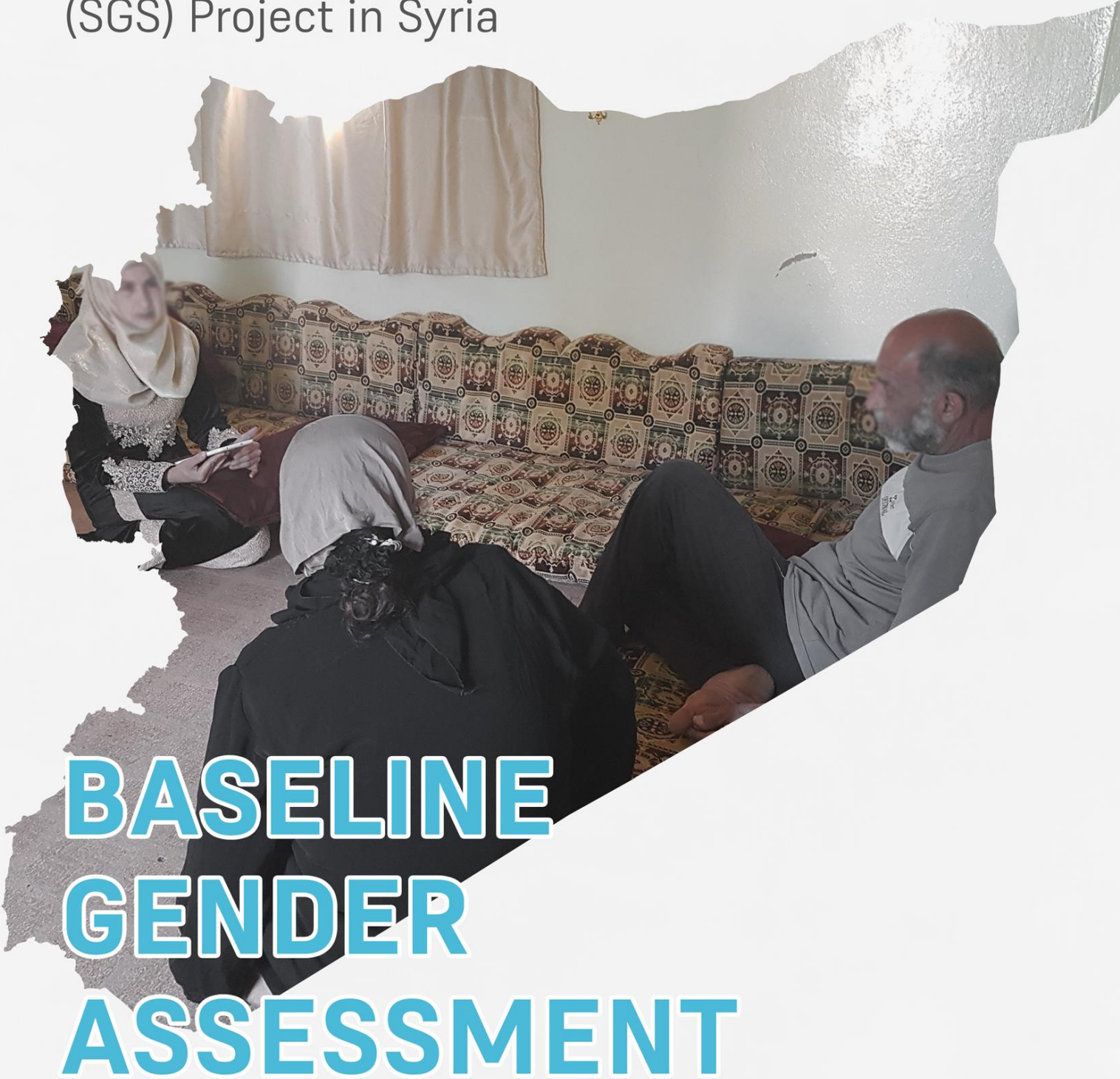


Comprehensive Baseline Strengthening Governance Services (SGS) Project in Syria



BASELINE GENDER ASSESSMENT

May 2018

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List of Acronyms

ACU	Assistance Coordination Unit
CSOs	Civil Society Organizations
HH	Head of Household
IDPs	Internally Displaced Persons
IMU	Information Management Unit
INGOs	International Non-Government Organizations
KIs	Key Informants
LC	Local Council
LNGOs	Local Non-Government Organizations
PC	Provincial Council
PSS	psycho-social support
PwD	people with disability
SGS	Strengthening Governance Services
SIG	Syrian Interim Government

Strengthening Governance Services in Syria Programme (SGS) (Tatweer)

Gender Assessment

Background

This baseline assessment is conducted for the Tatweer Programme which is designed to build the capacity of local governance structures to provide effective essential services to Syrians and to promote good governance in Syria. The objective of this assessment is to best support the role of women in the baseline which will support mapping out the opportunities and obstacles of women involvement in decision-making, leadership and project implementation. The assessment will target women currently engaged in the Local Council (LC) or Civil Society Organizations CSOs and other positions in the community. The findings will support Tatweer in mapping out avenues for increasing their capacity to become decision-makers. For this end, three baseline gender questionnaires on both (CSOs) and household levels were made:

- Gender Questionnaire Household – Men
- Gender Questionnaire Household – Women
- Gender Questionnaire – CSO

This baseline provides indicators for Tatweer to focus on three main areas:

- 1) Strengthening the capacity of PCs and LCs to provide services.
- 2) Strengthening the links between PCs and LCs, and in turn the links they have with provincial technical directorates.
- 3) Strengthening community participation and oversight
- 4) Improving the PCs and LCs understanding on Law 107 by clarifying the roles, responsibilities, and working relationships between the various levels of government to better serve their communities.

Methodology

Assessment sample

Gender assessment builds on three types of questionnaires, where the information was collected in relation to women and their role in the community regarding decision making, leadership and project implementation. Data collected was disaggregate by male, female, Internally Displaced Persons (IDPs), people with disability (PWD) and non-disabled people. Moreover, a comparison is made between the answers of men and women in the community including the similarities to better understand the gender-related issues from different points of views.

Table 1: Assessed Communities in the Baseline

Governorate	District	Sub-district	Community
Aleppo	A`zaz	Mare`	Mare`
	As- Sanamayn	As- Sanamayn	Hara
			Tal Shihab
			Mzeireb
			Tafas
			Dar`a
			Sayda
		Da`el	Da`el
		Busra Esh-Sham	Busra Esh-Sham
		Mseifra	Mseifra
		Kherbet Ghazala	Eastern Ghariyeh
		Jizeh	Jizeh
	Izra'	Nawa	Nawa
	Izra'	Jasim	Jasim
	Izra'	Hrak	Hrak

- **Gender Questionnaire Household – Men**

IMU enumerators surveyed 1,500 males in 14 communities in 11 sub-districts in Dar`a governorate and one community in one sub-district in Aleppo governorate.

- **Gender Questionnaire Household – Women**

IMU enumerators surveyed 1,500 females in 14 communities in 11 sub-districts in Dar`a governorate and one community in one sub-district in Aleppo governorate.

- **Gender Questionnaire – CSO**

The enumerators of Information Management Unit (IMU) of Assistance Coordination Unit (ACU) surveyed 52 members of 43 CSOs in 12 communities in 11 sub-districts in Dar`a governorate and one community in one sub-district in Aleppo governorate.

- 13% (7 members) of them are females, and 87% (45 members) of them are males.
- 67% (35 members) of them are host community while 33% (17 members) of them are IDPs.
- 96% (50 members) of them are non-disabled people while 4% (2 members) are PwD.

Piloting

In order to develop a questionnaire that authentically reflects the reality, a piloting phase was conducted on 17 and 18 February, by conducting 29 CSO questionnaires – 3 in Mare` in Aleppo governorate and 26 in Dar`a governorate –, 56 gender female questionnaires – 3 in Mare` in Aleppo governorate and 53 in Dar`a governorate –, and 53 gender male questionnaires – 3 in Mare` in Aleppo governorate and 50 – to send feedback on the said questionnaires.

Timetable

1. On 8 of March 2018, the three tools were revised and updated.
2. From 9 of March to 12 of March 2018, 75 enumerators – 35 females and 40 males – one enumerator was trained by using the Skype for business program for the three tools. A process that was engineered by three network coordinators.
3. On 13 and 14 of March 2018, the piloting was conducted for the three tools.
4. From 15 of March to 19 March, the final tools was prepared based on the piloting results.
5. On 25 of March 2018 the data collection was launched and lasted for 20 working days, and it was concluded on 16 April 2018.
6. On 17 of April 2018, the data was reviewed and cleaned; a process that took three days.
7. On 22 of April 2018, the data was analysed, lasted for 10 days and ended on 3 May 2018.
8. On 3 of May 2018, the report writing was embarked on and lasted for 15 working days.

Tools and software used:

The assessment design was developed using KOBO Collect to collect the data electronically. The network coordinators trained the enumerators via Skype for business software, and for visualization the Excel, Query Editor, M language, and DAX have been employed.

Difficulties and challenges:

In the assessment conducted with the CSOs, the enumerators had hardly encountered difficulties, given that the CSOs across the board were very cooperative. However, as regards the gender assessment, some residents rejected to participate in the survey; out of their concern not to participate in an activity that may render a respondent accountable before any parties in future. Meanwhile, the women in some areas refused to participate, out of their observing the prevailing customs within these communities, which know little about the significance of the women's role in expressing their opinions and making decisions in their community. Upon encountering such instance, the enumerators work on finding out other female respondents to have an interview with. Furthermore, the parents showed a feeling of resentment because of the lack of tangible results compared to the large number of questionnaires carried out by many agencies.

Gender Questionnaire Household – Women/Men:

1. General information:

a. Key Informants (KIs) / sources of information:

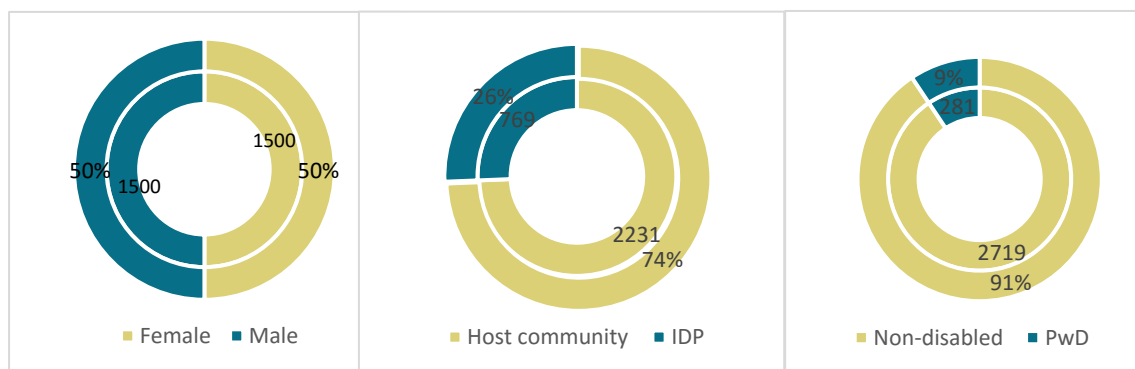
IMU enumerators surveyed 3,000 individuals in 14 communities in 11 sub-districts in Dar`a governorate and one community in one sub-district in Aleppo governorate.

- 50% of the surveyed individuals (1,500 individuals) are females, and 50% of them (1,500 individuals) are males.
- 26% of them (769 individuals) are IDPs, and 74% (2,231 individuals) are host community individuals.
- 9% of them (281 individuals) are PwD, and 91% (2,719 individuals) are non-disabled people.

Table 2: of surveyed individuals per community:

Governorate	District	Sub-district	Community	# of Individuals		
Aleppo	A`zaz	Mare`	Mare`	200		
	As- Sanamayn	As- Sanamayn	Hara	200		
			Tal Shihab	200		
			Mzeireb	200		
			Tafas	200		
				Dar`a	200	
				Sayda	200	
			Da`el	Da`el	200	
			Busra Esh-Sham	Busra Esh-Sham	200	
			Mseifra	Mseifra	200	
			Kherbet Ghazala	Eastern Ghariyeh	200	
			Jizeh	Jizeh	200	
			Izra'	Nawa	Nawa	200
			Izra'	Jasim	Jasim	200
			Izra'	Hrak	Hrak	200

Figure 1: Key Informants (KIs) by type

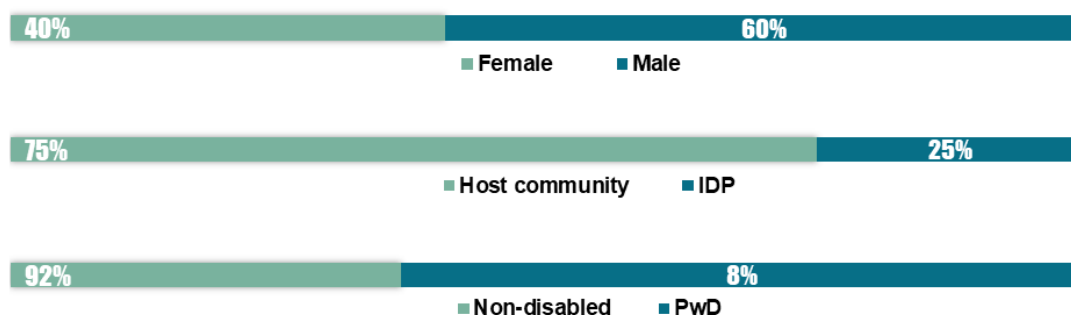


b. Head of household:

IMU enumerators focused on the gender, status and ability/disability of the head of the HH as it is a very important issue to know which can be an indicator or a reason for some facts afterwards. It was found out that,

- 40% of the families of the surveyed individuals are headed by a female member, and 60% are headed by a male member.
- 75% of the families are headed by a host community member, and 25% are headed by an IDP member.
- 92% of the families are headed by a non-disabled member while 8% are headed by a PwD.

Figure 2: Head of Household (HH)



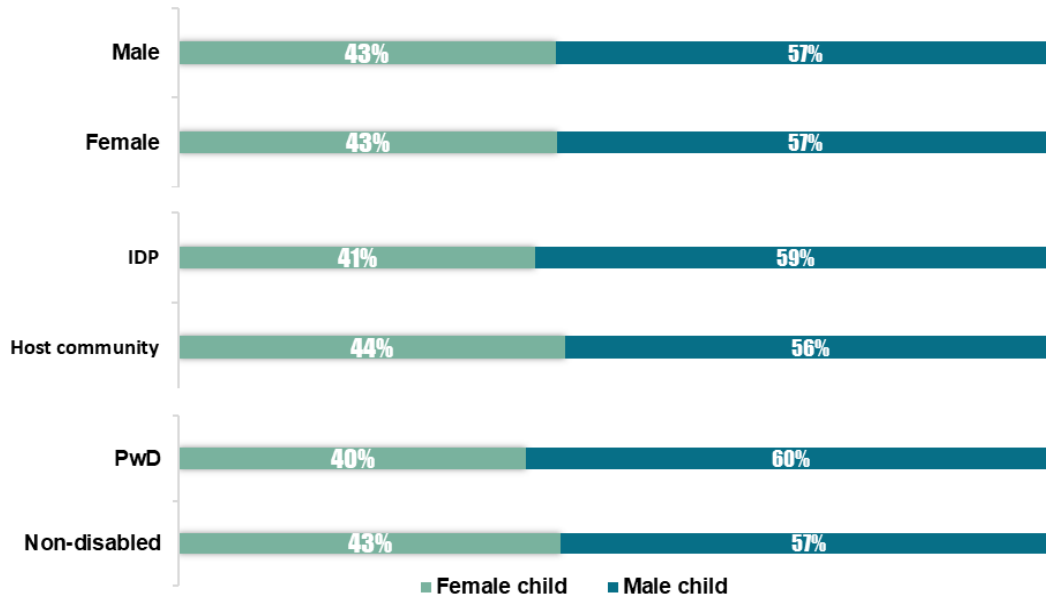
c. Gender of the oldest child:

IMU enumerators also concentrated on the gender of the oldest child in the family, because they either be of help to the head of the family, looking after the other members of the family and supporting the family in obtaining income, or extra burden the head of the family, being abused and exploited, recruitment and used by armed groups. It was found out that,

- 43% of male individuals surveyed mention that the oldest child is female in comparison with 57% of them saying that the oldest child is male.
- 43% of female individuals surveyed mention that the oldest child is female in comparison with 57% of them saying that the oldest child is male.
- 41% of IDP individuals surveyed mention that the oldest child is female in comparison with 59% of them saying that the oldest child is male.

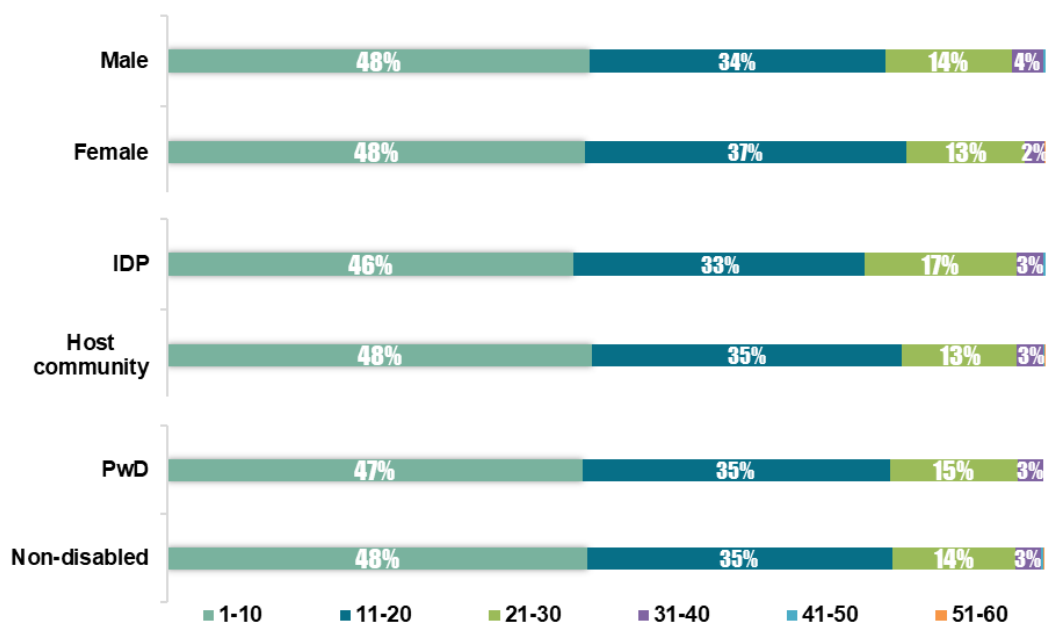
- 44% of host community individuals surveyed mention that the oldest child is female in comparison with 56% of them saying that the oldest child is male.
- 40% of PwD individuals surveyed mention that the oldest child is female in comparison with 60% of them saying that the oldest child is male.
- 43% of non-disabled individuals surveyed mention that the oldest child is female in comparison with 57% of them saying that the oldest child is male.

Figure 3: Gender of the oldest child



- 48% of oldest child of male individuals (male and female) are 1 – 10 years old, 34% of them are 11 – 20 years old, 14% of them are 21 – 30 years old and only 4% of them are 31 – 40 years old.
- 48% of oldest child of female individuals (male and female) are 1 – 10 years old, 37% of them are 11 – 20 years old, 13% of them are 21 – 30 years old and only 2% of them are 31 – 40 years old.
- 46% of oldest child of IDP individuals (male and female) are 1 – 10 years old, 33% of them are 11 – 20 years old, 17% of them are 21 – 30 years old and only 3% of them are 31 – 40 years old.
- 48% of oldest child of host community individuals (male and female) are 1 – 10 years old, 35% of them are 11 – 20 years old, 13% of them are 21 – 30 years old and only 3% of them are 31 – 40 years old.
- 47% of oldest child of PwD individuals (male and female) are 1 – 10 years old, 35% of them are 11 – 20 years old, 15% of them are 21 – 30 years old and only 3% of them are 31 – 40 years old.
- 48% of oldest child of non-disabled individuals (male and female) are 1 – 10 years old, 35% of them are 11 – 20 years old, 14% of them are 21 – 30 years old and only 3% of them are 31 – 40 years old.

Figure 4: Age of the oldest child

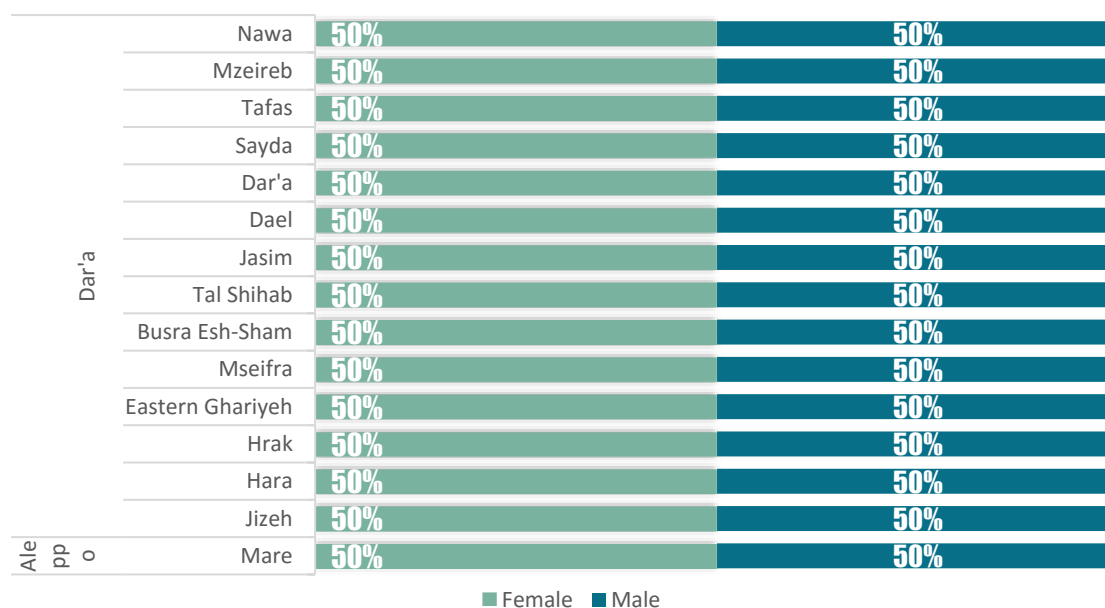


It is clear that the oldest child of almost half of the surveyed individuals is under ten years old who need doubled care for security related issues and economically, putting additional pressure on their parents who might be forced to follow negative mechanism to cope with this fact.

d. Key Informants (KIs) per community:

As mentioned above, IMU enumerators surveyed 3,000 individuals in 14 communities in 11 sub-districts in Dar`a governorate and one community in Aleppo governorate. In each community, it was intended to survey 50% females and 50% males (100 females and 100 males were interviewed in each community enlisted below) to shed light on the studied theme from the point of view of both genders equally.

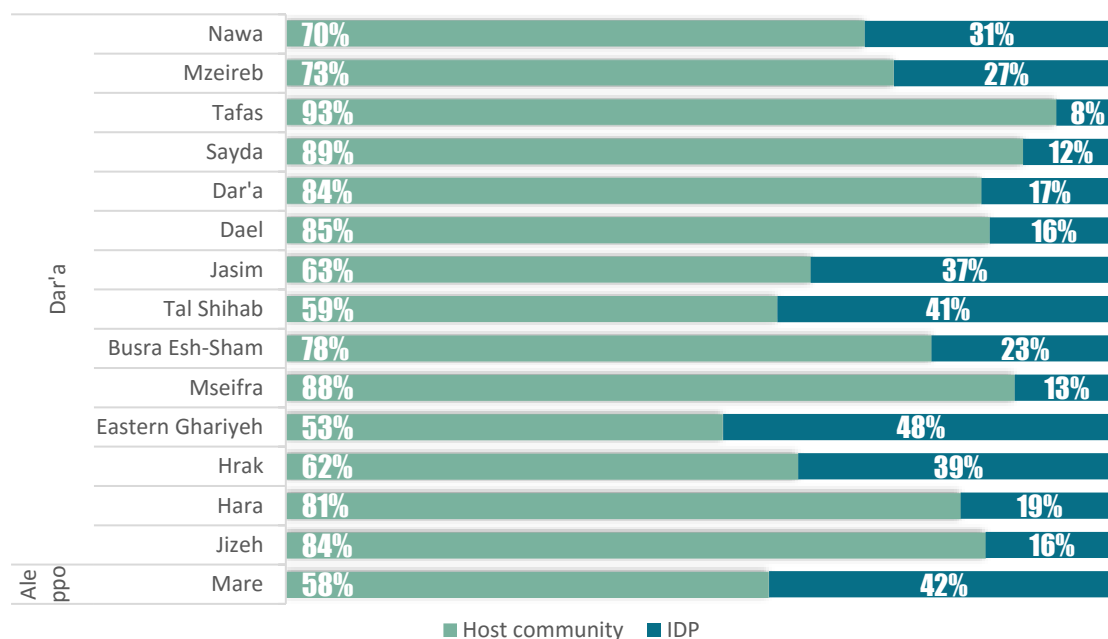
Figure 5: Gender of Key Informants (KIs) per community



Simultaneously, it was planned to interview both IDPs and host community individuals in the surveyed communities to see how the original populations and the visitors deal with women-related issues,

- The biggest percentage of host community individuals interviewed was in Tafas by 93%, followed by Sayda by 89%, and Mseifra by 88% of the interviewed individuals.
- The least percentage of host community individuals was in Eastern Ghariyeh by 53% and Mare` by 58% of the interviewed individuals.
- The biggest percentage of IDPs interviewed was in Eastern Ghariyeh by 48% followed by Mare` by 42% and Tal Shihab by 41% of the assessed individuals.
- The least percentage of IDPs interviewed was in Tafas by 7%, followed by Sayda by 11%, and Mseifra by 12% of the met individuals.

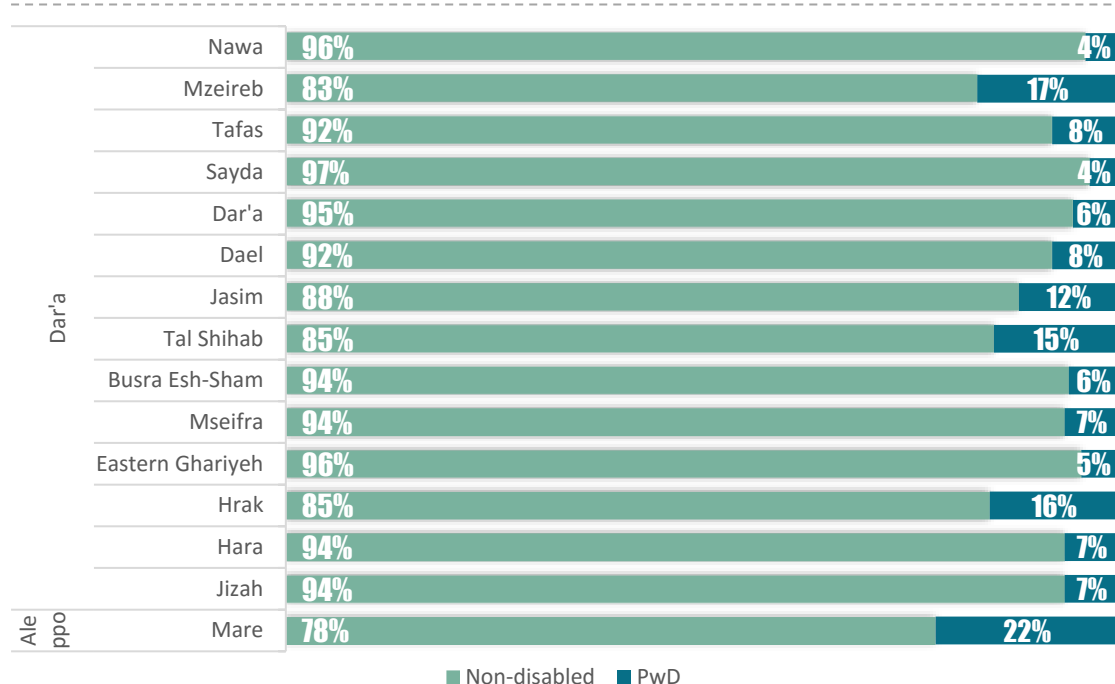
Figure 6: Status of Key Informants (KIs) per community



Meanwhile, different components of the community were planned to be surveyed, including both non-disabled people and PwD because they rely on women differently and that would affect their view of women`s role in the community,

- The biggest percentage of PwD was in Mare` by 22% followed by Mzeireb by 17% and Hrak by 16% of the surveyed individuals.
- The least percentage of PwD was in Nawa and Sayda by 4% for each followed by Eastern Ghariyeh by 5% of the interviewed individuals.

Figure 7: Ability/non-ability of Key Informants (KIs) per community



2. Community Engagement:

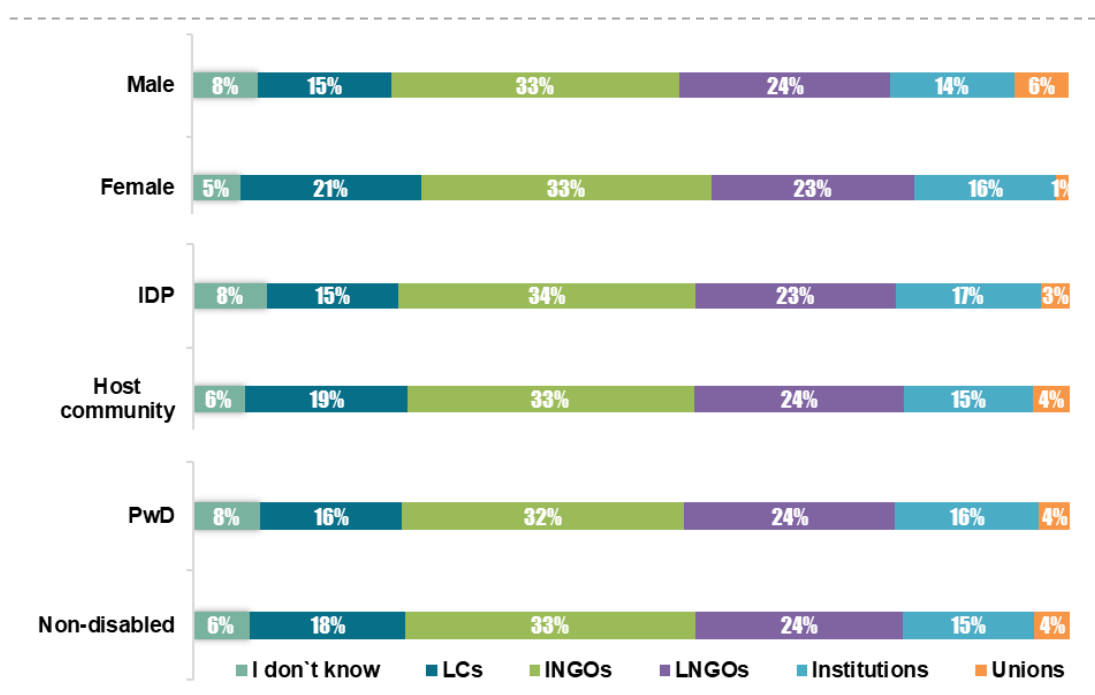
e. Engaging women in community activities:

A variety of responses resulted when IMU enumerators asked community individuals about the entities that focus on engaging women in community activities,

- Males see that International Non-Government Organizations (INGOs) are the first in engaging women in community activities by 33%, followed by Local Non-Government Organizations (LNGOs) by 24%, Local Councils (LCs) by 15%, Syrian Interim Government (SIG) institutions by 14% and finally unions by only 6%.
- Females, on the other hand, feel that INGOs are the first in engaging women in community activities by 33% followed by LNGOs by 23%, LCs by 21%, SIG institutions by 16% and finally unions by only 1%.
- 8% of males and 5% of females don't know whether there are entities engaging women in community activities or not.
- IDPs reveal that INGOs are the first in engaging women in community activities by 34% followed by LNGOs by 23%, SIG institutions by 17%, LCs by 15% and finally unions by only 3%.
- Host community members, on the other hand, think that INGOs are the first in engaging women in community activities by 33% followed by LNGOs by 24%, LCs by 19%, SIG institutions by 15% and finally unions by only 4%.
- 8% of IDPs and 5% of host community don't know whether there are entities engaging women in community activities or not.
- PwD inform that INGOs are the first in engaging women in community activities by 32% followed by LNGOs by 24%, LCs by 16%, SIG institutions by 16% and unions by only 4%.
- Non-disabled people, on the other hand, mention that INGOs are the first in engaging women in community activities by 33% followed by LNGOs by 24%, LCs by 18%, SIG institutions by 15% and unions by only 4%.

- 8% of PwD and 6% of non-disabled people don't know whether there are entities engaging women in community activities or not.

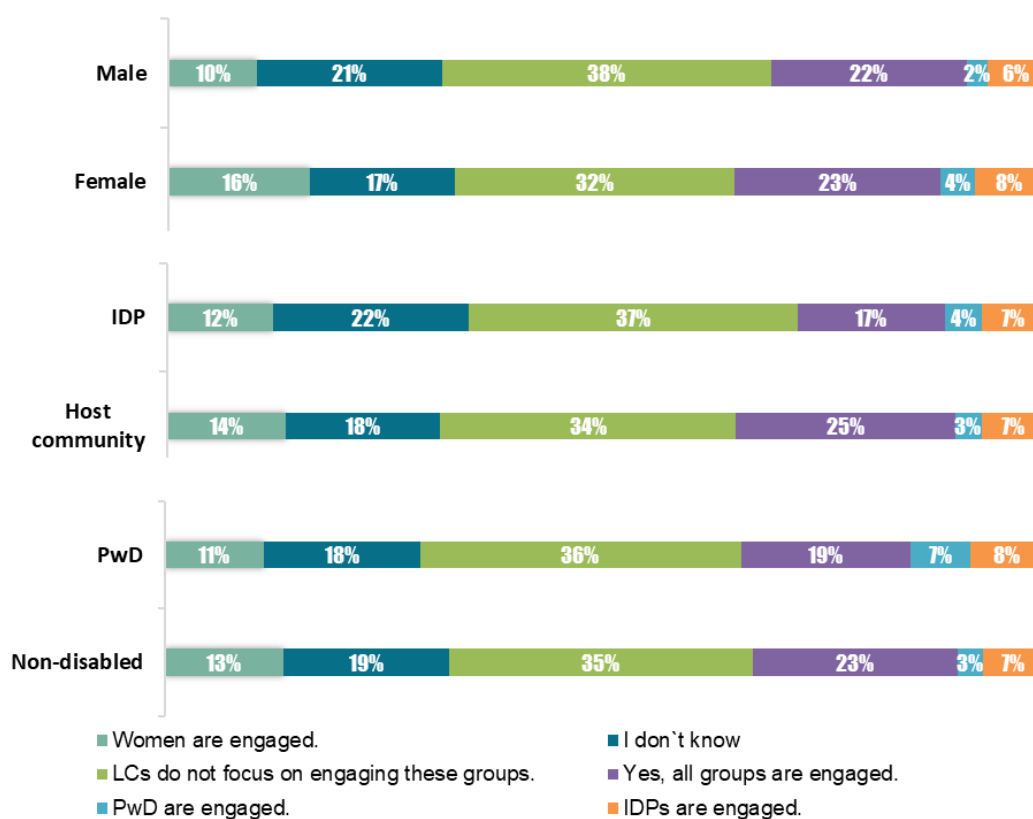
Figure 8: Entities engaging women in community activities



f. Engaging vulnerable groups – women, People with Disabilities (PwD) and IDPs – in community engagement activities:

- 10% of the males surveyed, 16% of females surveyed, 12% of IDPs surveyed, 14% of host community surveyed, 11% of PwD surveyed and 13% of the non-disabled surveyed state that women are engaged in community engagement activities.
- 6% of males, 8% of females, 7% of IDPs, 7% of the host community, 8% of PwD and 7% of non-disabled people see that IDPs are engaged
- 2% of males, 4% of females, 4% of IDPs, 3% of the host community, 7% of PwD and 3% of non-disabled people mention that PwD are engaged.
- 22% of males, 23% of females, 17% of IDPs, 25% of the host community, 19% of PwD and 23% of non-disabled people think that all of the above-mentioned groups are engaged in such activities.
- 38% of males, 32% of females, 37% of IDPs, 34% of the host community, 36% of PwD and 35% of non-disabled people highlight that LCs don't focus on engaging these groups.
- 21% of males, 17% of females, 22% of IDPs, 18% of the host community, 18% of PwD and 19% of non-disabled people don't know whether these vulnerable groups are engaged or not.

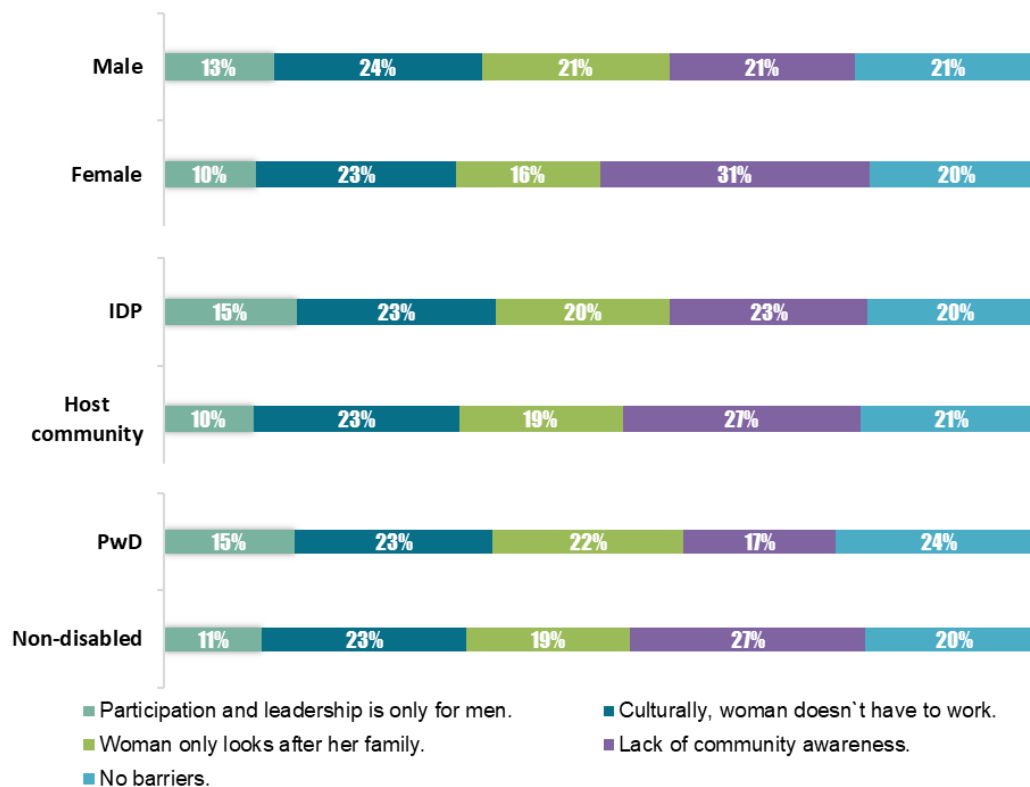
Figure 9: Entities engaging vulnerable groups in community engagement activities



g. The main barriers that prevent women from engaging in community activities

- 13% of the surveyed males, 10% of surveyed females, 15% of surveyed IDPs, 10% of the surveyed host community, 15% of the surveyed PwD and 11% of the surveyed non-disabled people believe that community participation and leadership roles are only for men.
- Community culture imposes on 24% of males, 23% of females, 23% of IDPs, 23% of the host community, 23% of PwD and 23% of non-disabled people to think that woman doesn't have to work.
- 21% of males, 16% of females, 20% of IDPs, 19% of the host community, 22% of PwD and 19% of non-disabled people further think negatively that the main responsibility of a woman is to look after her family and children.
- 21% of males, 31% of females, 23% of IDPs, 27% of the host community, 17% of PwD and 27% of non-disabled people say that community is not aware of woman's role, preventing her from taking part in activities.
- 21% of males, 20% of females, 20% of IDPs and 21% of the host community, 24% of PwD and 20% of non-disabled people don't see any barriers preventing women from being engaged in activities.

Figure 10: The main barriers that prevent women from being engaged in community activities

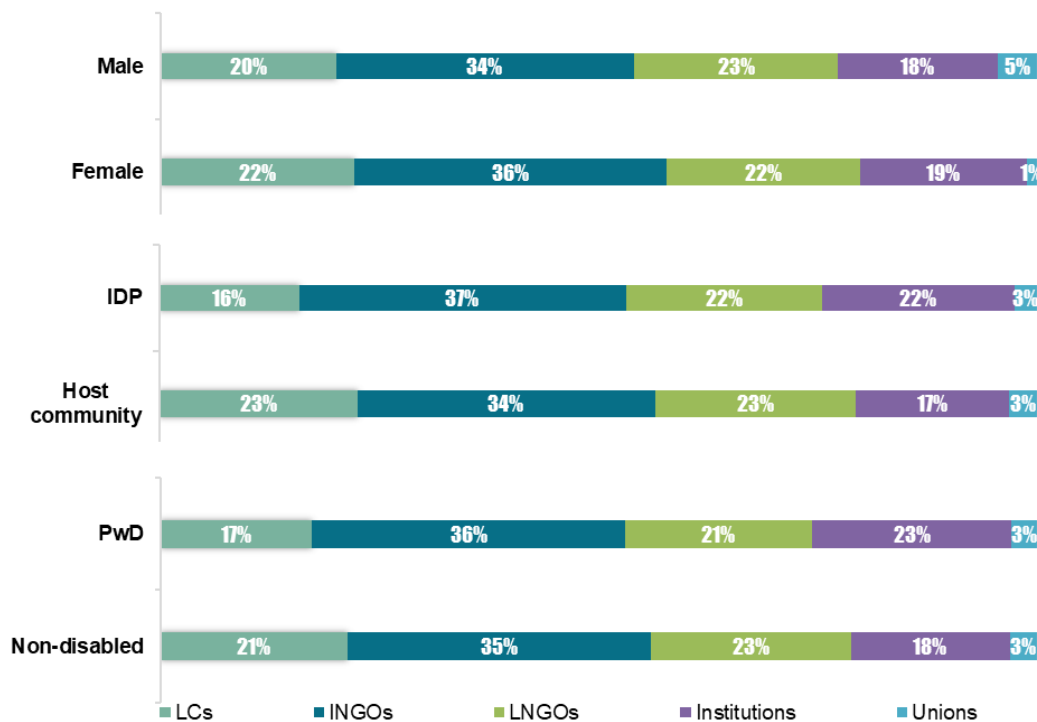


h. Preferred entities for participation in community engagement activities

Different entities make plans and design projects to provide women with suitable activities to engage them in the community. They also have various methods of providing these activities which might suit some of the population or might not. IMU enumerators asked the surveyed individuals about their preferred entity to participate in community engagement activities. Females were asked about their preferred entities to engage in the community activities, and males were also asked about their preferred ones to engage the female members of their families. It was disclosed that,

- 20% of males surveyed, 22% of females surveyed, 16% of IDPs surveyed, 23% of host community surveyed, 17% of PwD surveyed and 21% of non-disabled people surveyed prefer to be engaged in the community activities of LCs.
- 34% of males, 36% of females, 37% of IDPs, 34% of the host community, 36% of PwD and 35% of non-disabled people choose to be engaged in the community activities of INGOs.
- 23% of males, 22% of females, 22% of IDPs, 23% of the host community, 21% of PwD and 23% of non-disabled people go with engaging in the community activities of LNGOs.
- 18% of males, 19% of females, 22% of IDPs, 17% of the host community, 23% of PwD and 18% of non-disabled people would rather engage in the community activities of SIG institutions.
- 5% of males, 1% of females, 3% of IDPs, 3% of the host community, 3% of PwD and 3% of non-disabled people prefer to be engaged in the community activities of unions.

Figure 11: Preferred entities to participate in community engagement activities



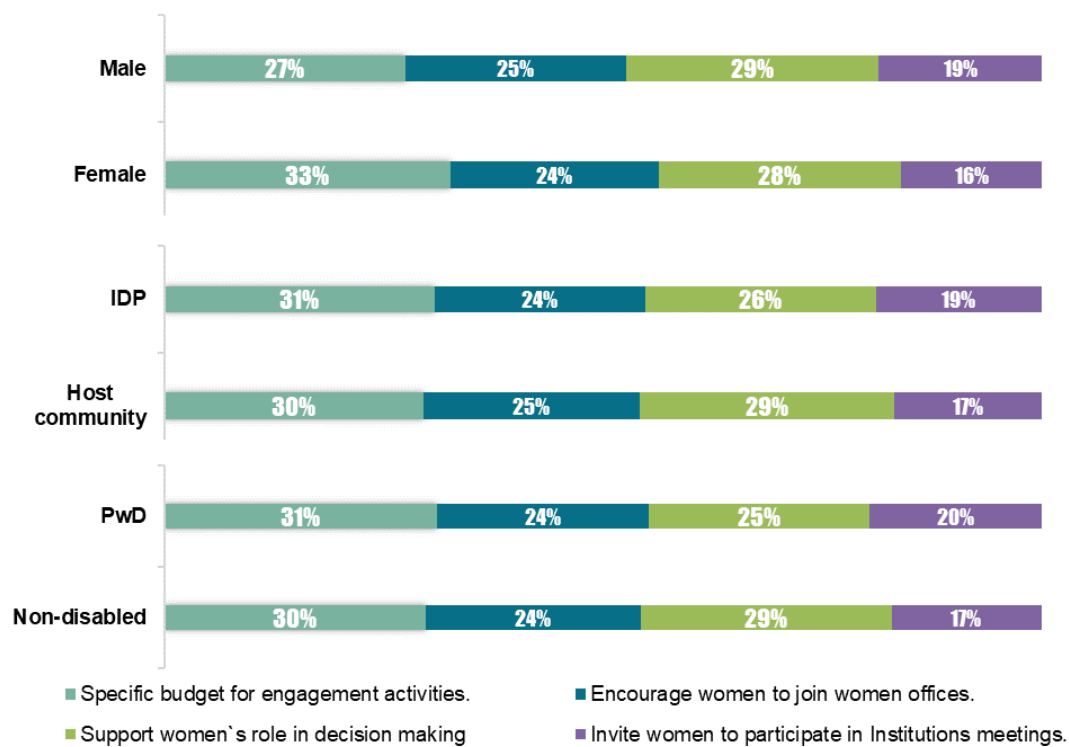
As noticed from above, the most preferred entity to participate in community engagement activities is INGOs that need to come up with new ideas and activities as to meet the expectations of the surveyed individuals. On the other hand, it is quite alarming that the least preferred one is unions which need to reconsider their role, do research why they are at the end of the preferred list and, simultaneously, specialized agencies have to build unions' capacity to be more effective.

i. LCs encouraging women to be engaged in community activities

Since LCs in the areas out of control of Syrian regime are considered as an alternative to the government, they are requested to take more action than the other entities to encourage women to be engaged in community activities and mitigate the barriers preventing them from being engaged. The results showed that,

- 27% of males surveyed, 33% of females surveyed, 31% of IDPs surveyed, 30% of host community surveyed, 31% of PwD surveyed and 30% of non-disabled people surveyed see that LCs can encourage women to be engaged in community activities by allocating a specific budget for women engagement activities.
- 25% of males, 24% of females, 24% of IDPs, 25% of the host community, 24% of PwD and 24% of non-disabled people think that LCs should encourage women to join women offices in the LCs.
- 29% of males, 28% of females, 26% of IDPs, 29% of the host community, 25% of PwD and 29% of non-disabled people believe that LCs need to support women's role in decision making.
- 19% of males, 16% of females, 19% of IDPs, 17% of the host community, 20% of PwD and 17% of non-disabled people feel that LCs can invite women to participate in the meetings of SIG institutions.

Figure 12: LCs encouraging women to be engaged in community activities

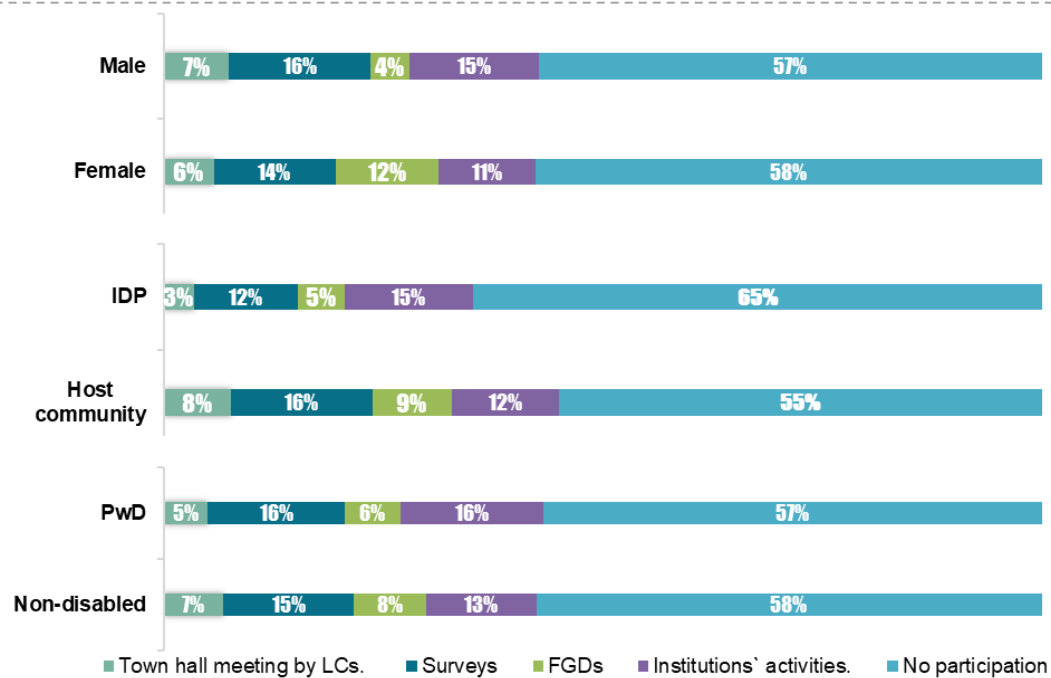


j. Participation in community engagement activities by female members of the family

IMU enumerators were keen to know in which community engagement activities the surveyed females and the female members of the interviewed males have already been engaged. It was found out that,

- 6% of females and the female members of 7% of the surveyed males, 3% of IDPs, 8% of the host community, 5% of PwD and 7% of non-disabled people have already participated in Town Hall meeting by LCs. T
- 14% of females and the female members of 16% of the surveyed males, 12% of IDPs, 16% of the host community, 16% of PwD and 15% of non-disabled people have already taken part in surveys conducted to collect information while doing assessments.
- 12% of females and the female members of 4% of the surveyed males, 5% of IDPs, 9% of the host community, 6% of PwD and 8% of non-disabled people have already joined Focused Group Discussions (FGDs) in the course of designing or developing projects.
- 11% of females and the female members of 15% of the surveyed males, 15% of IDPs, 12% of the host community, 16% of PwD and 13% of non-disabled people have already been engaged in activities of SIG institutions.
- 58% of females and the female members of 57% of the surveyed males, 65% of IDPs, 55% of the host community, 57% of PwD and 58% of non-disabled people have never participated in any of the above-mentioned activities.

Figure 13: Participation in community engagement activities by female members of the family



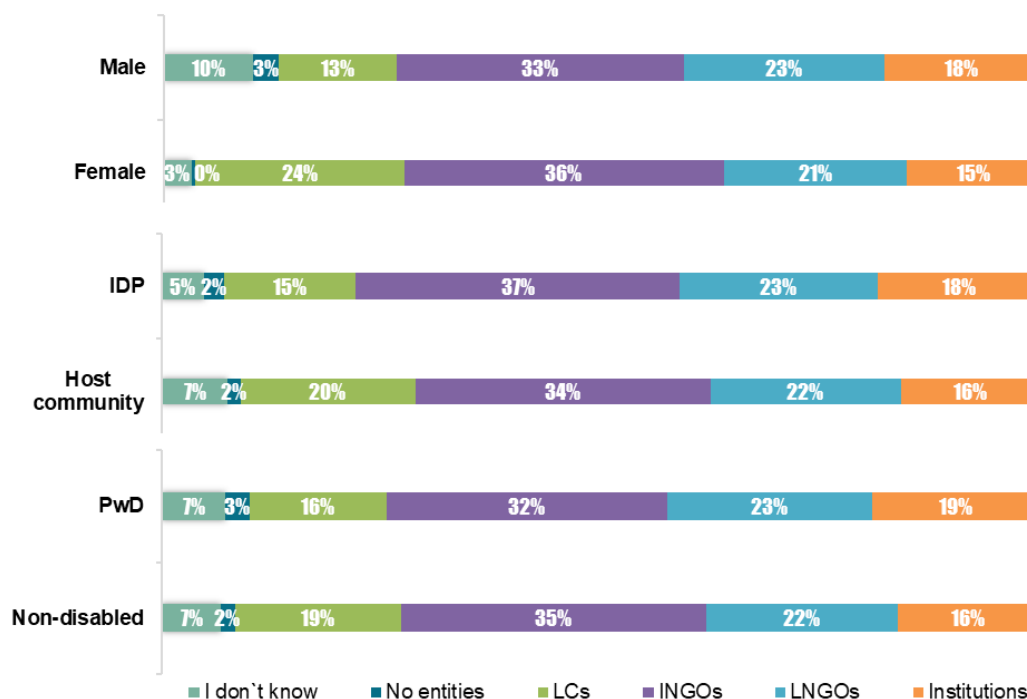
Alarming, more than half of the surveyed individuals of all groups confirm that females don't participate in community engagement activities. Regardless of the fact that this exclusion is deliberate or not, entities involved have to reconsider their activities and redesign their projects to pave the ground and create more opportunities for the participation of women through various and adequate methods and platforms.

k. Entities providing services for women

After seven years of the conflict in Syria, there is no doubt that women are one of the criteria targeted by different entities. The surveyed individuals were asked about the entities providing services for women, and the following was found out,

- 13% of males surveyed, 24% of females surveyed, 15% of IDPs surveyed, 20% of host community surveyed, 16% of PwD surveyed and 19% of non-disabled people surveyed mention that these services are provided LCs.
- 33% of males, 36% of females, 37% of IDPs, 34% of the host community, 32% of PwD and 35% of non-disabled people state that they are provided by INGOs.
- 23% of males, 21% of females, 23% of IDPs, 22% of the host community, 23% of PwD and 22% of non-disabled people see that they are provided by LNGOs.
- 18% of males, 15% of females, 18% of IDPs, 16% of the host community, 19% of PwD and 16% of non-disabled people report that these services are provided by SIG institutions.
- 10% of males, 3% of females, 5% of IDPs, 7% of the host community, 7% of PwD and 7% of non-disabled people don't know whether these services are provided for women or not.
- 3% of males, 1% of females, 2% of IDPs, 2% of the host community, 3% of PwD and 2% of non-disabled people complain that no entity provides services for women.

Figure 14: Entities providing services for women



INGOs topped the list of the entities providing services for women due to their long history of dealing with issues related to the integration and inclusion of women in their activities and services, followed by LNGOs who are positively affected by their partnership with INGOs. SIG institutions came third in providing services for women according to the surveyed males, IDPs and PwD, unlike the interviewed females, host community and non-disabled people who see LCs as the third on the list of entities providing services for women.

I. Entity, a female member of a family, would be engaged in to receive better services

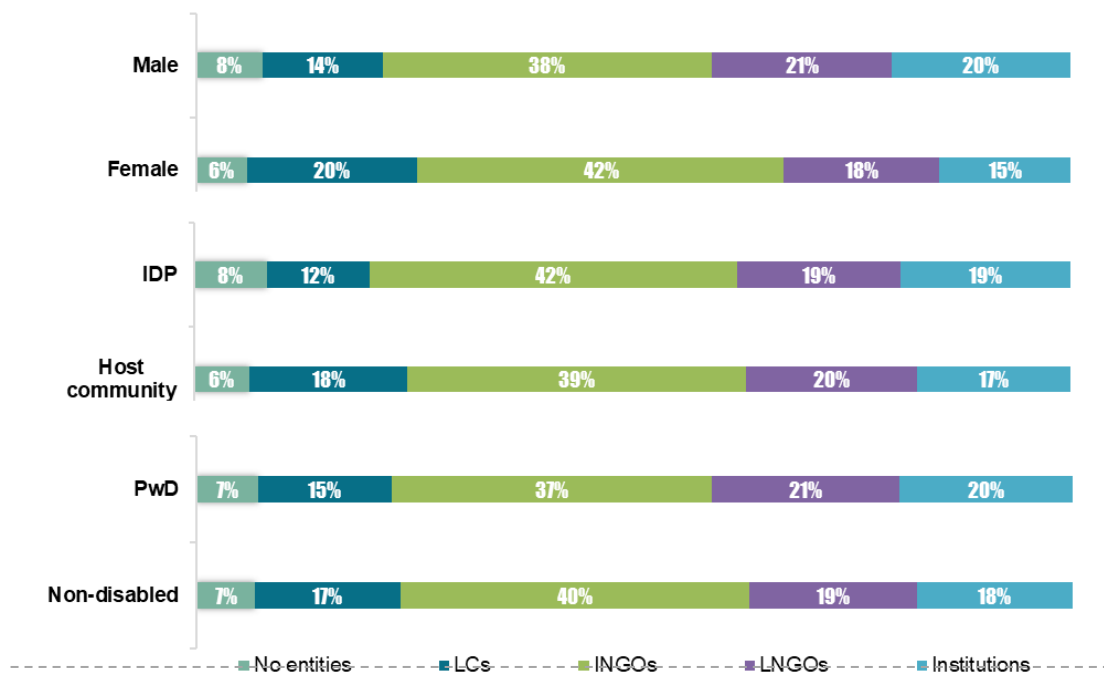
At the very beginning of the conflict in Syria, entities providing services for women were very few to the degree that women were almost absent and not targeted appropriately due to the lack of participation which makes it hard for entities, willing to support, to determine what are the services that go in line with women`s needs naturally and traditionally. With the passage of time, more entities got involved in the humanitarian field forming new options for the beneficiaries in general and women in particular. IMU enumerators met with the individuals in the study sample to see what entity the surveyed females and the female members of the interviewed males would be engaged in to receive better services since they have the option. It was revealed that,

- 20% of females and the female members of 14% of the surveyed males, 12% of IDPs, 18% of the host community, 15% of PwD and 17% of non-disabled people would be engaged in LCs for better services.
- 42% of the surveyed females and the female members of 38% of the surveyed males, 42% of IDPs, 39% of host community, 37% of PwD and 40% of non-disabled people would participate in INGOs as they have steady funding to provide better, appropriate services which go in line with the nature of women and community and they do care about women role in the community.
- 18% of females and the female members of 21% of the surveyed males, 19% of IDPs, 20% of the

host community, 21% of PwD and 19% of non-disabled people would take part in LNGOs to get better services which go in line with the nature of women and community.

- 15% of females and the female members of 20% of the surveyed males, 19% of IDPs, 17% of the host community, 20% of PwD and 18% of non-disabled people would join SIG institutions to receive better services.
- 6% of females and the female members of 8% of the surveyed males, 8% of IDPs, 6% of the host community, 7% of PwD and 7% of non-disabled people have no intention to be engaged in any entities.

Figure 15: Entity a female member of a family would be engaged in to receive better services

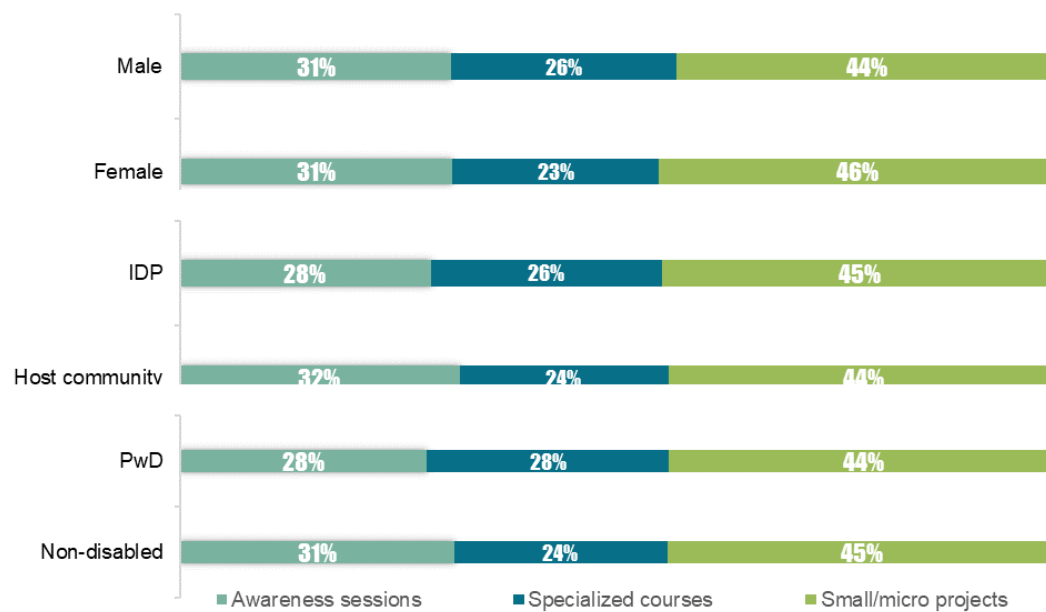


m. Factors that would enhance the integration of women into the community

It was mentioned over and over that there are some barriers preventing women from being integrated into the community and others limiting them from doing so. The surveyed individuals were asked about how to mitigate these barriers and enhance the integration of women into the community. It was found out that,

- 31% of males surveyed, 31% of females surveyed, 28% of IDPs surveyed, 32% of host community surveyed, 28% of PwD surveyed and 31% of non-disabled people surveyed feel that conducting awareness sessions to explain the role of women to the community would be helpful.
- 26% of males, 23% of females, 26% of IDPs, 24% of the host community, 28% of PwD and 24% of non-disabled people think that providing specialized courses to women to build their capacity to be able to be engaged in the community would be useful.
- 44% of males, 46% of females 45% of IDPs and 44% of host community 44% of IDPs and 45% of non-disabled people see opportunity in small/micro-projects that would economically support women who have to work to make a living to have time to be engaged in community activities.

Figure 16: Factors that would enhance the integration of women into the community



In light of the low social and economic living standards due to the war (displacement, living in camps lacking basic needs, and poor income), women are usually the most exposed to various forms of GBV, gender-based discrimination and human rights violations. It was found out that improving the economic condition of the population is one of the key factors that would support them to overcome the barriers preventing the females from being engaged in community activities. It would also recognize women's active role in leadership and development, rather than perceiving them as mere victims of the conflict.

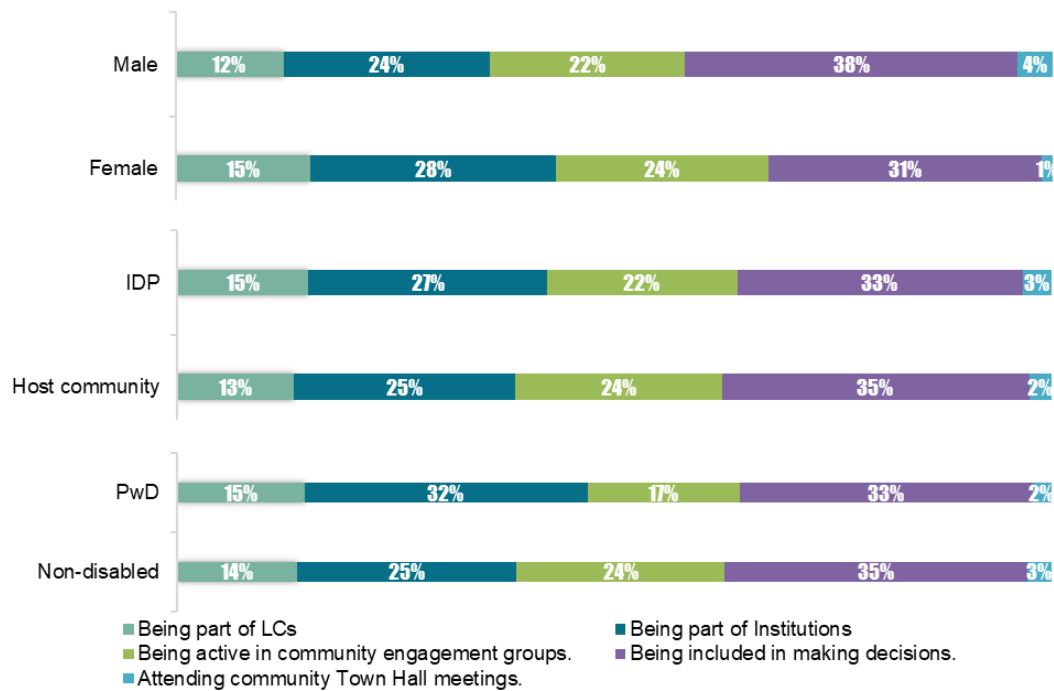
3. Leadership

n. Meaning of leadership

The surveyed individuals were asked about how they see and define leadership with the following answers were received,

- 12% of males surveyed, 15% of females surveyed, 15% of IDPs surveyed, 13% of host community surveyed, 15% of PwD surveyed and 14% of non-disabled people surveyed see leadership as being part of LCs.
- 24% of males, 28% of females, 27% of IDPs, 25% of the host community, 32% of PwD and 25% of non-disabled people define leadership as being part of SIG institutions.
- 22% of males, 24% of females, 22% of IDPs, 24% of the host community, 17% of PwD and 24% of non-disabled people think that leadership is characterized by being active in community engagement groups.
- 38% of males, 31% of females, 33% of IDPs, 35% of the host community, 33% of PwD and 35% of non-disabled people insist that leadership is to be included in making decisions that affect the community.
- 4% of males, 1% of females, 3% of IDPs, 2% of the host community, 2% of PwD and 3% of non-disabled people believe that leadership is to attend community Town Hall meetings.

Figure 17: Meaning of leadership

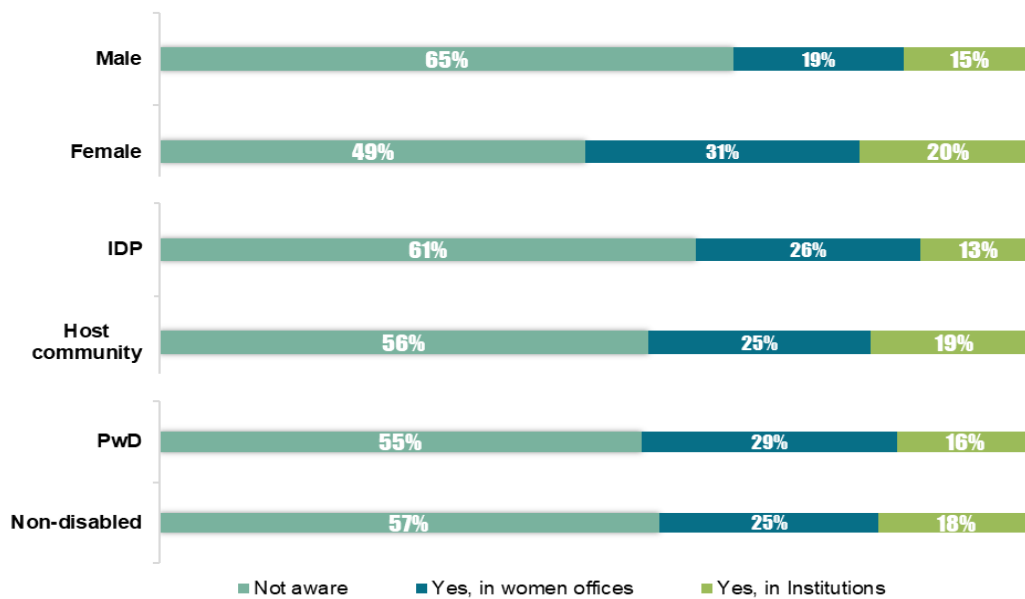


o. Women with a leadership role in the community

The surveyed individuals were also asked whether they were aware of any woman in a leadership role in the community. The answers were as the following,

- 19% of males surveyed, 31% of females surveyed, 26% of IDPs surveyed, 25% of host community surveyed, 29% of PwD surveyed and 25% of non-disabled people surveyed say that they know women with a leadership role in women offices in LCs.
- 15% of males, 20% of females, 13% of IDPs, 19% host community, 16% of PwD and 18% non-disabled people state they know women with a leadership role in SIG institutions.
- 65% of males, 49% of females, 61% of IDPs, 56% of the host community, 55% of PwD and 57% of non-disabled people, surprisingly, mention that they are not aware of women in leadership roles in the community.

Figure 18: Women with a leadership role in the community



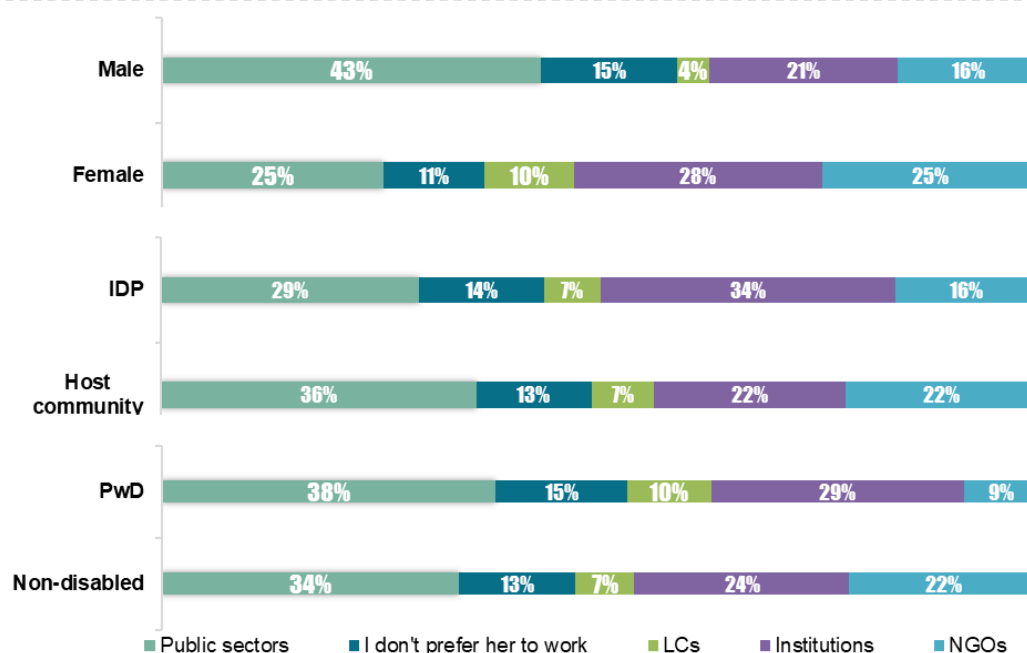
The biggest percentage of the surveyed individuals stating that they are not aware of women in leadership roles in the community can be interpreted that there are no women in leadership roles more than their real knowledge of the presence of such a criterion which is quite alarming.

p. Preferred entity for a female member of a family to work in

Females were interviewed directly, and males were surveyed on behalf of female members of their families about the preferred entity to work in if they have the opportunity. It was found out that,

- 43% of males surveyed, 29% of IDPs surveyed, 36% of host community surveyed, 38% of PwD surveyed and 34% of non-disabled people surveyed on behalf of female members of their families along with 25% of surveyed females prefer working in public sectors (teachers, doctors, nurses, lawyer, etc.).
- 4% of males, 7% of IDPs, 7% of the host community, 10% of PwD and 7% of non-disabled people on behalf of female members of their families along with 10% of surveyed females choose to work in LCs.
- 21% of males, 34% of IDPs, 22% of the host community, 29% of PwD and 24% of non-disabled people on behalf of female members of their families along with 28% of surveyed females would rather be part of SIG institutions.
- 16% of males, 16% of IDPs, 22% of the host community, 9% of PwD and 22% of non-disabled people on behalf of female members of their families along with 25% of surveyed females would like to be recruited by NGOs.
- 15% of males, 11% of females, 14% of IDPs, 13% of the host community, 15% of PwD and 13% of non-disabled people prefer females not to work.

Figure 19: Preferred entity for a female member of a family to work in

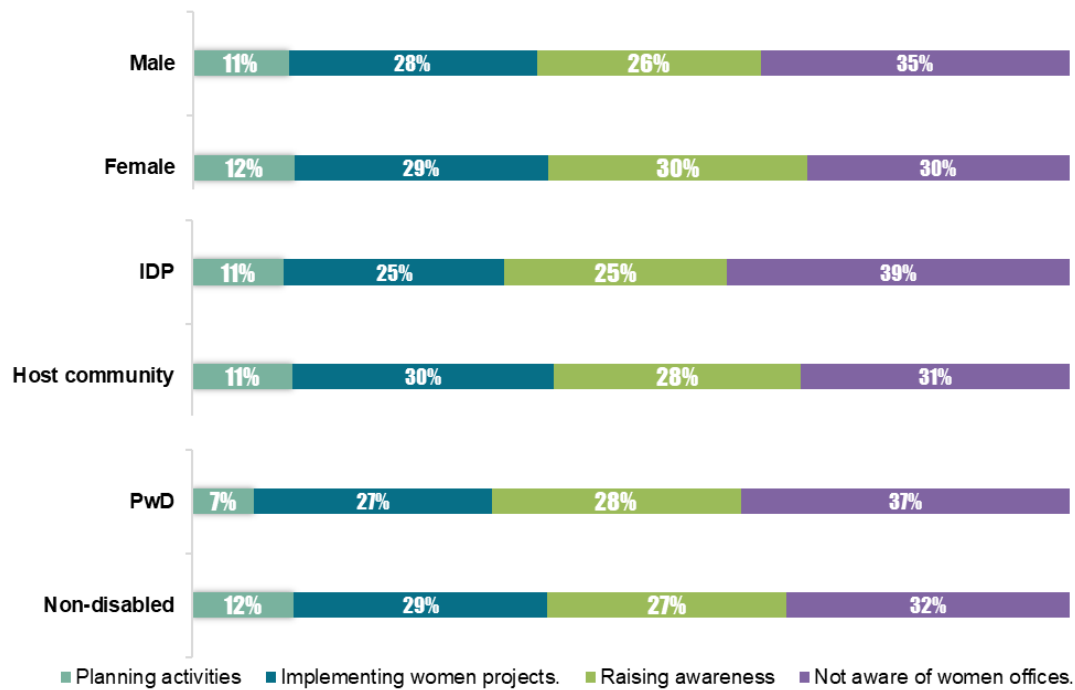


q. Roles of women offices within LCs

LCs consist of different offices that cover all aspects of life including women offices that take care of women related issues. IMU enumerators aimed at interviewing the individuals in the study sample about these offices and their role with LCs. It was disclosed that,

- 11% of males surveyed, 12% of females surveyed, 11% of IDPs surveyed, 11% of host community surveyed, 7% of PwD surveyed and 12% of non-disabled people surveyed see that women offices are involved in planning activities.
- 28% of males, 29% of females, 25% of IDPs, 30% of the host community, 27% of PwD and 29% of non-disabled people think that women offices implement women projects.
- 26% of males, 30% of females, 25% of IDPs, 28% of the host community, 28% of PwD and 27% of non-disabled people state that women offices are good at raising awareness.
- 35% of males, 30% of females, 39% of IDPs, 31% of the host community, 37% of PwD and 32% of non-disabled people mention that they are not aware of women offices and their roles in LCs.

Figure 20: Roles women offices can play within LCs



It was revealed that a third of the surveyed individuals are not aware of women offices in LCs or their roles. Consequently, ACU recommends that community orientation meetings and awareness sessions should be conducted as to introduce these offices to the populations and build a bridge of trust with them so that they can be more effective in dealing with issues related to women.

Civil Society Organization (CSO) survey:

4. General information:

r. Key Informants (KIs) / sources of information:

The enumerators of Information Management Unit (IMU) of Assistance Coordination Unit (ACU) surveyed members of 43 CSOs in 12 communities in 11 sub-districts in Dar`a governorate and one community in one sub-district in Aleppo governorate. The organograms of these CSOs consisted of 424 females and 1,367 males.

Figure 21: # of CSOs Members:



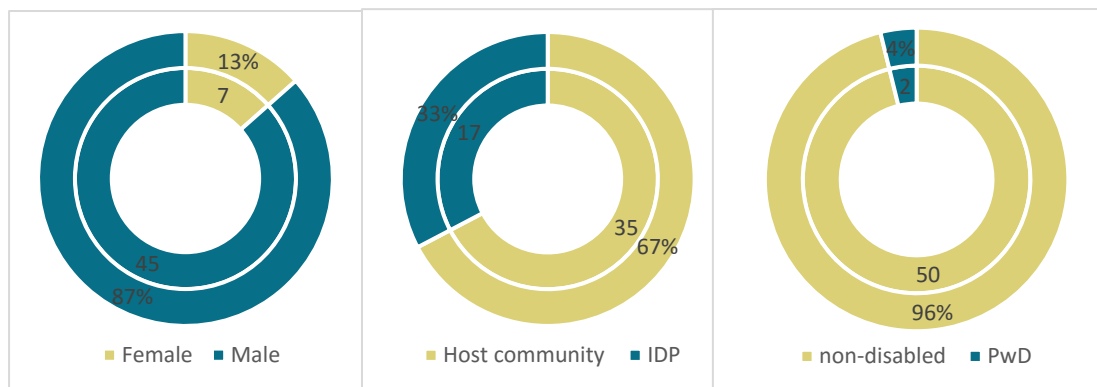
Table 3: # of surveyed members of CSOs per community:

Governorate	District	Sub-district	Community	# of CSO members
Aleppo	A`zaz	Mare`	Mare`	4 males
	As- Sanamayn	As- Sanamayn	Hara	4 males
			Mzeireb	4 males
			Tafas	3 males, 3 females
		Dar`a	Sayda	1 male
		Da`el	Da`el	2 males
		Busra Esh-Sham	Busra Esh-Sham	4 males
		Mseifra	Mseifra	8 males, 2 females
		Kherbet Ghazala	Eastern Ghariyeh	5 males
		Jizeh	Jizeh	4 males, 1 female
	Izra'	Nawa	Nawa	2 males
	Izra'	Jasim	Jasim	4 males
	Izra'	Hrak	Hrak	1 female

As mentioned above, it was intended to collect disaggregated data to see how females, males, IDPs, and PwD answer the questions related to the role of women in the community. Based on that, 52 members of 43 CSOs were surveyed as sources of information,

- 13% (7 members) of them are females, and 87% (45 members) of them are males.
- 67% (35 members) of them are host community while 33% (17 members) of them are IDPs.
- 96% (50 members) of them are non-disabled people while 4% (2 members) are PwD.

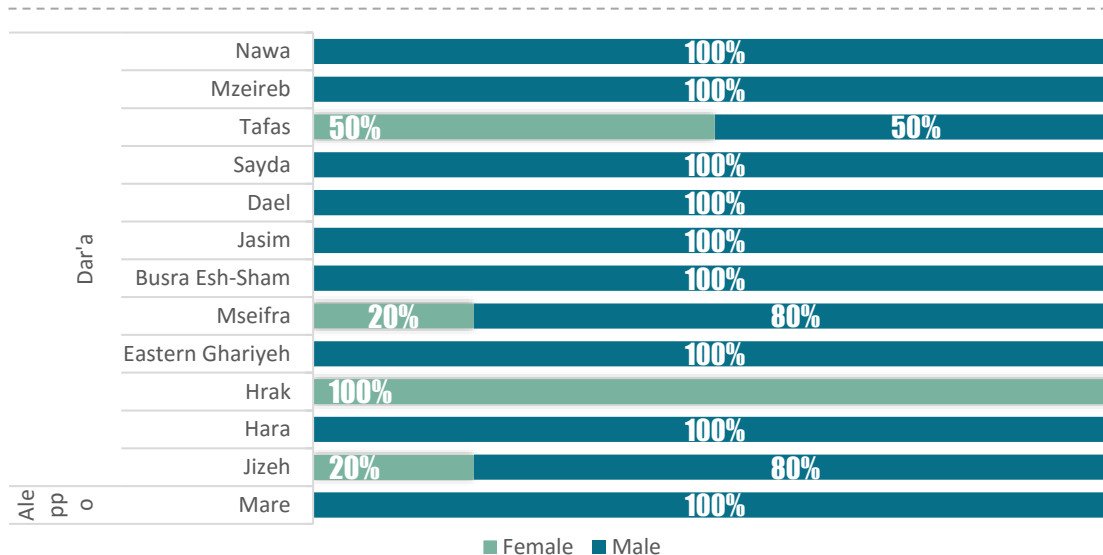
Figure 22: Key Informants (KIs) by type



As per the set methodology, it was intended to interview a member with a leadership role in every CSO – the head or deputy head. IMU enumerators aimed at interviewing different categories with leadership roles, including males and females as they see the role of women in community from different angles, IDPs and host community because their lifestyles impose on them different ways of thinking, PwD and non-disabled people for they are both important components farbricking the community who have the right to express their minds in relation to the surveyed theme. Consequently, it was found out that,

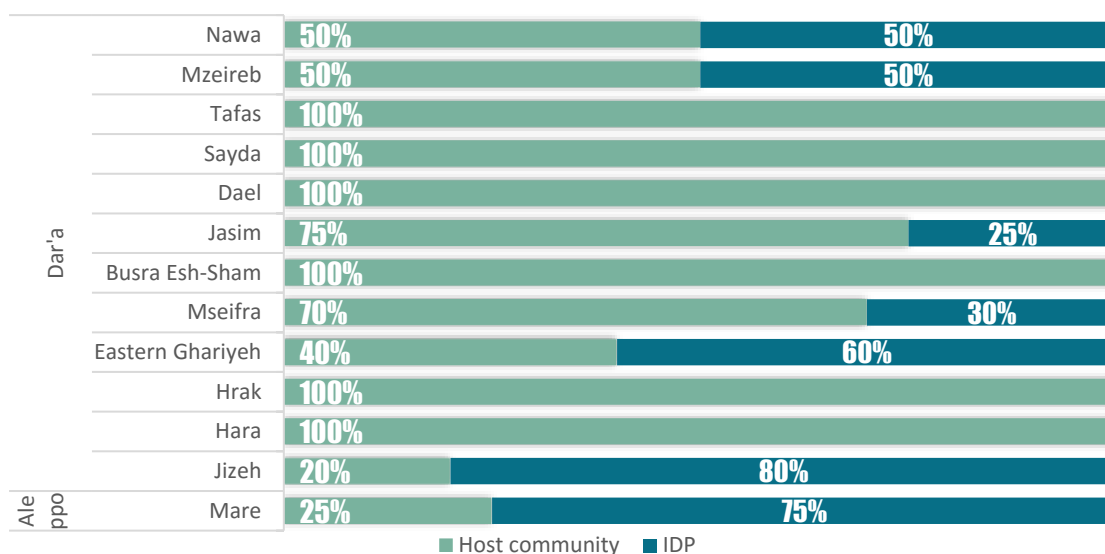
- Females played leadership roles in CSOs in participation with males only in 4 communities – Tafas, Mseifra, Hrak and Jizeh in Dar`a governorate. However, that doesn` t necessarily mean that females are excluded from the other communities who might be holding different positions rather than leadership ones.

Figure 23: Key Informants (KIs) per community – female/male



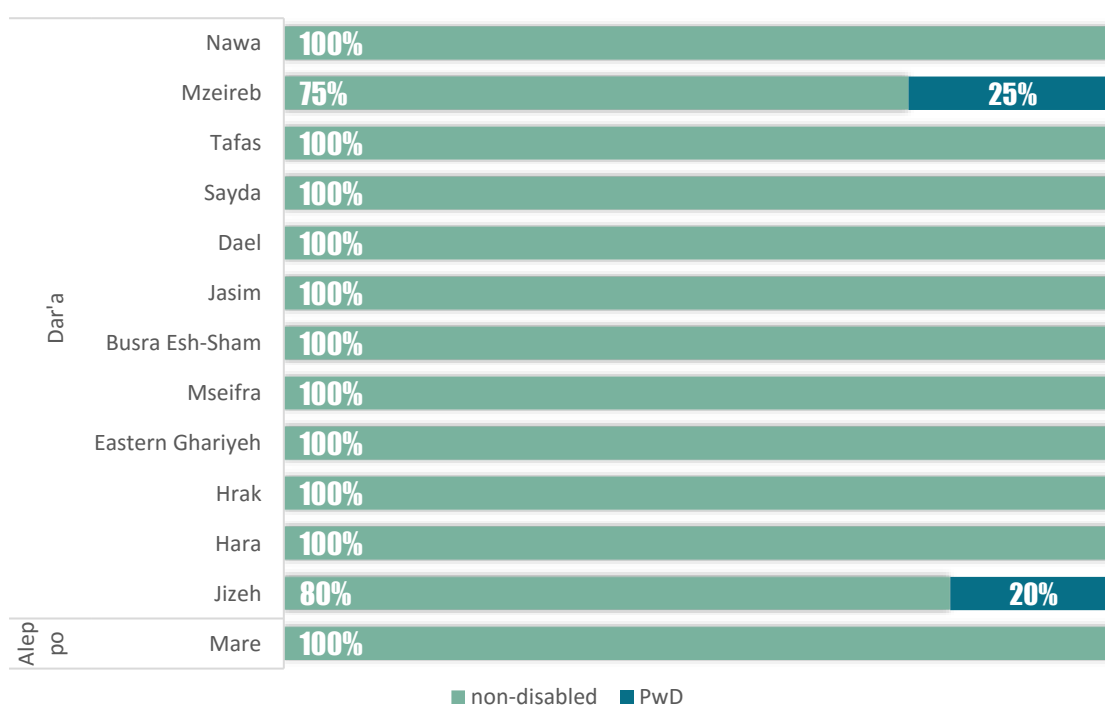
- IDPs were found to be holding leadership roles in CSOs in 7 communities most notably in Jizeh and Eastern Ghariyeh in Dar`a governorate and Mare` in Aleppo governorate reflecting the fact that the community still charge qualified people regardless of their status.

Figure 24: Key Informants (KIs) per community – host community/IDPs



- Mzeireb and Jizeh were the two communities where PwD hold leadership roles in CSOs in participation with non-disabled people, encouraging the other ones to trust further PwD who show that they are as capable as the non-disabled ones and deserve to hold such leadership roles.

Figure 25: Key Informants (KIs) per community – non-disabled/PwD

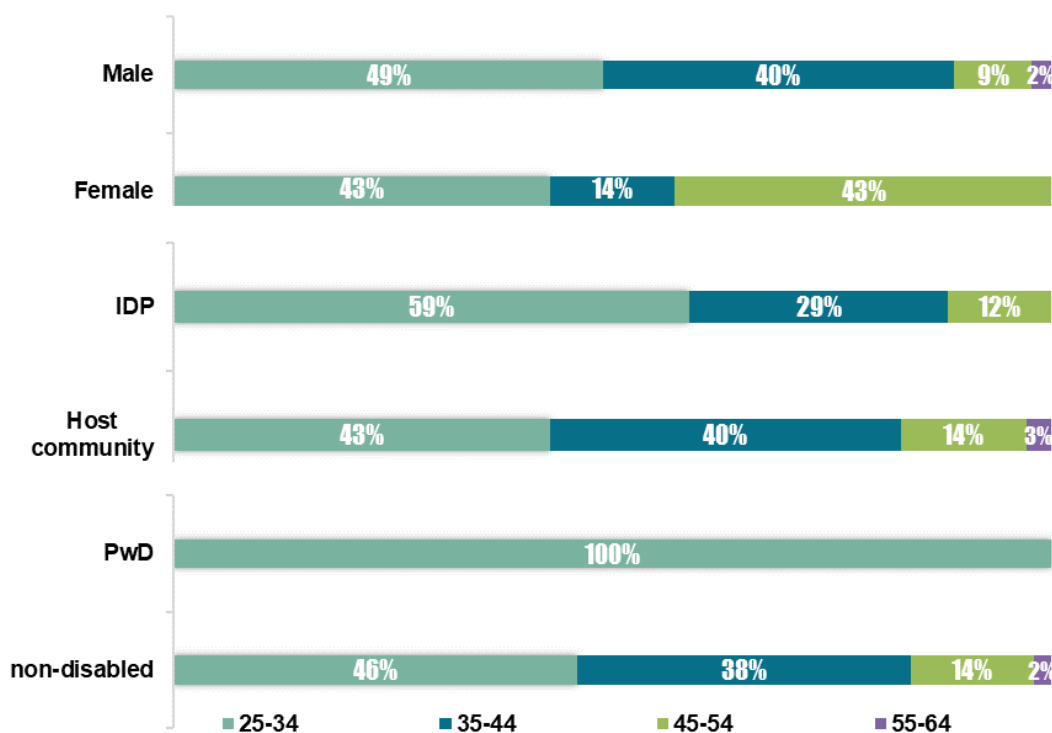


s. Age of Key Informants (KIs):

The majority of the surveyed members with leadership roles in CSOs was of the youth (25 – 44 years old), who are, by nature, better prepared to bring enthusiasm and optimism to their work, understand next-generation trends and challenge assumptions. It was found out that,

- 89% of the surveyed male members are young, and 57% of the surveyed female members are young, whereas 43% of the female members are 45 – 54 years old, which can be interpreted that age is no barrier in front of women to voice and represent their counterparts if the younger ones are busy looking after their families and children.
- 88% of the surveyed IDP members and 84% of the host community members are young.
- 100% of the surveyed PwD members and 84% of non-disabled members are young.

Figure 26: Age of Key Informants (KIs)



5. Community Engagement/Services:

t. Engaging women in community activities:

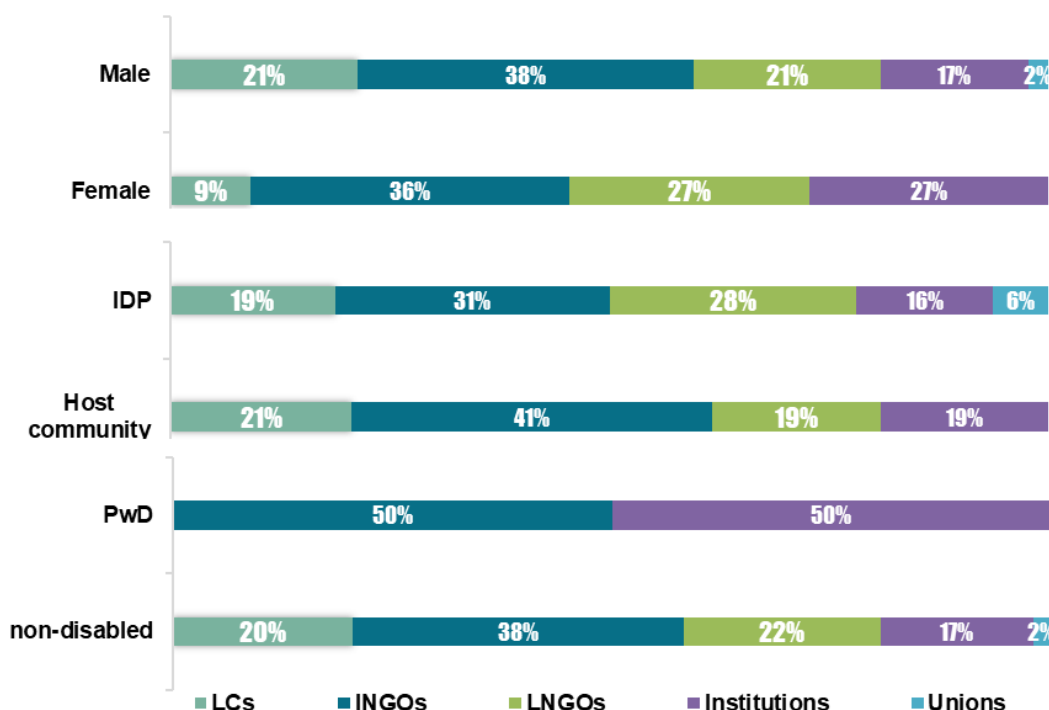
A variety of responses resulted when IMU enumerators asked members of CSOs about the entities that focus on engaging women in community activities,

- Male members see that International Non-Government Organizations (INGOs) are the first in engaging women in community activities by 38%, followed by Local Councils (LCs) by 21%, Local Non-Government Organizations (LNGOs) by 21%, Syrian Interim Government (SIG) institutions by 17% and finally unions by only 2%.
- Female members, on the other hand, feel that INGOs are the first in engaging women in community activities by 36% followed by SIG institutions by 27%, LNGOs by 27%

and LCs by 9%. Females also agree with males that unions don't focus on engaging women in community activities.

- IDP members reveal that INGOs are the first in engaging women in community activities by 31% followed by LNGOs by 28%, LCs by 19%, SIG institutions by 16% and finally unions by only 6%.
- Host community members, on the other hand, think that INGOs are the first in engaging women in community activities by 41% followed by LCs by 21%, LNGOs by 19% and SIG institutions by 19%. Host community members don't see any role for unions in engaging women in community activities.
- PwD members inform that only INGOs and SIG institutions are engaging women in community activities by 50% for each.
- Non-disabled members, on the other hand, mention that INGOs are the first in engaging women in community activities by 38% followed by LNGOs by 22%, LCs by 20%, SIG institutions by 17% and unions by only 2%.

Figure 27: Entities engaging women in community activities



It is noticed from above that INGOs are the first in making efforts to engage women in community activities, whereas unions are far behind in this regard which might have been resulted from the lack of the expertise on how to engage women. It is also noticed that the responses of males, IDPs, host community and non-disabled people were consistent about LCs' role in engaging women in community activities; unlike those of females who don't see LCs as active as the other entities engaging women in community activities.

u. Engaging vulnerable groups women, PwD, minorities and IDPs in community engagement activities:

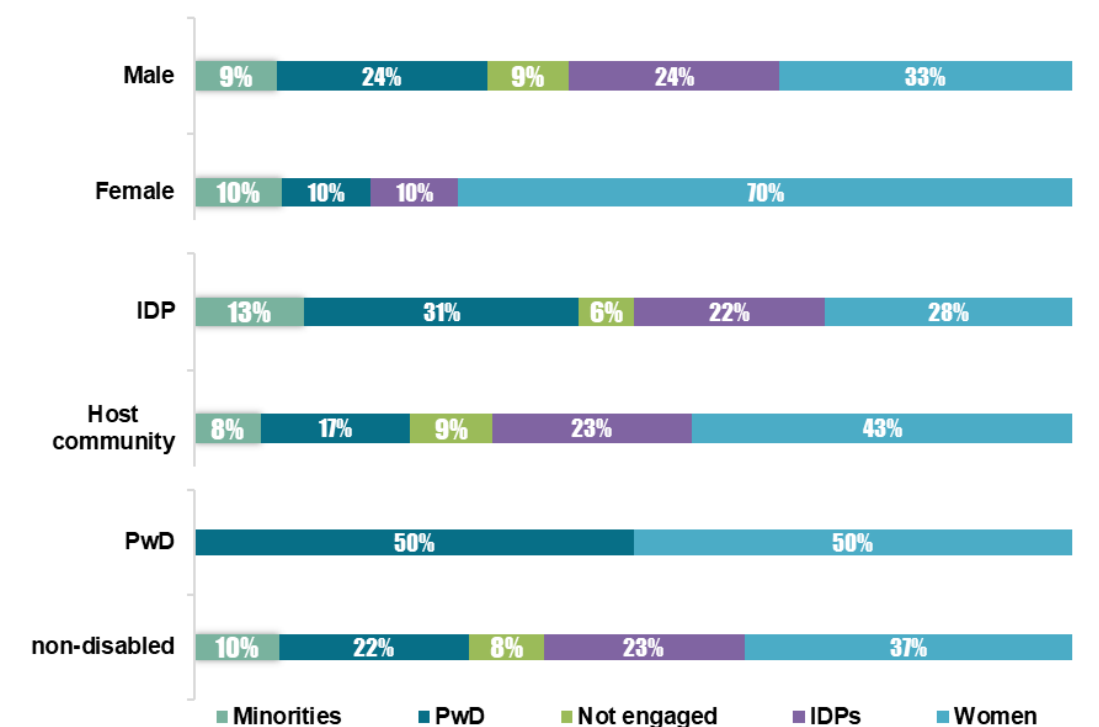
At the time of project's initiation and defining its scope and goals, entities should make it clear the criteria they are going to serve, support and engage in activities,

- Male members see that women are engaged in community engagement activities by 33% followed by IDPs by 24%, PwD by 24%, and minorities by 9%, whereas 9%

think that none of the above-mentioned groups is engaged in such activities.

- Female members, on the other hand, feel that women are engaged in community engagement activities by 70% followed by IDPs by 10%, PwD by 10% and minorities by 10%. The high percentage of females thinking that women are most engaged results from the fact that they are in direct touch with their counterparts and they tell each other.
- IDP members see that PwD are engaged in community engagement activities by 31% followed by women by 28%, IDPs by 22%, and minorities by 13%, whereas 6% think that none of the above-mentioned groups is engaged in such activities.
- Host community members, on the other hand, feel that women are engaged in community engagement activities by 43% followed by IDPs by 23%, PwD by 17% and minorities by 8%. However, 9% of them see that none of these groups is engaged.
- PwD members inform that only PwD and women are engaged in community engagement activities by 50% for each.
- Non-disabled members, on the other hand, mention that women are engaged in community engagement activities by 37% followed by IDPs by 23%, PwD by 22% and minorities by 10%. However, 8% of them see that none of these groups is engaged.

Figure 28: Entities engaging vulnerable groups in community engagement activities



As mentioned above, women, IDPs and PwD are most engaged in community engagement activities which can be seen as an indicator that entities involved do understand the term vulnerable groups and consider them in their activities.

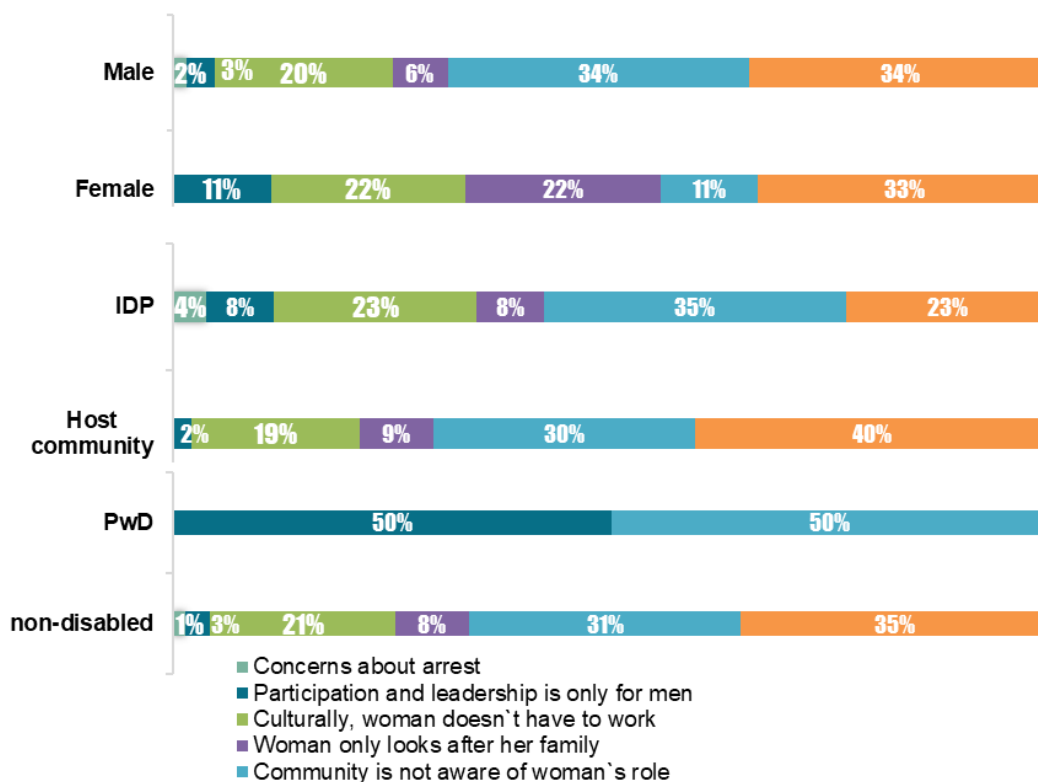
v. The main barriers that prevent women from being engaged in CSOs` activities

In advanced communities, there are ongoing debates and discussions about women and their roles in the community. Some people opposed to them holding outstanding positions. Others see

them productive when charged with such positions. In Syria, there are uprooted barriers preventing women from being engaged in the community. With the outbreak of the conflict, many CSOs started designing projects to address women`s related affairs. Yet, they were confronted with some barriers preventing women from being engaged in CSOs` activities,

- 34% of male members, 11% of female members, 35% of IDP members, 30% of host community members and 31% of non-disabled members along with 50% of the surveyed PwD members say that community is not aware of woman`s role, preventing her from taking part in activities.
- Community culture imposes on 20% of males, 22% of females, 23% of IDPs, 19% of the host community and 21% of non-disabled members to think that woman doesn`t have to work.
- 6% of males, 22% of females, 8% of IDPs, 9% of the host community and 8% of non-disabled members further think negatively that the main responsibility of a woman is to look after her family and children.
- 3% of males, 11% of females, 8% of IDPs, 2% of the host community and 3% of non-disabled members along with 50% of the surveyed PwD believe that community participation and leadership roles are only for men.
- 2% of males, 4% of IDPs and 1% of non-disabled members express concerns about the arrest of the women engaged in activities directly or the male members of their families.
- However, 34% of males, 33% of females, 23% of IDPs, 40% of the host community and 35% of non-disabled members don`t see any barriers preventing women from being engaged in activities.

Figure 29: The main barriers that prevent women from being engaged in CSOs` activities



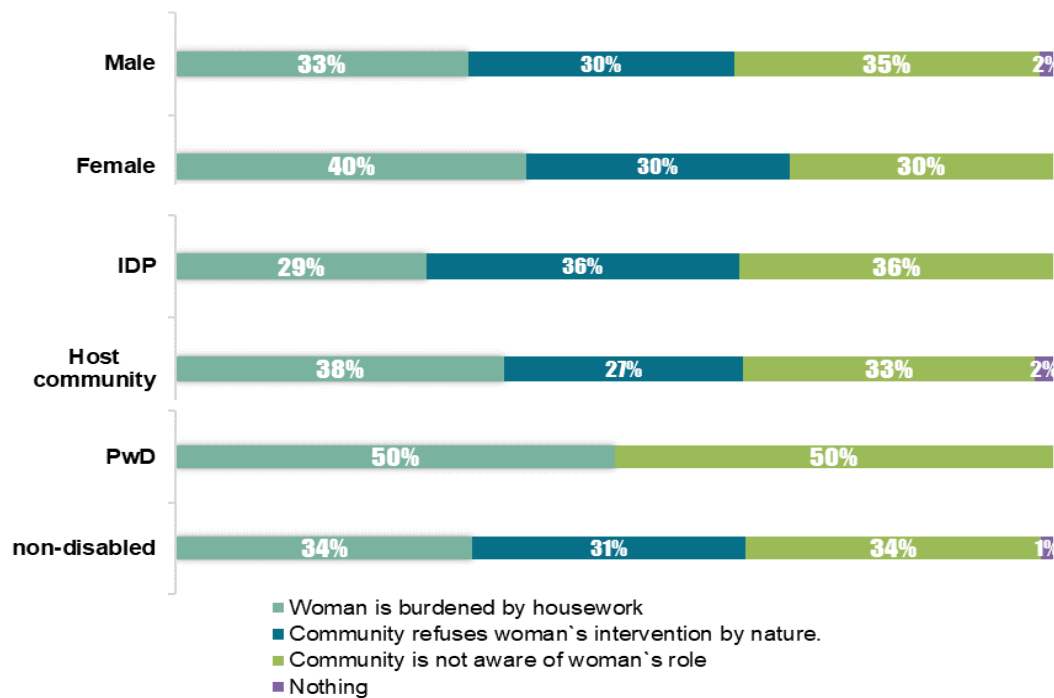
Interestingly, more males 34% than females 11% do highlight that community is not aware of woman's role where social norms are a real barrier in front of women's engagement. Meanwhile, the community awareness should be raised about women suffering in Syria during the war, shedding light on the creativity generated through their pain, and focusing on the importance of enabling women, economically, socially and politically. In addition, more females than males affirm that community participation and leadership roles are only for men and that might be considered as an indicator that women are not fully aware of their capabilities and potentials.

w. The main barriers that limit women from being engaged in CSOs` activities

Despite the fact that there is a consistency in the percentage of the surveyed members of CSOs, who don't see any barriers preventing women from being engaged in activities, that doesn't mean the conditions are fully prepared for women to participate in activities, because of some of out of control barriers, limiting women from being involved in such activities. The results show that,

- 33% of male members, 40% of female members, 29% of IDP members, 38% of host community members, and 34% of non-disabled members along with 50% of the surveyed PwD feel that woman is burdened by housework which limits her from taking part in activities even if she is willing to participate.
- 30% of males, 30% of females, 36% of IDPs, 27% of the host community and 31% of non-disabled members think that community refuses woman's intervention by nature.
- 35% of males, 30% females, 36% of IDPs, 33% host community and 34% of non-disabled members along with 50% of the surveyed PwD affirm that community is not aware of woman's role.
- Only 2% of males, 2% of the host community and 1% of non-disabled members, on the other hand, don't see any barriers that limit women from being involved in community activities.

Figure 30: The main barriers that limit women from being engaged in CSOs` activities



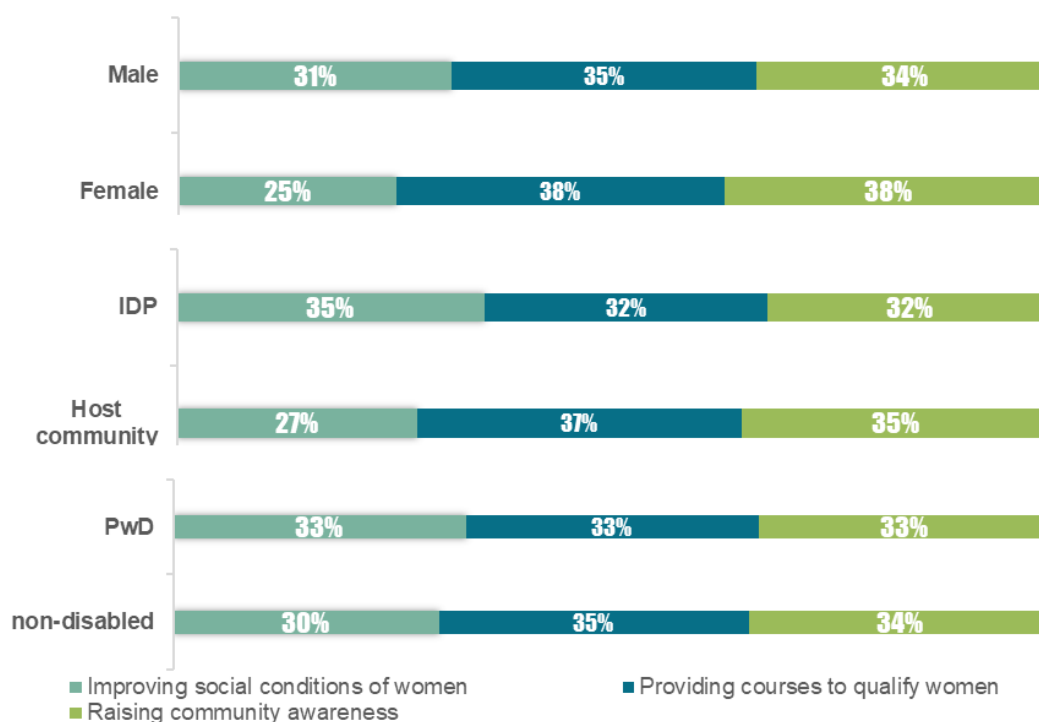
Remarkably, it was reiterated that the community is not aware of woman`s role which is either preventing or limiting women from taking part in community activities and that need to be addressed through community awareness raising sessions or similar activities.

x. The most effective ways to engage women in CSOs` activities

It is not questionable that women have very important roles to play inside and outside houses. Consequently, efforts should be made to engage women in CSOs` activities efficiently. IMU enumerators asked Kis about the most effective ways to engage women in these activities. It was revealed that,

- 31% of the surveyed male members, 25% of female members, 35% of IDP members, 27% of host community members and 30% of non-disabled members suggest improving the social conditions of women to allow them to participate in CSOs` activities.
- 35% of the surveyed males, 38% of females, 32% of IDPs, 37% of the host community and 35% of non-disabled members recommend providing courses for qualifying women to play a role in CSOs.
-
- Meanwhile, 34% of males, 38% of females, 32% of IDPs, 35% of the host community and 34% of non-disabled members see opportunity in raising awareness of the community about women`s role to grant community acceptance about engaging women in CSOs` activities.
- Simultaneously, the surveyed PwD see opportunity in all of the above-mentioned ways to effectively engage women in CSOs` activities.

Figure 31: The most effective ways to engage women in CSOs` activities



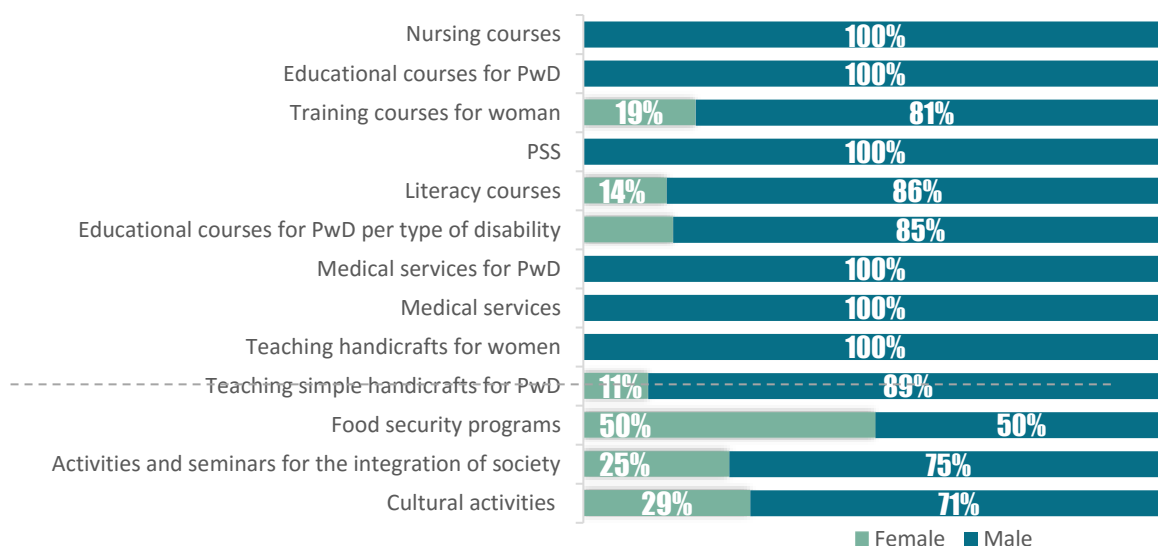
y. Activities provided by CSOs for vulnerable groups

As mentioned earlier, CSOs do understand what “vulnerable groups” are consisted of, why they should be targeted, and make efforts to provide activities to these groups accordingly. IMU enumerators interviewed KIs of the different CSOs about the activities they provide to vulnerable groups as per their capacity in terms of funding and expertise,

- 100% of those who mention that CSOs provide the activities of nursing courses, educational courses for PwD, psycho-social support (PSS), medical services for PwD or non-disabled people, and teaching handicrafts for women are male members of CSOs.

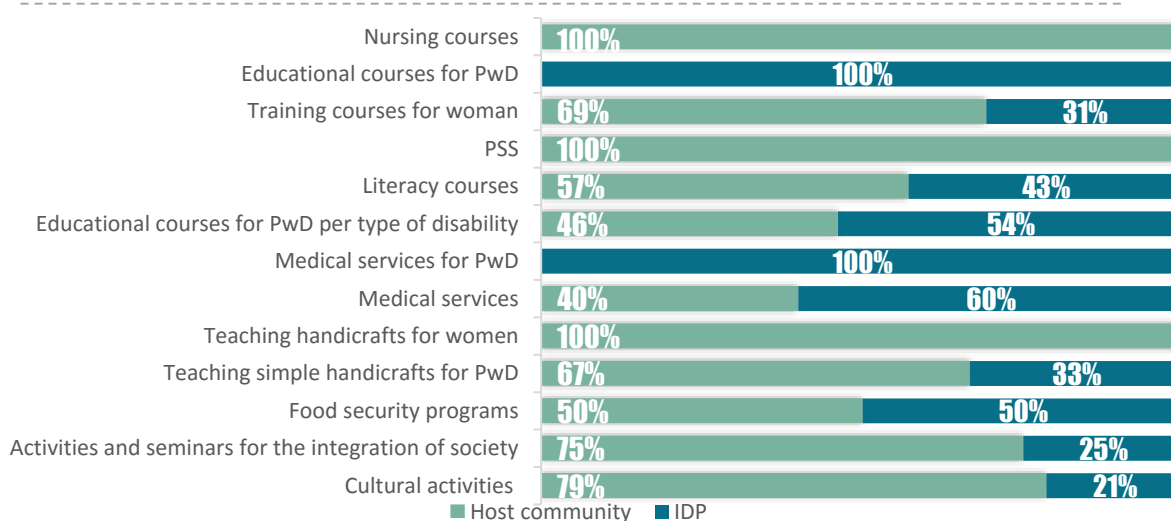
- On the other hand, the activities mentioned by both CSO male and female members covered training courses for woman`s active role in community, literacy courses, educational courses for PwD per type of disability, teaching simple handicrafts for PwD, food security programs, activities and seminars for the integration in society (exchange of views, cultures, customs and traditions between IDPs and host community), and cultural activities with different percentages.

Figure 32: Activities provided by CSOs for vulnerable groups per gender



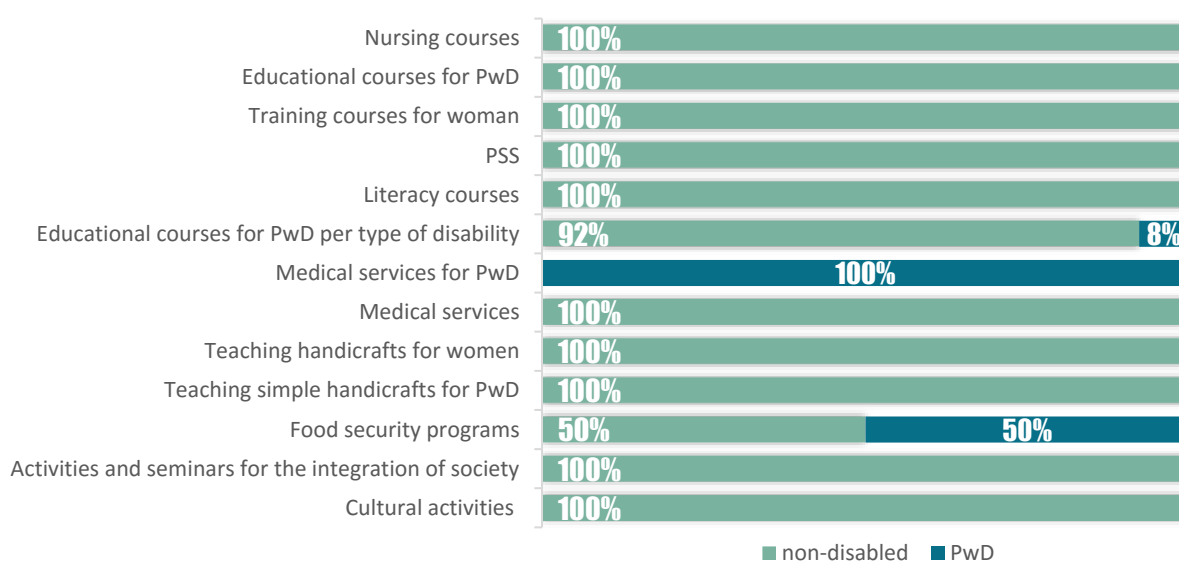
- 100% of those who mention that CSOs provide the activities of educational courses for PwD and medical services for PwD are IDP members of CSOs.
- 100% of those who mention that CSOs provide the activities of nursing courses, PSS and teaching handicrafts for women are host community members of CSOs.
- The activities mentioned by both CSO IDP and host community members covered training courses for woman`s active role in community, literacy courses, educational courses for PwD per type of disability, medical services, teaching simple handicrafts for PwD, food security programs, activities and seminars for the integration of society (exchange of views, cultures, customs and traditions between IDPs and host community), and cultural activities with different percentages.

Figure 33: Activities provided by CSOs for vulnerable groups per status



- 100% of those who mention that CSOs provide the activities of nursing courses, educational courses for PwD, training courses for woman’s active role in community, PSS, literacy courses, medical services, teaching handicrafts for women, teaching simple handicrafts for PwD, activities and seminars for the integration of society (exchange of views, cultures, customs and traditions between IDPs and host community), and cultural activities are non-disabled members of CSOs.
- 100% of those who mention that CSOs provide the activities of medical services for PwD are PwD members of CSOs.
- The activities mentioned by both PwD members and non-disabled members of CSOs included educational courses for PwD per type of disability and food security programs.

Figure 34: Activities provided by CSOs for vulnerable groups per ability/non-ability

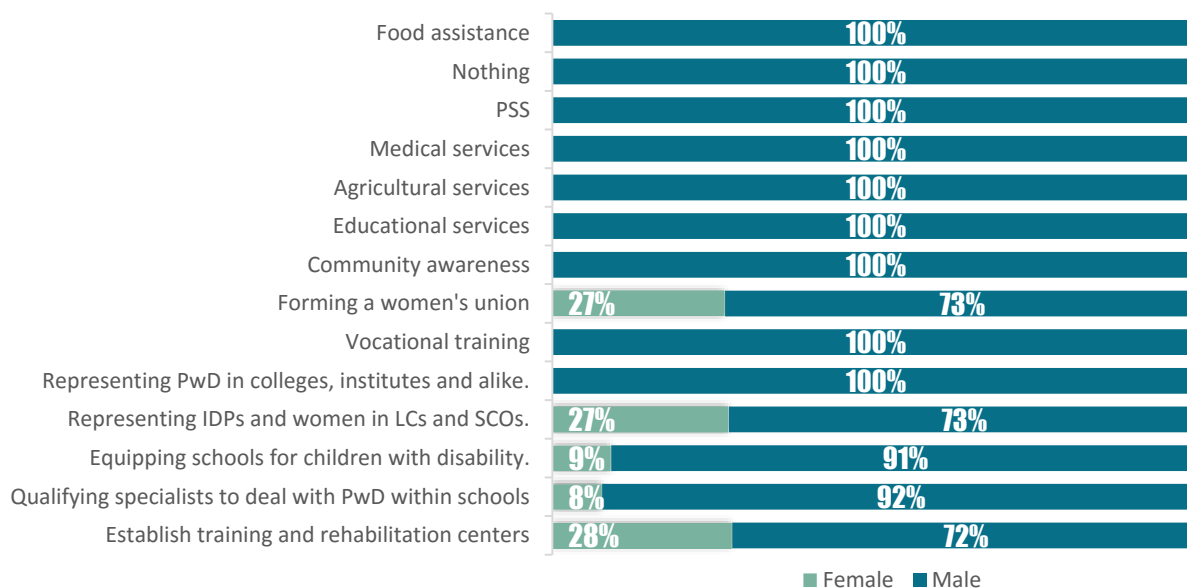


z. Services provided for vulnerable groups in the community

Notwithstanding the fact that CSOs make efforts to engage the vulnerable groups in community activities, their efforts won't succeed or have any positive impact on them unless these activities are paralleled with services that would support them economically, save them some time, and better prepare them to be engaged in the activities mentioned above. It was found out that,

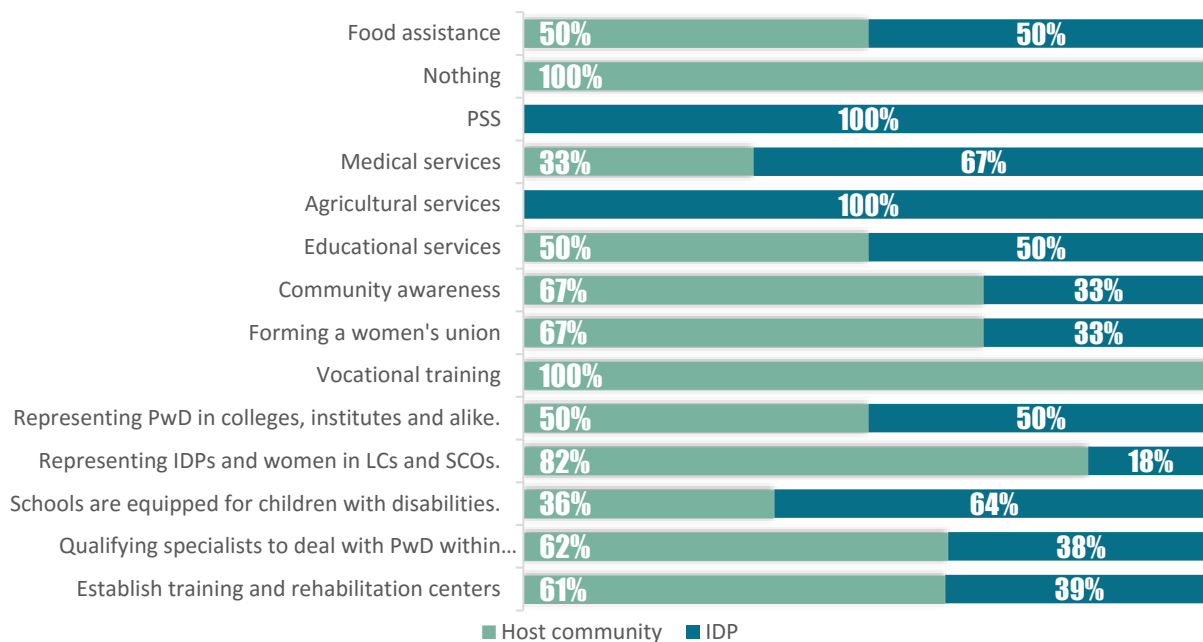
- 100% of those who see that CSOs provide the services of food assistance, PSS, medical services, agricultural services, educational services, community awareness, vocational training and allocating a quota for PwD in colleges, institutes and civil servants are male members of CSOs.
- 100% of those who mention that no services are provided by CSOs are male members of CSOs.
- The services mentioned by both male and female members of CSOs included forming a women's union to meet the requirements of women and represent them within the community, representing IDPs and women in LCs and CSOs, equipping schools for children with disabilities, qualifying specialists to deal with PwD within schools and establishing training and rehabilitation centers to integrate IDPs and host community into their rehabilitation programs with different percentages.

Figure 35: Services provided for vulnerable groups in the community per gender



- 100% of those who say that CSOs provide the services of PSS and agriculture services are IDP members of CSOs.
- 100% of those who think that CSOs provide vocational training are host community members of CSOs.
- 100% of those who mention that no services are provided by CSOs are host community members of CSOs.

Figure 36: Services provided for vulnerable groups in the community per status



- The rest of the services mentioned above are stated by both IDP and host community members of CSOs with different percentages.
- Both PwD and non-disabled members of CSOs jointly mention that CSOs provide the services of representing IDPs and women in LCs and CSOs, equipping schools for children with disabilities and establishing training and rehabilitation centers to integrate IDPs and host community into their rehabilitation programs with different percentages.
- The rest of the earlier-mentioned services are stated by only non-disabled members of CSOs.
- 100% of those who mention that no services are provided by CSOs are non-disabled members.

Figure 37: Services provided for vulnerable groups in the community per disabled/non-disabled



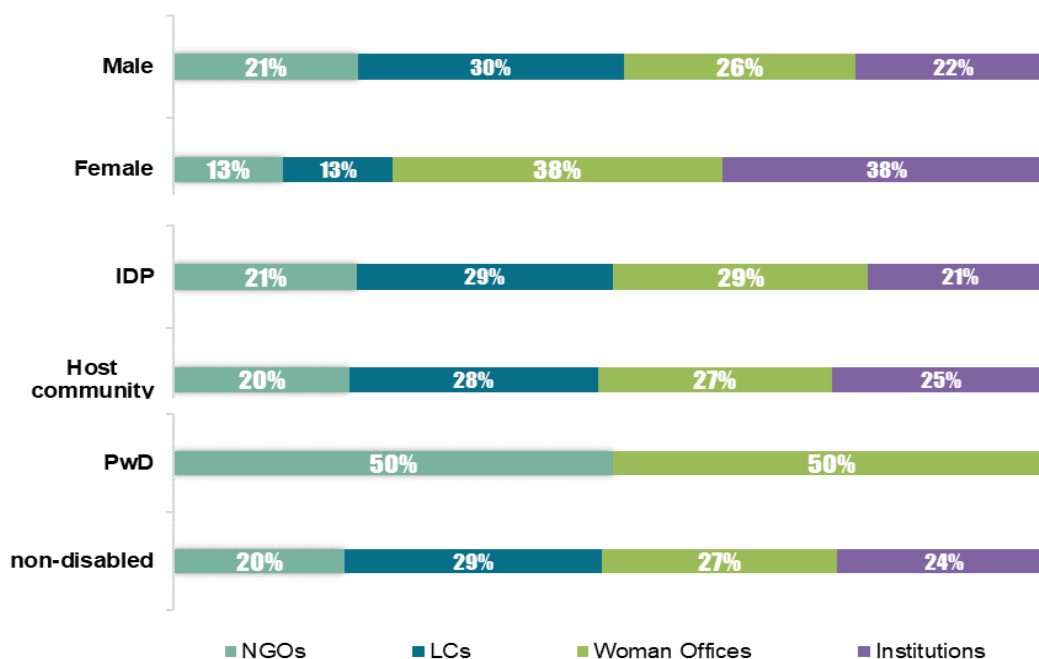
It was found out that females focus more on issues related to women, PwD and integration in general, while males covered almost all sorts of services, and can be attributed to the fact that female members of CSOs are still new holding such positions, requesting different entities to set plans to build their capacity and develop their skills to be qualified for these positions.

aa. The preferred entity to coordinate with for better services and empowerment of women

Dealing with women-related issues is so fragile in areas of conflict in general and in the Syrian context in particular, not only because of the different controlling forces, but also the population need to trust the entities providing their female members with services and working on empowering them. Different responses received when members of CSOs were surveyed about the preferred entity to coordinate with for better services and empowerment of women,

- 21% of male members of CSOs, 13% of female members, 21% of IDP members, 20% of host community members and 20% of non-disabled members along with 50% of the surveyed PwD members of CSOs prefer coordinating with NGOs because they are more effective, flexible, do care about women and work on empowering them.
- 30% of males, 13% of females, 29% of IDPs, 28 % of the host community and 29% of non-disabled members of CSOs choose to coordinate LCs because they are the official body controlling the area.
- 26% of males, 38% of females, 29% of IDPs, 27% of the host community and 27% of non-disabled people along with 50% of the surveyed PwD members of CSOs go with coordinating with woman offices in LCs because they are keen on meeting the needs of women and empowering them.
- 22% of males, 38% of females, 21% of IDPs, 25% of the host community and 24% of non-disabled members of CSOs would rather coordinate with other institutions of Syrian Interim Government (SIG) because they are active on field level and do coordinate with each other.

Figure 38: Preferred entity to coordinate with for better services and empowerment of women



It was found out that the surveyed members of CSOs are the same distance from the entities coordinated with for better services and empowerment of women. They see that all the entities can be coordinated with because they are capable of providing better services and are working on empowering women.

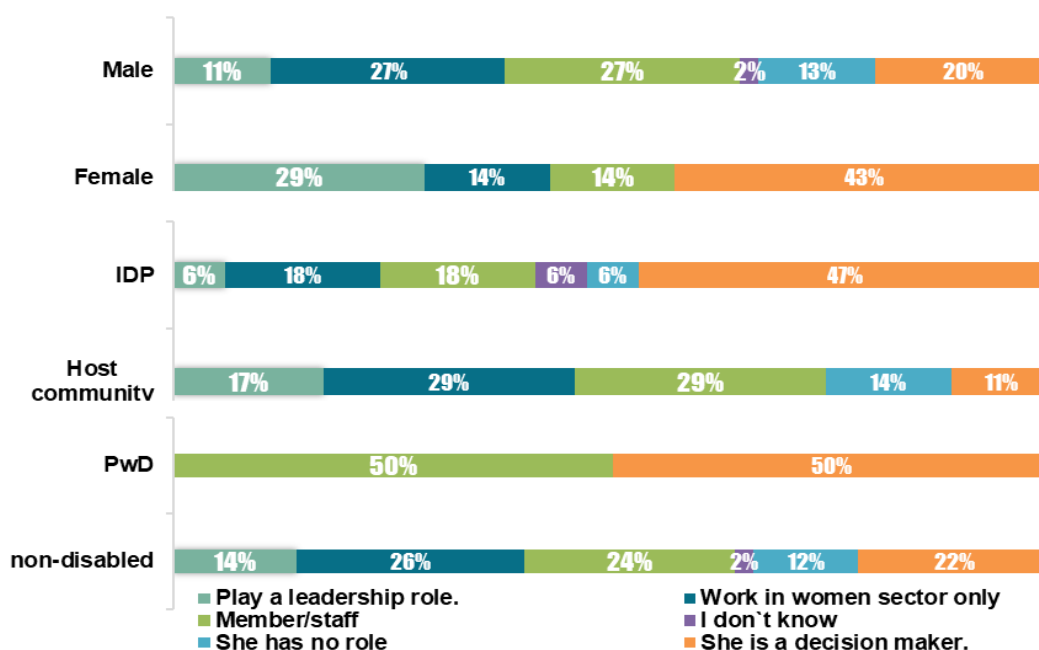
6. Leadership

bb. Roles of women within CSOs

The populations might know that women are a component of CSOs holding many positions, but they might not know the roles of women within CSOs precisely. IMU enumerators reached CSOs members out and got the following response in this regard,

- 11% of male members of CSOs, 29% of female members, 6% of IDP members, 17% of host community members and 14% of non-disabled members of CSOs say that woman hold a leadership role – Head or Deputy Head – in CSOs.
- 27% of males, 14% of females, 18% of IDPs, 29% of the host community and 26% of non-disabled members of CSOs see that woman works in women sector only.
- 27% of males, 14% of females, 18% of IDPs, 29% of the host community and 24% of non-disabled members along with 50% of the surveyed PwD members mention that woman is a member, but she doesn't participate in decision making.
- 20% of males, 43% of females, 47% of IDPs, 11% of the host community and 22% of non-disabled members along with 50% of the surveyed PwD members of CSOs believe that woman is a decision maker – a member of the board or the Executive Officer.
- 2% of males, 6% of IDPs and 2% of non-disabled members don't know about woman's role in CSOs.
- 13% of males, 6% of IDPs and 14% of the host community and 12% of non-disabled members think that woman has no role to do in CSOs.

Figure 39: Roles of women within CSOs

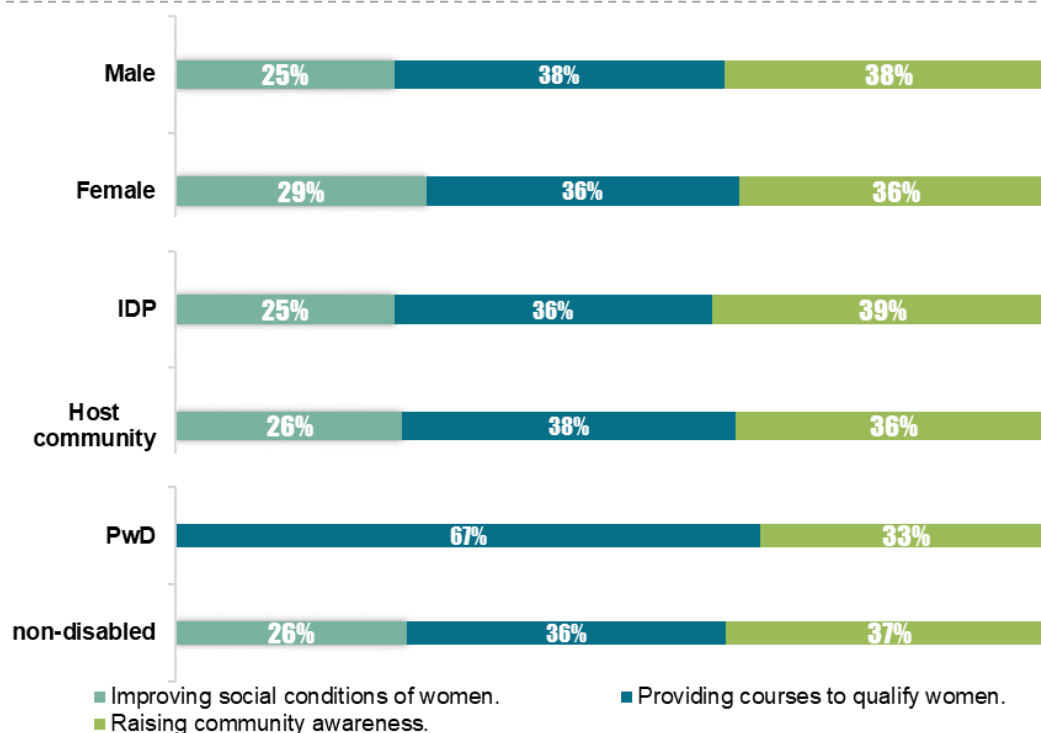


cc. The most effective way to support and encourage women to be active leaders in the community

No one can ignore the fact that women are as important as men in the community. Each of them has a role to do but women, being burdened as a head of her family and due to the side effects of the conflict, are impeded from holding leadership roles in CSOs. Consequently, efforts are made by those who know the real value of women to support and encourage them to be active leaders in the community as the following,

- 25% of the surveyed male members of CSOs, 29% of female members, 25% of IDP members, 26% of host community members and 26% of non-disabled members of CSOs see opportunity in improving the social conditions of women, which may give women time to participate in CSOs.
- 38% of male members, 36% of female members, 36% of IDP members, 38% of host community members and 36% of non-disabled members of CSOs along with 67% of the surveyed PwD members of CSOs agree on providing courses for qualifying women to play a leading role in CSOs.
- 38% of male members, 36% of female members, 39% of IDP members, 36% of host community and 37% of non-disabled members of CSOs along with 33% of the surveyed PwD members of CSOs affirm that raising the community awareness of women’s role in playing leadership positions and representing women in decision-making would be useful.

Figure 40: the most effective way to support and encourage women to be active leaders in the community

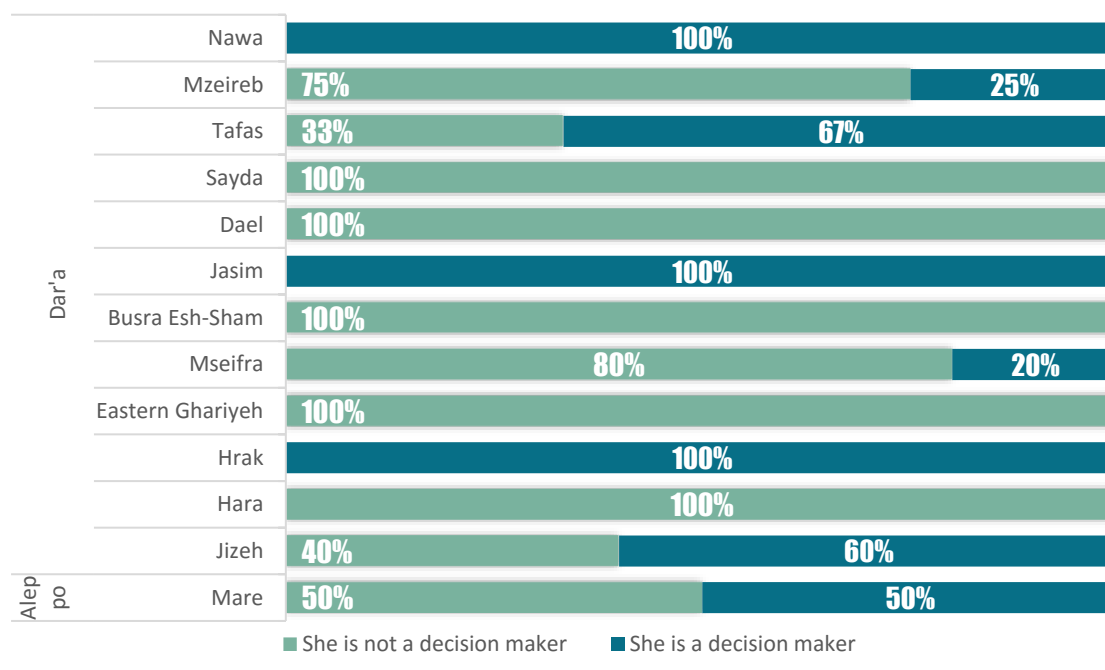


dd. Women as decision-makers

To conclude, women are dealt with and thought of differently as per the nature of the community, the controlling forces and the prevailing traditions,

- 100% of the surveyed members of CSOs in Nawa, Jasim and Hrak in Dar`a governorate see woman as a decision maker.
- 100% of the surveyed members of CSOs in Sayda, Da`el, Busra Esh-Sham, Eastern Ghariyeh and Hara in Dar`a governorate don't think that woman is a decision maker.
- The surveyed members of CSOs in Mzeireb, Tafas, Mseifra, and Jizeh in Dar`a governorate along with Mare` in Aleppo governorate are divided where some of them recognize woman as a decision maker, and others don't believe so.

Figure 41: Decision-making women per community





Comprehensive Baseline
Strengthening Governance Services
(SGS) Project in Syria

Baseline Gender Assessment

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