%	5	26%	2	11%
	Low	6	86%	7	100%	0	0%	5	25%	6	30%	3	15%	4	21%	5	26%	4	21%
	None	0	0%	0	0%	0	0%	1	5%	1	5%	0	0%	1	5%	5	26%	1	5%
Response to child labour	High	0	0%	0	0%	6	86%	5	25%	4	20%	13	65%	8	42%	5	26%	12	63%
	Medium	0	0%	0	0%	1	14%	8	40%	8	40%	4	20%	7	37%	5	26%	1	5%
	Low	6	86%	6	86%	0	0%	5	25%	6	30%	3	15%	3	16%	4	21%	5	26%
	None	1	14%	1	14%	0	0%	2	10%	2	10%	0	0%	1	5%	5	26%	1	5%

Table A5.2. Operating Contexts: Capacity and relevance survey data

		Regional (n=7)						National (n=19)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Refugee	High	3	43%	3	43%	7	100%	9	47%	10	53%	15	79%	12	63%	16	84%	16	84%
	Medium	2	29%	2	29%	0	0%	8	42%	6	32%	2	11%	3	16%	1	5%	1	5%
	Low	2	29%	2	29%	0	0%	1	5%	2	11%	2	11%	3	16%	2	11%	2	11%
	None	0	0%	0	0%	0	0%	1	5%	1	5%	0	0%	1	5%	0	0%	0	0%

		Regional (n=7)						National (n=19)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Internally Displaced Persons (IDP)	High	2	29%	2	29%	5	71%	3	16%	3	16%	4	21%	5	26%	4	21%	6	32%
	Medium	2	29%	2	29%	1	14%	9	47%	5	26%	6	32%	6	32%	3	16%	4	21%
	Low	2	29%	2	29%	0	0%	1	5%	4	21%	6	32%	7	37%	5	26%	8	42%
	None	1	14%	1	14%	1	14%	6	32%	7	37%	3	16%	1	5%	7	37%	1	5%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Children on the move	High	1	14%	0	0%	6	86%	5	25%	4	20%	11	55%	11	58%	7	37%	9	47%
	Medium	1	14%	1	14%	1	14%	9	45%	10	50%	5	25%	3	16%	6	32%	5	26%
	Low	5	71%	6	86%	0	0%	5	25%	5	25%	3	15%	2	11%	2	11%	3	16%
	None	0	0%	0	0%	0	0%	1	5%	1	5%	1	5%	3	16%	4	21%	2	11%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance*		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Conflict	High	2	29%	2	29%	6	86%	3	15%	3	15%	5	26%	7	37%	3	16%	11	58%
	Medium	4	57%	4	57%	0	0%	8	40%	8	40%	8	42%	6	32%	9	47%	4	21%
	Low	1	14%	1	14%	0	0%	7	35%	7	35%	6	32%	6	32%	4	21%	3	16%
	None	0	0%	0	0%	1	14%	2	10%	2	10%	0	0%	0	0%	3	16%	1	5%

* n=19 (one respondent did not answer)

		Regional (n=7)						National (n=19)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance*		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Remote programming	High	1	17%	1	17%	5	83%	3	16%	2	11%	3	17%	1	5%	0	0%	3	16%
	Medium	3	50%	3	50%	0	0%	1	5%	2	11%	4	22%	4	21%	4	21%	3	16%
	Low	1	17%	1	17%	0	0%	10	53%	9	47%	7	39%	5	26%	4	21%	7	37%
	None	1	17%	1	17%	1	17%	5	26%	6	32%	4	22%	9	47%	11	58%	6	32%

* n=18 (one respondent did not answer)

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Urban contexts	High	0	0%	0	0%	5	71%	8	40%	9	45%	12	60%	10	53%	9	47%	13	68%
	Medium	3	43%	4	57%	2	29%	9	45%	8	40%	6	30%	5	26%	6	32%	4	21%
	Low	4	57%	3	43%	0	0%	3	15%	3	15%	1	5%	3	16%	1	5%	1	5%
	None	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%	1	5%	3	16%	1	5%

		Regional (n=7)						National (n=19)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance*		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Natural disasters	High	0	0%	0	0%	0	0%	1	5%	1	5%	2	11%	1	5%	0	0%	4	21%
	Medium	1	14%	0	0%	3	43%	6	32%	4	21%	5	28%	5	26%	4	21%	6	32%
	Low	4	57%	4	57%	3	43%	5	26%	6	32%	7	39%	9	47%	7	37%	7	37%
	None	2	29%	3	43%	1	14%	7	37%	8	42%	4	22%	3	16%	8	42%	2	11%

* n=18 (one respondent did not answer)

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance*		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Disease outbreaks	High	0	0%	0	0%	0	0%	2	10%	1	5%	2	11%	0	0%	0	0%	4	21%
	Medium	2	29%	0	0%	3	43%	4	20%	1	5%	3	16%	1	5%	1	5%	4	21%
	Low	3	43%	4	57%	3	43%	6	30%	8	40%	10	53%	10	53%	5	26%	9	47%
	None	2	29%	3	43%	1	14%	8	40%	10	50%	4	21%	8	42%	13	68%	2	11%

* n=19 (one respondent did not answer)

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Food insecurity	High	0	0%	0	0%	3	43%	3	15%	2	11%	5	26%	0	0%	0	0%	5	26%
	Medium	2	29%	2	29%	2	29%	5	25%	6	32%	6	32%	6	32%	5	26%	4	21%
	Low	4	57%	4	57%	1	14%	7	35%	6	32%	7	37%	7	37%	7	37%	6	32%
	None	1	14%	1	14%	1	14%	5	25%	6	32%	2	11%	6	32%	7	37%	4	21%

Table A5.3. CPiE Strategies: Capacity and relevance survey data

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Case management	High	1	14%	1	14%	7	100%	5	25%	2	10%	13	65%	11	58%	10	53%	15	79%
	Medium	5	71%	4	57%	0	0%	10	50%	12	60%	7	35%	4	21%	5	26%	4	21%
	Low	1	14%	2	29%	0	0%	5	25%	5	25%	0	0%	4	21%	4	21%	0	0%
	None	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Alternative care	High	0	0%	0	0%	4	57%	2	10%	0	0%	10	50%	4	21%	2	11%	11	58%
	Medium	2	29%	1	14%	3	43%	10	50%	10	50%	4	20%	11	58%	9	47%	5	26%
	Low	5	71%	6	86%	0	0%	8	40%	10	50%	6	30%	3	16%	6	32%	3	16%
	None	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%	2	11%	0	0%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Community-based mechanisms	High	0	0%	0	0%	6	86%	6	30%	5	25%	12	60%	10	53%	7	37%	11	58%
	Medium	4	57%	3	43%	1	14%	12	60%	14	70%	8	40%	8	42%	10	53%	7	37%
	Low	2	29%	3	43%	0	0%	2	10%	1	5%	0	0%	1	5%	2	11%	1	5%
	None	1	14%	1	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Systems building/strengthening	High	0	0%	0	0%	4	57%	5	25%	2	10%	16	80%	7	37%	5	26%	12	63%
	Medium	3	43%	1	14%	3	43%	10	50%	11	55%	4	20%	7	37%	8	42%	5	26%
	Low	3	43%	5	71%	0	0%	5	25%	7	35%	0	0%	4	21%	4	21%	0	0%
	None	1	14%	1	14%	0	0%	0	0%	0	0%	0	0%	1	5%	2	11%	2	11%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Child-Friendly Spaces	High	1	14%	1	14%	3	43%	9	45%	10	50%	11	55%	10	53%	9	47%	14	74%
	Medium	4	57%	4	57%	2	29%	10	50%	9	45%	8	40%	7	37%	7	37%	4	21%
	Low	1	14%	0	0%	1	14%	0	0%	0	0%	0	0%	2	11%	2	11%	1	5%
	None	1	14%	2	29%	1	14%	1	5%	1	5%	1	5%	0	0%	1	5%	0	0%

Table A5.4. Cross-cutting issues: Capacity and relevance survey data

		Regional (n=7)						National (n=19)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Protecting excluded children	High	1	14%	0	0%	5	71%	5	26%	3	16%	9	47%	6	32%	3	16%	11	58%
	Medium	1	14%	2	29%	2	29%	11	58%	12	63%	9	47%	8	42%	9	47%	7	37%
	Low	5	71%	5	71%	0	0%	2	11%	3	16%	0	0%	5	26%	5	26%	0	0%
	None	0	0%	0	0%	0	0%	1	5%	1	5%	1	5%	0	0%	2	11%	1	5%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Children living with disabilities	High	0	0%	0	0%	6	86%	3	15%	3	15%	11	55%	5	26%	3	16%	9	47%
	Medium	2	29%	0	0%	1	14%	10	50%	9	45%	7	35%	8	42%	8	42%	8	42%
	Low	5	71%	7	100%	0	0%	7	35%	7	35%	1	5%	6	32%	7	37%	2	11%
	None	0	0%	0	0%	0	0%	0	0%	1	5%	1	5%	0	0%	1	5%	0	0%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Gender	High	0	0%	0	0%	6	86%	10	50%	7	35%	14	70%	4	21%	4	21%	13	68%
	Medium	3	43%	1	14%	1	14%	6	30%	8	40%	4	20%	13	68%	10	53%	6	32%
	Low	4	57%	6	86%	0	0%	4	20%	5	25%	1	5%	2	11%	4	21%	0	0%
	None	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	1	5%	0	0%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Adolescents/youth	High	0	0%	0	0%	7	100%	4	20%	3	15%	14	70%	7	37%	5	26%	15	79%
	Medium	3	43%	3	43%	0	0%	11	55%	12	60%	4	20%	7	37%	9	47%	2	11%
	Low	4	57%	4	57%	0	0%	5	25%	5	25%	1	5%	4	21%	2	11%	1	5%
	None	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%	1	5%	3	16%	1	5%

		Regional (n=7)						National (n=19)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Child participation	High	0	0%	0	0%	5	71%	10	53%	9	47%	16	84%	8	42%	7	37%	13	68%
	Medium	4	57%	3	43%	2	29%	4	21%	7	37%	2	11%	9	47%	8	42%	6	32%
	Low	3	43%	4	57%	0	0%	4	21%	3	16%	1	5%	2	11%	4	21%	0	0%
	None	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%

Table A5.5. Areas affecting the quality of CPiE response: Capacity and relevance survey data (in full)

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Coordination of CPiE responses	High	1	14%	1	14%	5	71%	3	15%	4	20%	17	85%	5	26%	4	21%	14	74%
	Medium	4	57%	5	71%	2	29%	13	65%	11	55%	3	15%	12	63%	10	53%	2	11%
	Low	2	29%	1	14%	0	0%	4	20%	5	25%	0	0%	2	11%	4	21%	2	11%
	None	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%	1	5%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Advocacy on CPiE issues	High	0	0%	0	0%	5	71%	2	10%	2	10%	11	55%	6	32%	3	16%	8	42%
	Medium	3	43%	3	43%	2	29%	12	60%	13	65%	9	45%	8	42%	9	47%	6	32%
	Low	4	57%	4	57%	0	0%	5	25%	3	15%	0	0%	4	21%	6	32%	4	21%
	None	0	0%	0	0%	0	0%	1	5%	2	10%	0	0%	1	5%	1	5%	1	5%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Communications on CPiE issues	High	0	0%	0	0%	5	71%	3	15%	4	20%	12	60%	6	32%	5	26%	11	58%
	Medium	3	43%	5	71%	2	29%	12	60%	12	60%	8	40%	9	47%	10	53%	7	37%
	Low	4	57%	2	29%	0	0%	4	20%	2	10%	0	0%	4	21%	4	21%	1	5%
	None	0	0%	0	0%	0	0%	1	5%	2	10%	0	0%	0	0%	0	0%	0	0%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Feedback mechanisms	High	0	0%	0	0%	6	86%	3	15%	3	15%	14	70%	3	16%	3	16%	12	63%
	Medium	2	29%	1	14%	1	14%	12	60%	11	55%	5	25%	10	53%	11	58%	5	26%
	Low	4	57%	5	71%	0	0%	3	15%	4	20%	0	0%	6	32%	4	21%	1	5%
	None	1	14%	1	14%	0	0%	2	10%	2	10%	1	5%	0	0%	1	5%	1	5%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Accountability to affected population	High	0	0%	0	0%	6	86%	2	10%	2	10%	13	65%	5	26%	4	21%	12	63%
	Medium	3	43%	3	43%	1	14%	13	65%	12	60%	6	30%	6	32%	8	42%	6	32%
	Low	4	57%	4	57%	0	0%	5	25%	6	30%	0	0%	7	37%	6	32%	1	5%
	None	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%	1	5%	1	5%	0	0%

		Regional (n=7)						National (n=19)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
CPiE Assessments	High	0	0%	0	0%	6	86%	4	21%	3	16%	10	53%	3	16%	2	11%	10	53%
	Medium	3	43%	4	57%	1	14%	9	47%	9	47%	9	47%	10	53%	10	53%	8	42%
	Low	4	57%	3	43%	0	0%	6	32%	7	37%	0	0%	6	32%	6	32%	1	5%
	None	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%

		Regional (n=7)						National (n=20)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Coverage/response monitoring (ex. 3W)	High	1	14%	1	14%	4	57%	3	15%	4	20%	9	45%	2	11%	0	0%	9	47%
	Medium	3	43%	3	43%	3	43%	12	60%	11	55%	11	55%	11	58%	9	47%	9	47%
	Low	3	43%	3	43%	0	0%	5	25%	5	25%	0	0%	5	26%	8	42%	0	0%
	None	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%	2	11%	1	5%

		Regional (n=7)						National (n=19)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Monitoring of programme quality	High	0	0%	0	0%	6	86%	5	26%	4	21%	13	68%	4	21%	1	5%	9	47%
	Medium	3	43%	3	43%	1	14%	8	42%	10	53%	6	32%	10	53%	9	47%	9	47%
	Low	4	57%	4	57%	0	0%	6	32%	5	26%	0	0%	5	26%	6	32%	0	0%
	None	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	16%	1	5%

		Regional (n=7)						National (n=19)						Sub-national (n=19)					
		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance		Knowledge		Experience		Relevance	
		x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%	x	%
Indicator development	High	0	0%	0	0%	4	57%	3	16%	2	11%	7	37%	3	16%	2	11%	8	42%
	Medium	0	0%	1	14%	1	14%	10	53%	8	42%	10	53%	10	53%	10	53%	9	47%
	Low	5	71%	4	57%	0	0%	5	26%	7	37%	1	5%	5	26%	4	21%	1	5%
	None	1	14%	1	14%	1	14%	1	5%	2	11%	1	5%	1	5%	3	16%	1	5%

Table A5.6. Barriers to professional development survey data

Barrier	Rating	Regional (n=7)		National (n=17*)		Sub-national (n=19)	
		x	%	x	%	x	%
Logistics: Travel/visa	Major	3	43%	1	6%	2	11%
	Moderate	1	14%	8	47%	10	53%
	Limited	3	43%	8	47%	7	37%
Internet access	Major	0	0%	1	6%	0	0%
	Moderate	1	14%	2	12%	3	16%
	Limited	6	86%	14	82%	16	84%
Language	Major	2	29%	0	0%	3	16%
	Moderate	2	29%	6	35%	8	42%
	Limited	3	43%	11	65%	8	42%
Availability to participate	Major	2	29%	2	12%	2	11%
	Moderate	3	43%	7	41%	10	53%
	Limited	2	29%	8	47%	7	37%
Access to opportunities	Major	0	0%	4	24%	8	42%
	Moderate	5	71%	5	29%	10	53%
	Limited	2	29%	8	47%	1	5%
Funding	Major	2	29%	7	41%	12	63%
	Moderate	4	57%	9	53%	7	37%
	Limited	1	14%	1	6%	0	0%
No time	Major	1	14%	3	18%	3	16%
	Moderate	4	57%	10	59%	9	47%
	Limited	2	29%	4	24%	7	37%
HR/management approval	Major	0	0%	2	12%	3	16%
	Moderate	5	71%	8	47%	10	53%
	Limited	2	29%	7	41%	6	32%

* Three respondents did not complete this question