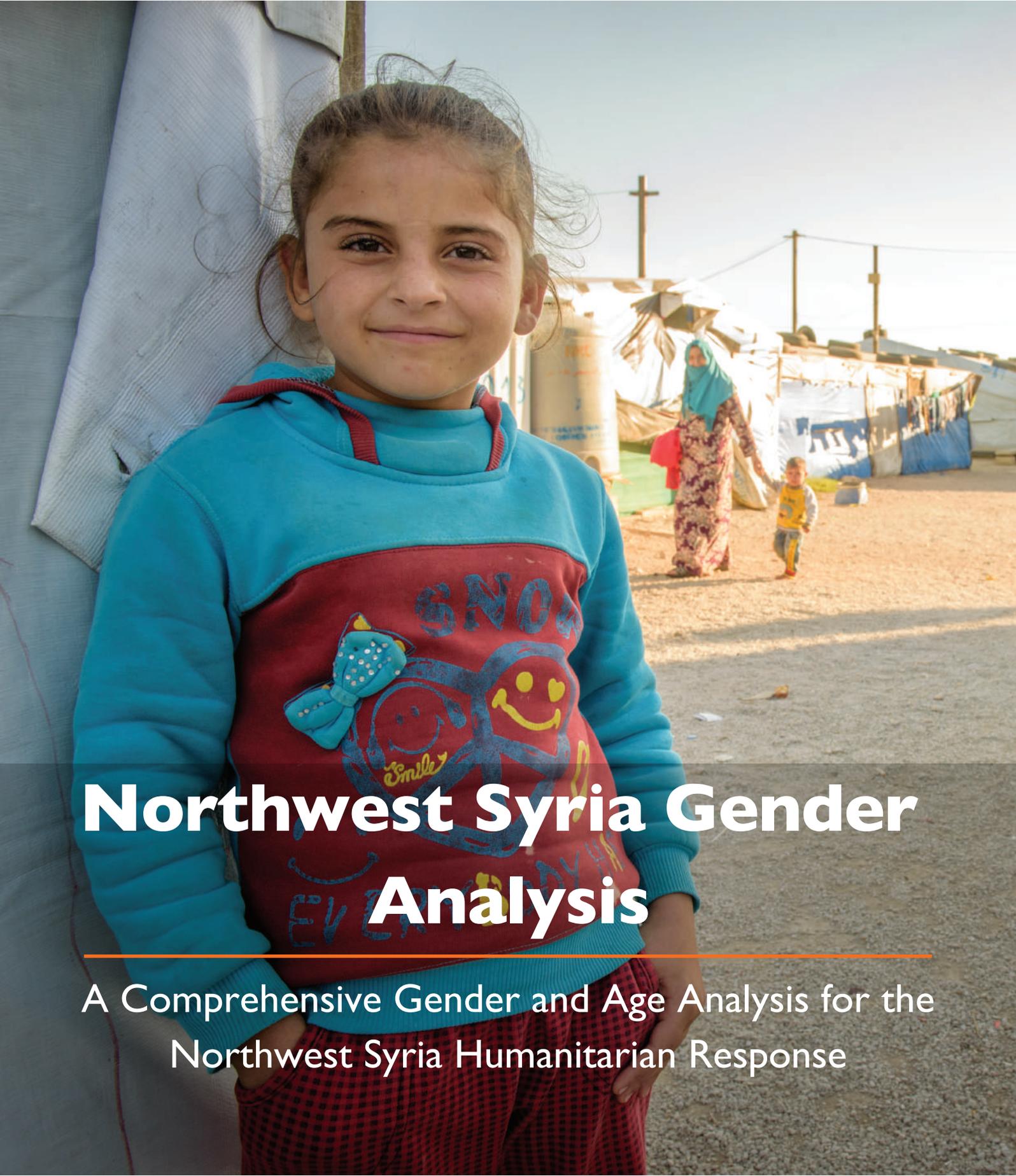




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Northwest Syria Gender Analysis

A Comprehensive Gender and Age Analysis for the
Northwest Syria Humanitarian Response

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Abbreviations

AoR	Area of Responsibility
BMZ	Federal Ministry for Economic Cooperation and Development, Germany
CA	Contested Area
CCCM	Camp Coordination and Camp Management
CP	Child Protection
DRA	Dutch Relief Alliance
DV	Domestic Violence
ECHO	European Commission Humanitarian Aid
FG	Focus Group
FGD	Focus Group Discussion
FSL	Food Security and Livelihoods
GAM	Gender and Age Marker
GBV	Gender Based Violence
GBVIE	Gender-based Violence in Emergencies
HNO	Humanitarian Needs Overview
IASC	Inter-Agency Standing Committee
IDP	Internal Displaced Persons
IhsanRD	Ihsan Relief and Development
ILO	International Labor Organization
INGO	International Non-Governmental Organization
IPV	Interpersonal Violence
IRC	International Rescue Committee
KI	Key Informant
LNGO	Local Non-Governmental Organization
NFI	Non-Food Items
NGO	Non-Governmental Organization
NSAG	Non-State Armed Groups
NW	North West
OCHA	United Nations Office for the Coordination of Humanitarian Affairs
OFDA	Office of United States Foreign Disaster Assistance
SAA	Syrian Arab Army
GoS	Government of the Syrian Arab Republic
SDF	Syrian Democratic Forces
SRD	Syria Relief and Development
SV	Sexual Violence
ToR	Terms of References
UN	United Nations
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
WASH	Water, Sanitation and Hygiene
WoS	Whole of Syria
WRC	Women's Refugee Committee
WVI	World Vision International

I. Executive Summary



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A thorough understanding of the different needs of men, women, girls and boys of different ages is necessary for adequate humanitarian response. Gender analysis should be integrated into all assessments and situational analyses to ensure relevant humanitarian response programs and that gender-based injustices and inequalities are not exacerbated by interventions. Also, where possible this analysis can promote greater equality, justice and gender relations integrate prevention and risk mitigation of gender-based violence. The purpose of this analysis is to assess the gender dimensions of the protection needs and challenges of Internally Displaced Persons (IDPs) within Northern Syria.

I.1. Summary of Findings

Women have increased access to labour market but still limited control over resources

Women and girls in Syria have traditionally been relegated to reproductive/domestic work, while the responsibility of men is to be the “breadwinner” and protect the family. The biggest change cited since the start of the conflict was the change in women’s roles, with women now participating in productive and not just reproductive work. In some cases they have become the principal financial providers for the family.

Unequal division of labor and workforce participation

Female participation in the labor force was low before the conflict, with women making up only 15% of the total workforce in 2010 (ILO, 2010). However, according to focus group participants, key informants and much of the literature women are now joining the workforce, helping with family finances and becoming the “breadwinners”. Despite this, only 13% of female participants said they were the family’s breadwinner as compared to 51% of men, which aligns with the workforce data available estimating that 17-12% of households are female-headed (Buecher & Aniyamuzaala, 2016). Women may have more access to the formal workforce, but they are still burdened with the gender normative role of homemaker. Women are still responsible for the household, the family and all other reproductive work, which is never monetized (Exploring Economics, 2016).

Men are feeling shame and expressing self-limiting behavior

Men expressed feeling emasculated because of how gender roles have changed since the conflict began. Focus group participants, key informants and the literature state that men feel ashamed and “less than” because they are no longer the “breadwinners” or able to adequately provide financially for their families. In a contradictory juxtaposition, men said they are unwilling to take certain jobs that are socially considered “women’s work.” All participants agreed that it is a man’s role to provide for and protect the family. This has pushed men to extreme measures and has led some to take up arms and join one of the armed groups.

Mass displacement negatively affects everyone’s safety, but disproportionately impacts women and girls

The families of NW Syria have undergone complex and often repeated displacement. During the assessment process there was a spike in violence, airstrikes and bombing in Idlib and the Northern Hama Governorates. Nearly 350,000 people were forced to flee and were displaced in May and June (OCHA, 2019), during the assessment period. Large-scale new and protracted displacement has forced a change in the roles, responsibilities and power dynamics as it relates to gender and age. Women and children make up 73% of the camp population in NW Syria (HNO, 2019). Many of these women are divorced, separated or widowed and many are the de-facto heads of households. Men may be more likely to stay behind, particularly in areas associated with conscription and the risk of detention, and many elderly people say they stay behind to protect property (CCCM, 2018). Women and girls report feeling unsafe after fleeing. Camps are over-crowded, with a lack of privacy and security. For children, displacement often means that school-aged children are not attending school and the risk of other protection concerns – e.g. early and forced marriage – is increased. Loss and destruction of civil documentation is also an issue.

Restriction on movement

Most focus group participants said that their movement was restricted. Both male and female groups of all ages say they are afraid of kidnapping and abductions – however, it was highlighted that this fear is used as a primary reason given by men to restrict the movement of women and girls. While that may be part of the reason, it seems the primary driver is rooted in controlling women and girl's movements, rather than safety. Some of the restrictions themselves are so severe that they could be considered as being used as a tool of violence.

Limited representation/participation and leadership of women

Women participate routinely and maintain the groups and the men come in to make decisions and reap the benefits of the group. Sex- and age-disaggregated data is collected but does not translate into planning and programming that holistically take gender and age differences and dynamics into account across the sectors. The perspective of women and other marginalized groups are vastly underrepresented in data-gathering on community needs. The 2018 multi-sector needs assessment (MSNA) (OCHA, 2018) for the first time gathered information from a significant number of female participants; 45%. This is a significant improvement as it was only 26% in 2017 and 9% in 2016. Limited participation not just at the community level but throughout the humanitarian response architecture for the cross-border response is apparent. Cluster participation of women is low in many 'technical' clusters and the numbers are much higher in health and protection related groups.

Community fears vary based on gender

The types of violence that people fear most differ by gender. Both men and women feared, in order: i) bombing and airstrikes, ii) kidnapping, iii) physical violence, iv) sexual harassment/exploitation and violence, and v) displacement. Men were most fearful of airstrikes - 63 percent of male focus group participants said this was what they were most concerned about, followed by kidnapping. Female focus group participants were most concerned with physical violence in the form of interpersonal violence, sexual violence and harassment/exploitation, and displacement.

Varying types of violence against women and girls has increased

Many respondents said that violence against women and children has increased. Women talked about the increase in interpersonal violence and their fears of sexual violence and sexual harassment and exploitation. Women also expressed fear of economic violence and on early and forced marriage. When discussing economic violence, women mention their inability to make financial decisions, being prevented from earning money, and having their earnings withheld by employers among other factors. Many women were fearful to fully express their security concerns when it was related to interpersonal violence, but especially when talking about sexual violence.

Interpersonal violence has increased

Women and men said that interpersonal violence has increased. Many attribute the increase in domestic and family violence to the changing social and cultural norms with women now working outside of the home. Women discussed the myriad ways interpersonal violence was perpetrated, from being shouted at to being denied food. Women and girls said that interpersonal violence has increased because of the stresses of the on-going conflict, displacement and the poor economic situation. However, domestic violence was prevalent before the start of the conflict. The difference is that there is now nowhere where women and girls say they feel safe. Interpersonal violence is so deep-rooted, that with the conflict it seems too minor to speak out about or risk additional consequences.

Sexual violence against women and girls is one of the biggest fears

Sexual violence was one of the most frequent fears mentioned by women and girls. Men also stated that they feared for the women in their lives, in particular, their daughters to be victims of sexual violence (rape, sexual harassment and exploitation). According to *Voices from Syria 2019*, women and girls said that rape and sexual assault were daily fears (WoS GBV AoR, 2019). Every female FGD group had participants that mentioned rape and sexual violence as a fear. Conversely though, after participants stated that rape was a fear, they would then say it doesn't happen in their community. Even during the review of the questionnaires by facilitators, they said they did not want to ask any questions regarding consent because it was against cultural norms.

So, while the fear of sexual violence was expressed routinely, it is still not safe to openly discuss, and most women and girls fear the stigma, shame, and the dangerous potentially life-threatening consequences of victimization. The fear of stigma and shame and the need to keep family honor is so strong that most women say that they cannot or will not seek medical services or report if victimized (IRC, 2012). Some participants said that they knew of services but didn't feel safe accessing them because of fear of retribution.

Women feel at even greater risk of sexual violence is in IDP camps and when they are displaced. "Women and girls reported that camps were particularly dangerous, and that rape and sexual assault may occur both in public, such as at communal latrines or water collection points, as well as at home and in overcrowded shelters." (WoS GBV AoR, 2019)

‘Honor’ Killing

Participants in focus groups did not mention ‘honor’ killings per se, but there were references to fear of women being killed if they are viewed as having committed a transgression. Honor killings do happen and according to Voices, 2019, some “GBV experts suggested that families might attempt to hide a so-called honor killing by reporting it as suicide, as happens in other parts of the world.” Before the conflict, it was estimated that roughly 300 Syrian women per year were killed by their family. There was a recent video posted on social media of a woman being murdered by her brother for alleged adultery (Guardian, 2018). There were also reports of one girl and two women from Idlib being murdered in alleged ‘honor’ killings in January and March of 2019 (STJ, 2019)

Need to address sexual violence against men and boys

Sexual violence perpetrated against men and boys was raised by many actors as an issue and an issue that is currently going unaddressed. The use of rape and other forms of sexual violence and physical torture against men and boys in government detention centers, by Syrian security forces and associated groups in non-detention settings, and by NSAGs (ASP, 2018) is finally being discussed. This is not an issue which is unique to men and boys, but there are religious and socio-cultural norms against those with differing sexual orientation and gender identity (SOGI). Threatening to label someone as homosexual is weaponized. The topic of SOGI is so taboo that focus group facilitators refused to ask any questions that could even be construed as being about SOGI. There are very limited services available for men and boys; even though they are not likely to seek medical or psychosocial support.

Increased fear of sexual exploitation and abuse in general and when receiving aid

When asked specifically about the types of violence they personally most feared, men and women both said they were afraid of the sexual exploitation of women. The most vulnerable to sexual exploitation and abuse were ranked as women (in particular widows and single), the poor, the elderly and people with special needs. This aligns with what was reported in Voices, the GBV Assessment - that the most vulnerable groups are female-headed households, displaced women and divorced or widowed women.

Most female focus group participants said that they rarely felt safe. Concerningly, some participants said that they feared exploitation while getting much-needed humanitarian services, such as food assistance. According to the Voices 2018 and as explained in a recent BBC News Report, women said that they have been exposed to exploitation and abuse when accessing humanitarian assistance (BBC News, 2018).

This aligns with the multi-sector needs assessment conducted in 2018, where 38% of women were only partially satisfied with the way humanitarian workers have behaved in the past three months. The humanitarian community operating in Syria is working to further strengthen prevention and response to sexual exploitation and abuse across all areas of the response. This includes through prevention of sexual exploitation and abuse networks, training and awareness-raising among humanitarian workers, and the roll-out of inter-agency community-based complaints mechanisms, which will allow beneficiaries to safely and confidentially report sexual exploitation and abuse concerns using a wide variety of channels.

Denial of education is a significant fear

Men and women, both old and young, mentioned the fear of denial of education, as well as lack of education, as a direct ramification of the conflict. There are many reasons why access to school has decreased, including there being less schools because of the conflict, lack of educational resources at the IDP camps, lack of civil documentation, families not having enough resources and enforcing child labor, early/forced marriage, and fear of exploitation limiting girls' movements.

One of the factors that affects both girls and boys is the lack of civil documentation and school certification. For families that have fled and left behind paperwork, there is limited access to services (WoS GBV AoR, 2019). In addition, for those who have fled and are in IDP camps, 73% of camps in Idlib and Aleppo have no education services (HNO, 2019). All of the young women's groups said they were either afraid of, or actively are, being denied an education.

Early and forced marriage continue to be problems

Early/forced marriage came up as a key protection issue. The tradition of early/forced marriage in Syria involved both males and females marrying at a young age (WRC, 2014; SRD, 2019). However, the practice has transitioned from one of tradition to truly being used as a negative coping strategy of the conflict, which impacts girls more significantly.

The participant demographics align with that fear and show that most female participants were/are married much younger than males. Sixty-six percent of female participants were 18 years or younger at age of marriage compared to only 15% of male participants. People justify using early and forced marriage in three main ways. Families think marrying off a daughter will reduce the family size and therefore ease the burden of taking care of the family. Families also say that it protects their girls. If a girl was violated, she would be forced to marry her perpetrator in order to not bring shame to her family. Girls are often forced to marry older men perceived to be a good protector. In addition, if a girl is abandoned or divorced, she is seen as a blight on the family and often forced to marry again. The girls themselves think that early marriage can be an escape to their current circumstances, either by perception or by promise.

Unequal commitment to gender equality, mitigating gender-based violence and to the broader humanitarian principals

There is an unequal commitment by humanitarian actors to gender equality, ending gender-based violence and the broader humanitarian principles. In a complex response like the Syrian cross-border response, the humanitarian architecture is heavily reliant on local NGOs that have varying understanding and willingness to adhere to gender equality and some of the humanitarian principles. For example, in conducting the training for this analysis, implementing partners expressed a varied understanding of gender equality and had biases that were difficult to overcome. When those that are tasked to implement the programming have a different understanding of the work, this creates a gap in quality of services available.

It also limits access to information. For example, because of social stigma facilitators refused to ask communities certain sensitive questions. When the refusal was not safety related, participants fell back on the excuse of “it does not happen in our culture”. If the difficult questions cannot be asked then a comprehensive picture of community needs, especially the most vulnerable, are not seen.

Limited technical knowledge and sector expertise on gender and technical area

There is also a different understanding of the necessity of gender inclusive programs across the International NGOs and UN agencies. There are clusters that focused on ensuring that their programming addresses the unique and changing needs of communities and others that struggle to see gender inclusion as central to their work. As an example, one person shared that their work is very technical and that just doing it impacts everyone and they didn't see how it would impact their work. Another person said that they did not see how they could integrate GBV prevention in technical programming. They shared that overall, they agree and understand the need but do not have the expertise to see it in programming and need that support. Key informants, including gender focal points, were not all aware of the different resources available to support their program design, such as the Gender handbook, the GBV Guidelines and the GBViE training.

Use of the gender and age marker use and capacity of the gender focal point network needs to increase

Key informants (KI) expressed liking and needing the newly rolled-out Gender and Age Marker (GAM) in theory. It was also noted that it at least forces partners to think about the language they use, even if it does not translate in operationalization. However, many KIs said that the GAM is used even more as a tick box exercise now than the previous gender marker. Several key informants discussed that it doesn't translate into project development and that there is not enough guidance on project development and operationalization for partners. The feedback that coordinators receive is usually that cluster partners haven't completed the GAM or why the numbers are low. However, there is no more detailed feedback about the ways that they can include gender and age into program development or thematic-specific ways of ensuring the differing needs of women, men, girls and boys are addressed. Expertise of the gender focal point network representatives is key - they need to be thematic experts and gender experts to support better integration.



I.2 Summary of Recommendations

Recommendation 1:

Invest in training on gender analysis, implementation and GBV risk mitigation and prevention. Target partners and staff were unaware of the resources available such as the Gender Handbook, GBV Guidelines and on using the Gender and Age Marker. Specific training should be done on GBViE and the GAM.

Recommendation 2:

Build the capacity of the gender focal point network to not only have improved knowledge on gender integration but to have other technical specialties, such as having a detailed understanding of gender and WASH or gender and the age dynamics of food security.

Recommendation 3:

Increase inclusion of women, elders and youth, from local community engagement to meaningful participation throughout the humanitarian architecture. This should be embedded from the grassroots level to the international level.

Recommendation 4:

Work with men and boys as allies to minimize the unintended consequences of feelings of powerlessness and concomitant potential increases in violence, and improve capacity to support male survivors of sexual violence.

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Recommendation 5:

Increase access to GBV services and improve the safety of receiving aid.

Recommendation 6:

Each cluster should have a representative participate in the relevant gender and GBV fora to gain a better understanding of gender equality and GBV risk-reduction, prevention and response programming and how their sector can integrate. Gender and GBV experts should also make efforts to work with other sector actors on increasing their detailed knowledge.

Recommendation 7:

Donor countries must deliver on their existing funding pledges and prioritise funding humanitarian initiatives that are inclusive and meaningfully address protection, gender equality and GBV reduction in their planning and implementation.

Recommendation 8:

Livelihoods initiatives should be inclusive and focus on gender equality and GBV risk mitigation and prevention.

2. Background

2.1 Country Context

Since 2011, Syria has been engulfed in a complex, protracted, multi-party and brutal civil war. The Syrian conflict is in its eighth year and the war has displaced millions, killed hundreds of thousands, decimated infrastructure and services, and left the Syrian people in desperate need of protection and humanitarian assistance.

The conflict has created mass, protracted displacement. Mass displacement is still occurring and according to the Camp Coordination and Camp Management (CCCM) Cluster over 1 million people were displaced just last year, adding to the 6.2 million people already internally displaced (UNHCR, 2018). In addition to the millions of IDPs, Syrians have fled the country and the United Nations High Commissioner for Refugees (UNHCR) estimates that roughly 5.6 million Syrian refugees are spread across the globe.

Before the conflict, Syria was a lower middle-income country, with a fast-growing economy (WB, n.d.). Since the conflict, the country and its populace have plunged into mass poverty and the crisis has set the country's development back decades (WVI, 2019). According to the 2019 HNO and ESCWA report, 83% of Syrians lived below the poverty line (ESCWA, 2016), and with continued conflict and displacement, indications are that this number is increasing. The conflict is so destabilizing that the World Bank has been unable to collect data on much of the world Development Indicators. Poverty is exacerbated by the decimated infrastructure for those Syrians who choose to remain in country or are trapped and unable to flee.

This year, 2019, NW Syria has seen a revitalization of hostilities between non-state armed groups (NSAGs) and the Government of Syrian Arab Republic (GoS). The Government of the Russian Federation (GoRF) and the GoS escalated attacks— airstrikes and shelling—in NSAG controlled areas of Aleppo, Idlib and Hamah governorates, with more than 500 people killed from 29 April to 08 August 2019 (USAID, 2019). The response to the conflict and humanitarian crisis in NW Syria is implemented from Southern Turkey—the cross-border response—that was established after the adoption on United Nations (UN) Security Council Resolution 2165.

2.2 World Vision International – Syrian Conflict Response

World Vision International (WVI) established its response to the humanitarian crisis inside Syria in 2013, working in the most fragile locations outside of GoS held areas in the north and in the south before the Government reasserted control over the southern governorates. With an annual country budget portfolio for WVI work inside Syria being consistently around 25 million USD in each year between 2013 and 2019. This funding from donors such as the Office of United States Foreign Disaster Assistance (OFDA), the United Nations Office for the Coordination of Humanitarian Affairs (OCHA), the European Commission Humanitarian Aid (ECHO), the German Federal Ministry for Economic Cooperation and Development (BMZ), Irish Aid and the Dutch Relief Alliance (DRA) amongst many others, has helped WVI reach the most vulnerable inside Syria through a comprehensive multi-sectoral approach covering the water, health and sanitation (WASH), Shelter, Health, and Protection needs for 1,157,845 beneficiaries in total since the response first started.

2.3 Why Conduct a Gender Analysis?

A thorough understanding of the different needs of men, women, girls and boys of different ages is necessary for adequate humanitarian response. Gender analysis should be integrated into all assessments and situational analyses to ensure relevant humanitarian response programs and that gender-based injustices and inequalities are not exacerbated by interventions. Also, where possible greater equality, justice and gender relations are promoted and prevention and risk mitigation of gender-based violence is integrated.

According to the Inter-Agency Standing Committee (IASC) Gender Handbook for Humanitarian Action (Hereinafter the 'Gender Handbook') states, "gender is a social construct built through cultural, political and social practices that defines the roles of women, girls, men and boys..." and that "gender, along with age, sexual orientation and gender identity, determines the power which women, girls, men and boys have and their ability to access and control resources." (IASC, 2017)

Gender analysis is critical to any humanitarian intervention and is essential for every sector of an agency's programming. Adequate gender analysis, that examines intersections of age, class, religion and race, is the foundation for good programming and effective humanitarian response by leading to better program/intervention design that has the positive impacts and reduces unintended negative consequences for the most vulnerable. This is reaffirmed by the commitment of the IASC in its policy statement.

"The IASC commits to the goals of gender equality and the empowerment of women and girls in humanitarian action. This entails making provision to meet the specific needs of women, girls, men and boys in all their diversity, promote and protect their human rights, and redress gender inequalities." (IASC, 2017)

In this vein, “linking GBV to its roots in gender discrimination and gender inequality necessitates not only working to meet the immediate needs of the affected populations, but also implementing strategies—as early as possible in any humanitarian action—that promote long-term social and cultural change towards gender equality.” (IASC, 2015) It is every humanitarian actor’s responsibility to reduce, mitigate and prevent GBV, which is an umbrella term for harmful actions perpetrated against a persons will, based on socially ascribed gender norms.

Further concretizing the obligation of all humanitarian actors to protect the most vulnerable, the IASC Principal’s statement on the Centrality of Protection in Humanitarian Action provides states:

“Protection of all persons affected and at-risk must inform humanitarian decision-making and response... It must be central to our preparedness efforts, as part of immediate and life-saving activities, and throughout the duration of humanitarian response and beyond. In practical terms, this means identifying who is at risk, how and why at the very outset of a crisis and thereafter, taking into account the specific vulnerabilities that underlie these risks, including those experienced by men, women, girls and boys, and groups such as internally displaced persons, older persons, persons with disabilities, and persons belonging to sexual and other minorities.” (IASC Principals, 2013)

In addition to gender, understanding how age, disability, and other areas of vulnerability intersect and influence a person’s access to humanitarian interventions and protections are critical. It helps increase the efficacy of humanitarian programs because it means tailored, more effective, safer interventions for specific vulnerabilities.

2.4 Objectives of this Gender Analysis

The terms of reference outlined the purpose of the gender analysis, which was to assess the gender dimensions of the protection needs and challenges of IDPs within Northern Syria. In addition, the gender and age analysis will propose solutions to restore inequality [sic]. The proposed analysis will also generate gender related data/information to inform design, implementation, monitoring and evaluation of interventions in the different sectors.

The overall objective of the gender and age analysis is to review, survey and verify gender and age dynamics and practices to assist organizations and each of the clusters to understand the different roles, responsibilities, power dynamics, privileges and rights as the relate to the humanitarian context and needs of people in NW Syria. The complete terms of references (ToR) are in Annex.

3. Methodology

The methodology was drafted in a highly participatory way; engaging WVI field staff and local implementing partners. It was originally planned as an embedded/nested mixed methods methodology and was created in line with best practices outlined in the IASC’s Gender Handbook and the GBV Guidelines, as well as other guidance documents from the IASC and the other humanitarian actors.

In practice, the research faced a number of constraints including the escalating violence in Idlib during the assessment period, limited availability of partners, the beginning of Ramadan, limited time to conduct the assessment, cultural norms that make discussion gender and GBV difficult, and general environmental constraints to data collection in NW Syria that have been well documented in previous assessments. These constraints are outlined in the limitations section.

Therefore, the methodology changed frequently throughout the assessment process. Figure 1 below presents the overview of the methodology.

Figure 1: Outline of Methodology

Inception Phase	Data Collection/Field Work	Data Entry/Analysis
<ul style="list-style-type: none">● Desk/Literature Review● Methodology Development● FGD Questionnaire Development, Review and Translation● Basic Demographic Survey Development and Translation● Guiding Questions for Key Informant Interviews● FGD Facilitator Training● Questionnaire Review	<ul style="list-style-type: none">● Focus Group Discussions in Aleppo and Idleb● Key Informant Interviews● Additional Document Review● Group Discussions Organized	<ul style="list-style-type: none">● Translation of FGDs● Data Entry of Survey● FGD Entry and Coding● Validation of Findings

3.1 Inception Phase

A brief desk review and initial discussions with the WVI team, informed the working draft of the methodology, which was initially planned as a mixed (embedded) methods approach. However, this analysis is primarily qualitative.

The qualitative data was collected in focus group discussions, key informant interviews, a desk review of documents collected from United Nations (UN), International non-governmental organizations (INGO) and local non-governmental organization (LNGO) partners, and discussion groups with key implementing partners and gender, GBV and sector experts. Survey data, the quantitative data, was to be collected for each of the focus group participants to help triangulate findings.

The inception phase focused on preparation for the focus group discussions (FGDs), the development of the questionnaires and semi-structured interview questions, translation, the two-day training for field staff conducting the FGDs, the collection of literature for the desk review, and the finalization of the in-country schedule.

Focus group discussions were conducted by non-governmental organization (NGO) partners operational in NW Syria. The partners selected to facilitate the focus groups were actively engaged in the NW Syria humanitarian response and had previous successful partnerships with WVI. Those organizations were Syria Relief, Shafak, Ihsan Relief and Development (IhsanRD), and Syria Relief & Development (SRD).

3.1.1 Training Workshop and Questionnaire Review

A two-day training workshop was proposed for WVI and partner staff to review the tools, finalize the methodology including locations and timeframe, and to ensure FGD facilitators were adequately trained on how to properly conduct the focus groups and collect unbiased data. The training was unable to be conducted as envisioned as explained in the limitations section.

Both sessions were held via Skype audio and were only a few hours each. One session was spent reviewing the data collection tools, in particular, the FGD Questionnaire and Guidance Note, and the Basic Demographic Information Data Collection sheet that was to be filled out by all FGD participants. Once the tool was translated, the training session was used to refine the questions based on feedback.

The semi-structured interview questions were discussed with participants. The table below lists the data sources and the tools used for the data collection process. The FGD Questionnaire and Guidance Note and the Basic Demographic Information Data Collection sheets are included in Annex.

Table 3: Data Sources and Tools Used

Data Source	Tool Used
Focus Group Discussions	FGD Questionnaire & Guidance Note
FG Participant Basic Survey Data	Basic Demographic Information Data Collection Sheets
Key Informant Interviews	Semi-Structured Interview Questions
Gender Focal Point Network Discussion Group	Semi-Structured Interview Questions
Implementing Partner Discussion Group	Semi-Structured Interview Question
Literature Review	

The second training session was focused on how the facilitators would approach facilitation; much of the discussion focused on how to recognize their responsibility and how to interview with integrity, competence and honesty. In addition to the above, the training covered how to facilitate so participants would feel safe to answer or not answer questions, would feel confident in the group's confidentiality, and would feel treated with dignity and respect. This was done for participant protection and to foster the collection of as unbiased responses as possible.

The review of the questionnaires raised several concerns, which were modified to ensure translation captured the meaning. Work had to be done with the facilitators to make sure that even if they thought they knew what community members were going to say that they should ask the questions and record the answers.

During the training workshops the communities in Aleppo and Idlib governorates were selected using the variables outlined in the section 3.2.1., focus group discussions. A list of key informant interviews that partners prioritized to be held in Gaziantep, Turkey and Amman, Jordan were identified.

3.2 Field Work

The field research was conducted in two parts. The consultant conducted a series of key informant interviews in Gaziantep, Turkey with NW Syria response actors and with Whole of Syria response humanitarian actors based in Amman, Jordan. The consultant also held key informant discussion groups with gender, GBV and other humanitarian actors for the NW Syria humanitarian response. NGO partners Syria Relief, Shafak, IhsanRD and SRD conducted the focus group discussions in the governorates of Aleppo and Idlib. The FGD notes were translated to English for review and analysis and basic demographic data was collected and entered on each of the FGD participants. Both the translation and data entry were done by independent consultants

3.2.1. Focus Group Discussions

Focus groups were held in seven communities split between the Aleppo and Idlib governorates was the target. To protect participants, communities where FGDs were held should have been in areas where GBV service provision was available or where WVI or other humanitarian partners were active and could provide referrals or some form of support services if needed.

Purposive sampling was used to select the focus group discussion locations and participants. The below variables were used as a guide for the selection of communities, establishing diversity of perspective and environment.

- High versus low % of IDPs and returnees in the local population
- Hard versus easier to reach/access communities
- Active versus less active protection, child protection and GBV sub-cluster engagement
- Higher versus lower rates of protection issues reported
- Higher versus lower rates of early marriage reported
- Areas of control – contested areas (CA), non-state armed groups (NSAG), Syrian Democratic Forces (SDF) or Government – Syrian Arab Army (SAA)

Using the 2019 Humanitarian Needs Overview (HNO) and the 2018 GBV HNO (Voices), FGD communities were selected on the above variables, prioritizing: the area of control, the GBV services available and the population of internally displaced persons (IDPs) or areas with mass displacement. When looking at which GBV services were available, they ranged from awareness-raising (AR) activities, empowerment activities (EA), dignity kit distribution (DKD) and specialty response services. Table 4 below outlines the demographics of the communities selected. The proposed fourth Idlib community was to be Tefnaz but there were no operational partners available.

¹ Ten communities split between the two governorates was the original target.

Table 4: FGD Locations, Area of Control, GBV Services Available and IDP populations

Aleppo Governate	
Azaz	NSAG, CA and SDF AR, EA, DKD, SR Low IDP
Mare	SDF, minimal CA and NSAG EA, DKD, SR Low IDP
Afrin (changed from Jebel Saman)	SDF AR, EA High IDP
Atareb	NSAG AR, EA, DKD, SR High IDP



Aleppo Governate	
Idleb	CA, SAA and NSAG EA, DKD Moderate IDP
Maaret Tamsrin	CA, SAA and NSAG AR, EA, DKD, SR High IDP
Dana	NSAG AR, EA, DKD, SR Very High IDP

In each community, participants were separated by gender identity and age. Same gender groups were broken down by age youth (13-17) adult (18-55) and elder (56+); and were to contain no more than 12 participants per group. FGD organizers were also requested to make sure people with disabilities were included.

3.2.2 Survey Data

A brief survey, collecting mostly demographic data, the basic demographic information data collection sheet was given to each FGD participant at the beginning of each group. No identifying information was collected on the demographic questionnaire and they were turned in anonymously. This information allows for a deeper analysis of the focus group discussions. Information from previous surveys, including household surveys, were reviewed for triangulation of data and analysis.

The number of FGD participants reported was inconsistent between the number of focus group participant basic demographic information data collection sheets collected and entered, and the number of participants that were written on the focus group discussion facilitator questionnaires. The number of participants used for this report are the number of participants obtained from the basic demographic information data collection sheets.

3.2.3 Key Informant Interviews

Key informants were selected based on partners with significant experience in the thematic area and to represent all humanitarian sectors operational in the NW Syria response. In addition, a balance between gathering information from community-based organizations, international organizations and the UN was prioritized. A list of interviewees is not included to protect individual confidentiality.

3.3 Limitations

Some of the limitations of this analysis are common limitations to gathering information on socially sensitive topics and more specifically with efforts to mainstream gender and age. At the same time, some of limitations are specific to this analysis and timeline, and it is important to present a comprehensive picture of the challenges of integrating gender and age in the Syrian context. While the limitations listed are extensive; this should not diminish the importance of the findings and the use of this document to support improved program development and implementation.

1

The timeline for the analysis was very limited and faced several constraints including the availability of partners, the escalating violence in Idlib during the assessment period, the beginning of Ramadan, cultural norms that make discussion gender and GBV difficult, and general environmental constraints to data collection in NW Syria that have been well documented in previous assessments.

2

The survey data was collected inconsistently by focus group facilitators so will only be used for reference. The number of FGD participants was inconsistent between the number of focus group participant basic demographic information data collection sheets collected and entered and the number of participants that were written on the focus group discussion facilitator questionnaires. The basic demographic information data collection sheets were to be filled out by every FGD participant and would make up the survey data. Since there was a discrepancy, the number of participants for this report will be the numbers obtained from the basic demographic information data collection sheets that were entered.

3

Many documents were not shared early, so the desk review took place through the end of the project.

4

The facilitator training was unable to be conducted as envisioned because most people could not meet in Gaziantep due to travel restrictions and there were miscommunications between Gaziantep based partners and their Syrian field staff. In addition, the beginning of Ramadan was shared as a challenge to participation.

5

The training of facilitators was also significantly delayed because the translation of the questionnaire was not ready for the workshop and WWI staff had to translate in the moment. Once the tool was translated the session refined the questions based on previous feedback.

6

The sessions should have been longer because, during the review of the tool, bias among participants was prevalent and could not be thoroughly addressed in the timeframe or by the medium. The focus group discussion facilitators did not have an equal understanding of the concepts and may have injected bias into the asking, or not asking of questions, and responses, which is not uncommon in the context.

7

Varying skills among focus group discussion facilitators resulted in varied data with much of it very general without specific references. Many facilitators did not use examples from individuals and just used general statements about what the group said.

8

Severe escalation of violence (artillery fire, aerial strikes and bombing) and subsequent mass displacement in Idlib occurred during the field research phase.

4. Findings and Analysis

The analysis and findings are presented together in this section of the report. They include the information gathered from the focus group discussions, key informant interviews, small group discussions, and information gathered from the desk/literature review. Since the primary focus of this analysis was learning-oriented, the information gathered through focus group discussions, key informant interviews and the desk review were used by the consultant to compare, reflect and develop recommendations that can be implemented and presented specifically to sector actors. Quotes have been modified for clarity and anonymity.

4.1 Demographics and Participants

Forty focus groups were held in four Aleppo and three Idlib sub-districts with 435 participants as outlined in Table 5 below. Idlib governorate was underrepresented because the partners were unable to facilitate focus groups in the fourth Idlib district location due to escalations in violence and an increase in airstrikes that began during the fieldwork. In addition to Idlib having one less community participate, the numbers of participants in Azaz were far greater than anticipated, with focus groups having well over the number of recommended participants.

The numbers presented in this report are based on the numbers entered from the Basic Information Data Collection Sheet that was filled out by each of the focus group participants. There were discrepancies between the numbers of participants in the database and the numbers on the facilitators notes. In addition, many for the notes from the focus group facilitators did not include the number of participants .

Location	#FDGs	# Participants
Aleppo	22	288
Afrin	6	59
Atareb	6	60
Azaz	6	112
Mare	4	57
Idlib	18	147
Dana	6	61
Idlib City	6	55
Maaret Tamsrin	6	31
Grand Total	40	435

Table 5: Number of FGDs and Participants by Location

In each community, focus groups were organized along gender and age lines. Same-gender groups were broken down by age youth (13-17) adult (18-55) and elder (56+); and were to contain no more than 12 participants per group. Focus group discussion organizers and facilitators were asked to make sure people with disabilities were informed, actively invited and encouraged to participate, and that the focus group discussion locations were accessible to all. Focus groups were to be facilitated by two same-gender facilitators, as well.

Location	Female				Male				Total
	Adult	Elder	Youth	Total	Adult	Elder	Youth	Total	
Aleppo	57	32	53	143	33	39	73	145	288
Afrin	9	10	9	28	10	10	11	31	59
Atareb	10	9	12	31	6	10	13	29	60
Azaz	18	13	21	52	10	19	31	60	112
Mare	20	--	12	32	7	--	18	25	57
Idlib	31	18	24	73	28	20	26	74	147
Dana	10	11	10	31	10	10	10	30	61
Idlib City	15	3	9	27	11	7	10	28	55
Maaret Tamsrin	6	4	5	15	7	3	6	16	31
Grand Total	88	50	78	216	61	59	99	210	435

Table 6: FGD Participants by Age, Gender and Location

The percentage of men and women participants was nearly equal, with slightly more men participating overall, in both Idlib and Aleppo. In both districts, and overall women made up 49.7% of participants. Youth made up a 41% of the participants (177) and the elderly were only 25% (109) of the focus group participants.

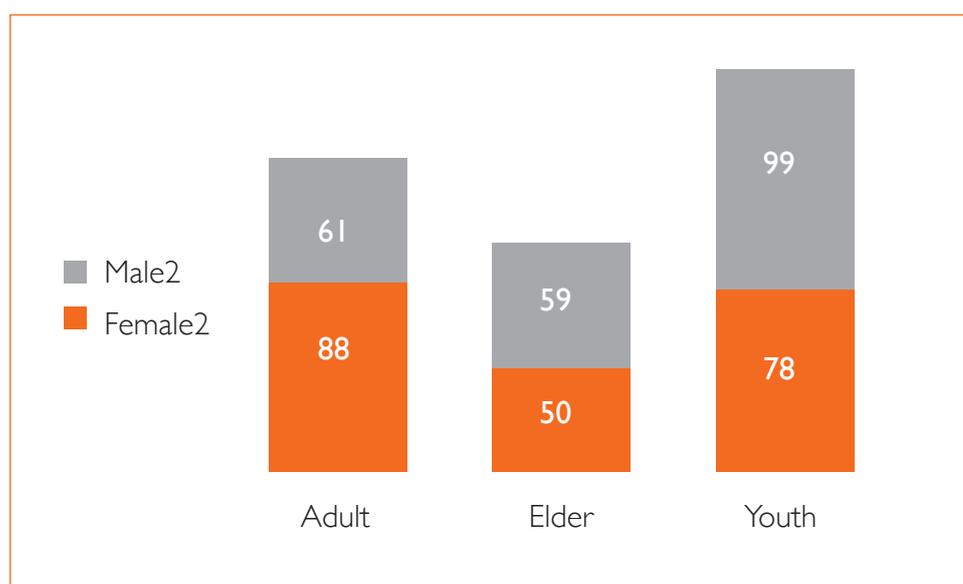


Figure 2: Age and Gender of FGD Participants

Half of the focus group participants (218) were married. However, removing the large number of youth participants, 95% (206) of those that are married were adult and elder participants. Overall, 80% of all adult and elder participants (258) were married. The participants also ranged in the level of education obtained from no education to a master's degree. Figure 3 shows the breakdown of participants education level obtained by their gender.

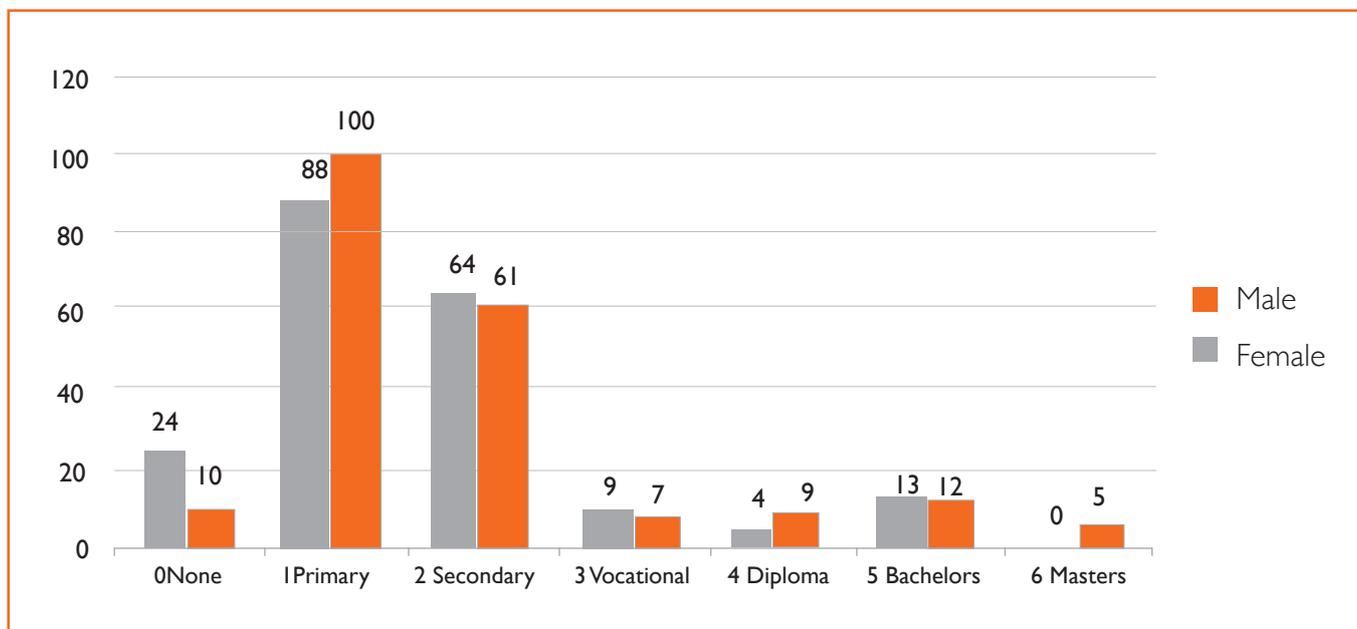


Figure 3: Age and Education obtained of FGD Participants

Participants self-reported on whether they were the “breadwinners” of the family. Aligning with the literature and the socio-cultural norms reported only 13% (26) of female participants said they were the family’s breadwinner, while 51% (105) male participants were the breadwinners for their families. Of the females that reported that they were the primary breadwinner of for their family, 46% (12) have secondary education or higher. Male headed households have a similar education profile with 49% (47) having completed secondary education and beyond.

4.2 Socio-economic and cultural norms dynamics and shifts

The existing socio-economic and cultural norms and practices have been outlined in numerous reports. NW Syria has always been a patriarchal society with deeply held religious beliefs but as the war rages on it is upending gender norms. This section will examine the changing of social and cultural norms as it relates to economics and livelihood practices, and related power dynamics.

Eighty-three percent of Syrians now live below the poverty line (ESCWA, 2016), and with continued conflict and displacement, the indications are that this number is increasing. Participants across the board say that economic instability is one of the biggest restrictive factors to safety and security. Participants from all focus group areas shared ways that their safety and security has been impacted from not being able to flee when they wanted or needed, to the inability to provide for their family. The most concerning, is that many participants discussed adopting negative coping mechanisms as a way to deal with the lack of safety, security and limited economic resources. FG participants also said that the economic instability is exacerbated by very limited employment opportunities and non-existent job security.

Examining the social and cultural norms and dynamics will present opportunities to foster local efforts for gender equality, mitigate and put in place preventative actions for gender-based violence, and help humanitarian actors design and implement gender, age and inclusive humanitarian interventions. Many Syrians and humanitarian actors say that the stress of the conflict and the changing socio-economic status quo and lack of financial stability is a leading cause of the increase interpersonal violence (IPV) and sexual exploitation. FG participants shared that they believe more conflict in the home is coming because women are now earning money. In addition, key informants said that they have heard, and some have seen, an increase in IPV because of the changing social norms, and women having more financial control, while men are feeling more limited and this is discussed further below.

4.2.1 Increased access but still limited control over resources

Women and girls in Syria have traditionally been relegated to reproductive/domestic work, while the responsibility of men is to be the “breadwinner” and protect the family. As the humanitarian crisis in NW Syria rages on those roles are changing. The biggest change cited was the change in women’s roles with women now participating in productive, not just reproductive work, and in many cases, becoming the principal financial providers for the family. This was mentioned by nearly every sector in key informant interviews and in small group debriefings. However, when we look at the actual numbers of principal financial providers there is an inconsistency which is discussed in section 4.2.1.1.

Many are attributing the change in financial responsibility and income earning as a factor leading to the increase in IPV and family conflict. However, even though women are perceived as taking a larger role in earning income for the family, they still have little control over the resources. In a group discussion a participant mentioned that many of the women they talk to say they work and have to turn over the money they earn to their husbands, who will then take his portion and give her the rest to manage the household. All group members agreed this was a common practice. Moreover, women FG participants said that they wanted more control over how the money is spent within the family but that it was for the husband, and this was the same whether they were the breadwinner for the family or not.

Women's limited control over resources regardless of their earning of the resources is also discussed in several reports, including Voices 2019, stating, "in some circumstances, women and adolescent girls who earn an income are denied their right to manage household income and resources." The majority of FG participants said that they are dissatisfied with distributing tasks among them and said that it is not enough for men to help their wives in indoor matters, they need to do more especially if they are not working.

“Women are tired of bearing responsibilities and they have household responsibilities as well as working outside the house.” ~Female FG participant

“We are not satisfied because women are tired of bearing responsibilities and they have household responsibilities as well as working outside the house” ~Female FG participant

“Women are tired of bearing responsibilities and they have household responsibilities as well as working outside the house.” ~Female FG participant

“I hope to have rights like other women, and I am overstretched to earn living needs because most job opportunities are for men.” ~Female FG participant

“It is hard because the mother gets tired a lot because she has to work outside and take care of the family.” ~Male FG participant

4.2.1.1 Division of labor and workforce participation

Traditionally in Syria—particular in conservative areas such as the rural NW—women are responsible for all domestic duties while men are the “breadwinners” and the head of the household. Extending beyond the individual and household level, men are supposed to be the leaders of the family and in their communities. This means that men work outside of the home and hold the roles of political leadership while women’s core responsibility was taking care of the family. In focus group discussions, participants agreed that those were still the roles for men and women, even though they are starting to change.

Focus group participants talked a lot about how the gender roles they are changing and that there is men’s work and women’s work. The two quotes below are strong examples of sentiments that were shared across the focus groups held and were expressed by both men and women.

“It is man’s responsibility to fulfill family needs including food, drink and clothing. In the community, man plays an ideal role before others. Women are responsible for fulfilling family needs inside the house and for household and children matters including cooking, laundry, etc.” ~Female FG participant

“The husband does agriculture work and other professions in the community - the responsibility of the husband is to provide household furniture and purchase the family needs such as food, clothes and health care, and he works inside and outside the home by using tools and doing tasks that require physical strength. The wife is responsible for preparing food for the family, washing clothes, taking care of the children, and feeding and taking care of any sick person in the family.” ~Male FG participant

Female participation in the labor force was low before the conflict with women making up only 15% of the total workforce in 2010 (ILO, 2010). However, according to focus group participants, key informants and much of the literature women are now joining the workforce, helping with family finances and becoming the “breadwinners” for their families. This is reflected in literature such as the report on “The Shifting Role of Women in Syria’s Economy” by the Tahrir Institut for Middle East Policy to news reports such as the Global Post (“Syrian revolution changed how women are viewed in the workplace”) and the Huffington Post (“Women Become Local Leaders in Syria Upends Gender Norms”).

Many experts and community members say that women are now being forced to work outside of the home because so many men were killed in the war, or have joined one of the fighting forces, leaving widows and wives forced to earn money to take care of their family. It is estimated that more than 800,000 men have been killed or gone missing in NW Syria since the beginning of the conflict. The conflict and mass displacement in Idlib and Aleppo governorates have made earning livelihoods difficult.

“There are limited opportunities for work and there is fear of bombing of agricultural land, seizure of business, financial exploitation and withholding of earnings when you work. Poverty levels are high.” ~Female FG participant

“Women take responsibility of the household and raising the children but because of the circumstances of the war, our women are working outside the home so they can meet their families’ basic needs.” ~Male FG participant

“Our age does not allow us to work outside the house, but if we were younger, we would work like men outside and share the responsibilities with them to achieve equality.” ~Female FG participant

When asked how more women are working even though jobs are scarce, participants attribute it to humanitarian organizations hiring women over men. The sentiment that women are now being hired over men was common. When asked to elaborate further, participants said that women are being hired for much more disturbing reasons, primarily ease of exploitation and control. Participants across focus groups and in discussion groups shared similar sentiments to the below about employment opportunities in general, not just within the humanitarian architecture.

“You can hire a woman and not pay her as much; and if times are hard you don’t have to pay her at all – she can’t do anything.”

“Women are being hired because they can be controlled easier than men. They give you less problems if there are problems with money.”

“Women will take any job. The men will see the jobs that women take as beneath them.”

The exact percentage of women working is unclear because there is no ability to accurately measure workforce participation due to the ongoing conflict, displacement and the unpredictable—yet consistent—airstrikes, shelling and other conflict-related violence. The most recent statistics gathered by the World Bank, using the modeled ILO estimate, is that women hold only 9.3% of the employment opportunities (compared to overall population) as of this year (WB, 2019). This is a significant decrease compared to 21.6% at its highest. However, this decline in labor force participation needs to be considered in line with the overall decline in employment opportunities, with the overall employment to population ratio at 37.4%

Despite the limited quantitative data, what is available shows that women are not being employed at significantly greater rates than men but they lose less employment opportunities than men. This coupled with the fact that the type of employment opportunities have changed and where men traditionally found employment with ease those opportunities are no longer there. The number of female headed households has increased and therefore this mimics the false narrative of women working more than men.

This thought process is explained when looking at the overall decrease in employment. According to data from the World Bank, at the highest levels, prior to the conflict, men were 80% of the workforce and currently they are only 65.6%. However, women lost only 5% of the workforce participation numbers. So, while there are slightly more women working outside of the home, they still have very limited representation in the workforce.

This translates when looking at the number of FG participants who self-identified as breadwinners, outlined in Figure 4 below. Only 13% of female participants said they were the family's breadwinner as compared to 51% of men. Eighty-seven percent of the female focus group participants were not breadwinners, which aligns with the workforce data available. This demonstrates, again, that while there may be more women earning and being the breadwinners, the number is still not as significant as perceived. Those numbers align with the estimates that 12-17% of households are female headed (Buecher & Aniyamuzaala, 2016).

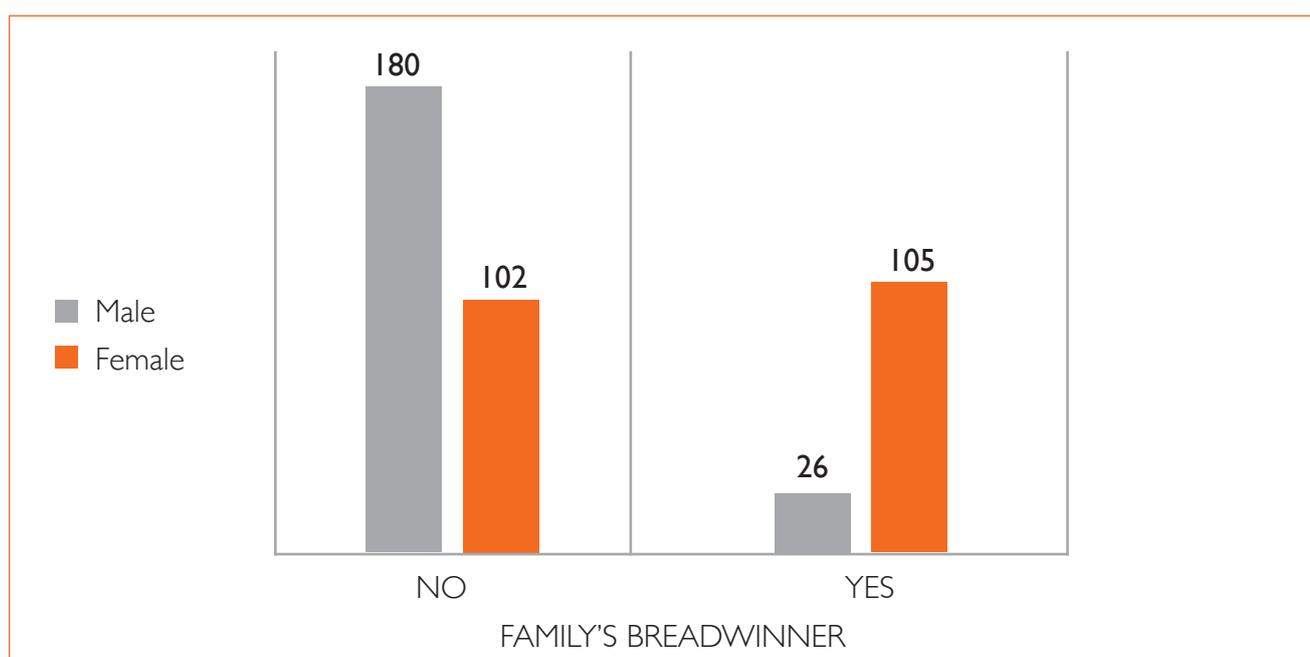


Figure 4: FGDP that are the family's breadwinner broken down by gender

² Women age 15 and over

³ Non-response rate of .05%

However, even with the cultural norm change that has afforded women more access to employment than before the conflict, the associated aspect—reproductive work—has remained unevolved. Women may have more access to the formal workforce, but they are still burdened with the gender normative role of homemaker. Women are still responsible for the household, the family and all other reproductive work, which is never monetized (Exploring Economics, 2016). Therefore, the prolonged conflict and the partially changed gender roles (relating to reproductive and productive work) has increased women’s workloads, their financial burden, their stress and their risk of exploitation and abuse.



“The responsibility of the wife is to work inside the house and sometime outside the house with bringing the needs of the house, cleaning, raising children, and spreading happiness to the family even during bad days.” ~ Male FG participant

“Women are now working and having to raise children.” ~Female FG participant

“Yes, roles have changed when women were compelled to go for work and perform additional duties as they work indoors and outdoors” ~Male FG participant

“Gender roles have changed significantly since the crisis. Previously men were responsible for the money and educating the children and women were responsible for food and caring of the household. Now women are responsible for everything including the money.” ~Female FG participant



The majority of focus group participants said that the gender role change of having more women working and becoming the “breadwinners” has created an increase in interpersonal violence. The types of violence that FG participants said had increased ranged from shouting and demeaning name calling, to physical violence such as hitting and slapping.



“There are conflicts, especially if women work outside home and must also work inside the home, which is causing stress and problems.” ~ Female FG participant

“The current circumstances and situation have led to conflicts between men and women within the family and to violence and divorce.” ~Male FG participant

“Roles have changed due to the lack of job opportunities for men and war, which caused problems and increased disputes within the family, including divorce, polygamy and abuse of women.” ~Male FG participant



4.2.1.2 Men’s Shame and Self-Limiting Behavior

Men expressed feeling emasculated because of how gender roles have changed since the conflict began. Focus group participants, key informants and the literature state that men feel ashamed and “less than” because they are no longer the “breadwinners” or able to adequately provide financially for their families. In a contradictory juxtaposition, men said they are unwilling to take certain jobs that are socially considered “women’s work.” This demonstrates—and is backed by focus group and key informant interviews—that men are “self-limiting” when it comes to accessing employment opportunities, even though they expressed shame for being unable to financially provide for their families.

However, the shame of taking employment that is considered “women’s work” is far greater than the shame that comes from not being able to financially provide for their families. In key informant group discussions, one participant said, “a man would not take that kind of job because it is beneath him. So, he will wait until a job that is suited for him is available.” A majority of the participants, both male and female, agreed and elaborated about the types of jobs that are only suitable for women such as secretarial, cooking, sewing/tailoring or agricultural production such as dairy. This exemplifies how internalized gender-based stereotypes associated with reproductive and productive work—which is rooted in unequal and restrictive gender norms—create a complex, self-fulfilling financial instability.

Many participants mentioned that the frustration of men because they are unable to move about freely and feel emasculated by not being able to be the provider and protector and that it is leading to more interpersonal violence. According to a 2016 report by CARE International, “with both men and women suffering enormous stress, often related to the scarcity of financial resources in the family, it is difficult for all family members to accept the new roles and responsibilities of women and men, girls and boys, and the risk of family conflict and even violence increases (Buecher & Aniyamuzaala, 2016).” This difficulty in accepting new roles and dynamics, even if it means more difficulty for the family was expressed in all of the focus groups to some degree.



“Women should not violate customs and traditions for fear of stigmatization.” ~Male FG participant

“Women should be inside the house” ~Male FG participant

“We are not satisfied because women are tired of bearing responsibilities and they have household responsibilities as well as working outside the house” ~Female FG participant

“We are unsatisfied, because women at present have replaced men in work; where women are working, and men are unemployed” ~Male FG participant

“Women are tired of bearing responsibilities and they have household responsibilities as well as working outside the house.” ~Female FG participant





“Men work outdoors and secure the needs of their homes. They work in agriculture, market, community protection, fighting and regular jobs. Women work indoors. They prepare the food, wash the clothes, raise up the children and take care of their house only. Youth assist men and sometimes help their

mothers at home. They spend the majority of their time at schools and outdoors.” ~Male FG participant youth

“My responsibility is to provide what my family needs and to preserve my community”
~Azaz elder men’s group



All participants agreed that it is man’s role to provide needs of the family and protect it. This has pushed men to extreme measures and has led many to take up arms and join on of the armed groups. Some male key informants and focus group discussion participants shared that they know men who have joined armed groups, even when they didn’t want to fight or kill, but they joined for the salary in order to take care of their families. In addition to shame, men consistently expressed feelings of powerlessness. Their feelings of powerlessness stem from the conflict itself, their changing gender roles and their inability to fulfill the gender role of provider, which is not only prestigious but also deeply rooted in religious doctrine.

They feel powerless because of the conflict itself and then powerless in their changing roles and inability to fulfill the same prestigious role. One man said, he has several friends that joined armed groups because they had no other way to provide for their family. Several others agreed with this statement saying that it happens a lot, and particularly to the groups that pay a better salary. Another shared that the feels that the aid organizations are taking away his power by hiring women because men are so in need.

4.2.2 Displacement

The families of NW Syria have undergone complex, and often repeated displacement. During the assessment process there was a spike in violence, airstrikes and bombing in Idlib and the Northern Hama Governorates. Nearly 350,000 people were forced to flee and were displaced in May and June (OCHA, 2019), during the assessment period.

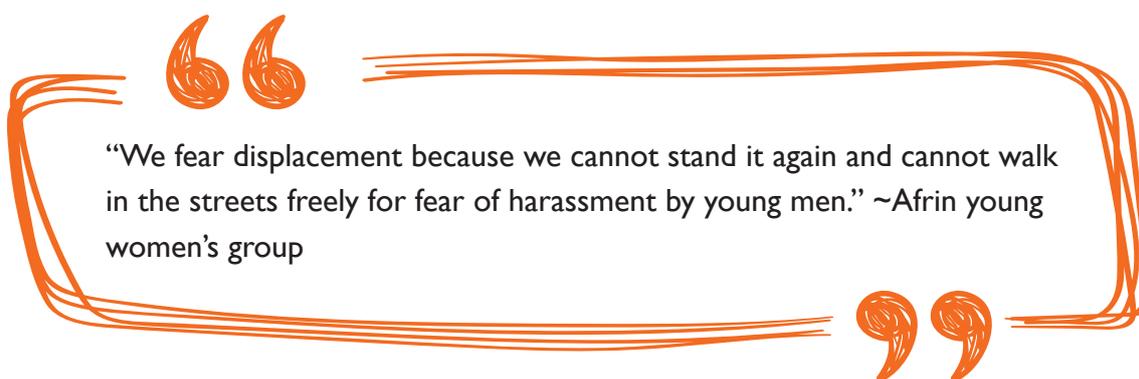
The different needs of IDPs, in particular specific needs based on sex and age, during mass displacement are often not well understood because the most vulnerable are not being reached. As an example, the OCHA NW Syria: Inter-Cluster Rapid Needs Assessment (OCHA, 2018) interviewed 1,625 key informants of which ten—only 1% of interviewees—were women. It is not possible to see what the acute needs are for women, girls and the elderly when they are not actively sought out and engaged in critical situational analyses and assessments.

Large-scale new and protracted displacement has forced a change in the roles, responsibilities and power dynamics as it relates to gender and age. Women and children make up 73% of the camp population in NW Syria (HNO, 2019). Many of these women are divorced, separated or widowed and many are the de-facto heads of households. Men may not leave their current homes and stay behind particularly in areas associated with conscription and the fear/risk of detention. Many elderly people say they stay behind to protect property (CCCM, 2018).



Photo Credits: © WorldVision

Many of the women and girls report feeling unsafe after fleeing. Participants highlighted the fear of sexual exploitation during displacement. Other safety issues consistently reported included that the IDP camps were not safe, and neither were the roads along their journey. FG participants and key informants shared common safety concerns for women ranging from fear of harassment, to the possibility of abuse, rape or kidnapping on their way. Men also expressed the fear of abduction and varying forms of violence. Displacement also takes away the social support network that women and girls may have had in the community.



Camps are over-crowded, with a lack of privacy and women have reported that they do not feel safe. In Voices 2019, “women and girls reported that camps were particularly dangerous, and that rape and sexual assault may occur both in public, such as at communal latrines or water collection points, as well as at home and in overcrowded shelters.”

For youth, displacement often means that school-aged children are not attending school. For adolescent girl’s displacement brings along the added fear of forced marriage.

Loss and destruction of personal property and loss of identification documents has been cited as a problem for all. Civil status documentation largely left behind or lost during the flight, and the lack of registration of vital events occurring during displacement, are amongst the major gaps. Lack of infrastructure in areas of displacement and IDPs have limited access to civil registries (OCHA, 2018). However, this impacts women and female-headed households disproportionately.

More detailed information related to displacement is discussed in other sections.



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4.2.3 Restriction on Movement

Most focus group participants said that their movement was restricted. However, the reasons behind the restrictions of movement were very different for men, women, boys and girls. Both male and female groups of all ages said they were afraid of kidnapping and abductions.

Men of all ages said that the majority of women, girls, men and boys fear kidnapping or abduction during focus group discussions. This threat leads to self-imposed movement restrictions, as well as restrictions imposed. Men and boys fear harassment, kidnapping and forced conscription but no one in the family denies them freedom of movement. However, family members will use safety and concern as a reason to prohibit women's and girls' movements.

Women and girls say they fear kidnapping and abduction but will say that there are particular times and places that are unsafe. For example, a woman from the Afrin's elder focus group said, "we cannot go out at night, and the fear from physical and sexual attacks, and verbal harassment." Because of the fear men and boys face in certain areas, women and girls may be required to accompany male family members. One participant shared, "women have to go with men because it is easier for them to get through the checkpoints."

The restrictions on movement that are being imposed on women have been cited in the available literature, and confirmed in FG and KI discussions, as a reason for more interpersonal violence. The fear of women and girls being kidnapped and violated, has been used as a primary reason to restrict the movement of women and girls with men saying that is why they restrict women and girls' movements.

While that may be part of the reason, the true reason seems is rooted in controlling women and girl's movement not safety. Some of the restrictions themselves are so severe and are being used as a tool of violence. As an example, restricting women's and girls' movement based on the female honor protection, limits women's ability to access needed resources such as education and health. In addition, some FG participants and key informants said that protective movement restriction, is a reason why some girls are not being allowed to finish school, even in areas where they have access to school.



“We fear from kidnapping of women, especially at night.” ~Idlib elder men’s group

“We are afraid of kidnapping and murder, which has spread a lot recently... and sexual harassment.” ~Afrin elder men’s group

“We cannot go out at night, and the fear from physical and sexual attacks, and verbal harassment.” ~ Afrin elder women’s group



Key informants said that men in many areas do not want to go out for fear of being stopped at checkpoints and harassed by security forces. Men retold stories of people they know, or shared their own personal experiences, of being harassed and detained for days—or even years—because they were of fighting age and from particular Syrian towns but not fighters. “I felt so tired of the harassment, I would just stay inside,” shared one Syrian man now in Gaziantep.



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The restriction of movement for fear of harassment or forced conscription has led to men expressing many feelings of inadequacy and shame as discussed in above. Men, now staying inside and not going out to earn a living is putting a great deal of financial and mental health pressure on families. The financial pressure is leading to more women going out to earn money to support the family, which is discussed above.

4.2.4 Limited Representation/Participation and Leadership of Women

In focus group interviews a majority of participants said that men participate more than women. When women participate in community meetings, they say they are not the ones that can make the decisions. Many key informants and FGD participants said that women participate routinely in the community meetings until something happens in the community, decisions need to be made or information needs to be gathered then men come back and take over. Women maintain the groups and the men come in to make decisions and reap the benefits of the group. This sentiment was shared in FG in all areas.

Sex- and age-disaggregated data is collected by most humanitarian actors, which can be seen in the humanitarian needs overview (HNO) and other reports. However, that does not transmogrify into planning and programming that holistically take gender and age differences and dynamics into account across the sectors. It also does not mean that the perspectives of men, women, girls and boys are equally ascertained or taken into account.

The perspective of women, and other marginalized groups, are vastly underrepresented in gathering data on community needs. Gathering the perspective of women, not just their participation has been challenging as well. Here are several examples of the numbers of women included in humanitarian assessments.



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- The OCHA Afrin District multi-sectoral rapid needs assessment collected data from mostly men, only 10% of those interviewed were women. Even with this severe underrepresentation the report says that the findings “are indicative of the general situation in Afrin district.” (OCHA, 2018)
- The 2018 Turkey | Syria: Humanitarian Dashboard did not breakdown the needs and only generically mentioned that, “millions of people were exposed to explosive hazards and gender-based violence (GBV) continued to affect the lives of vulnerable people (OCHA, 2019).”
- The OCHA NW Syria: Inter-Cluster Rapid Needs Assessment, July 2019 conducted 1,625 key informant interviews and only 1 -10% were women.



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The multi-sector needs assessment (MSNA) (OCHA, 2018) for the first time, gathered information from a significant number of female participants; 45 percent. This is a significant improvement as it was only 26% in 2017 and 9% in 2016. In addition, to just ensuring more adequate representation of marginalized voices in data collection, the way in which women and marginalized groups are interviewed is important.

Limited participation not just at the community level but throughout the humanitarian response architecture for the cross-border response is apparent. Cluster participation of women is low in many 'technical' clusters and the numbers are much higher in health and protection related groups. The Women's Refugee Commission (WRC, 2014) report, *Unpacking Gender*, also recognized that while there was some level of gender awareness, full integration was not common practice in the early stages of the response. This unfortunately holds true today.

4.3 Gender-Based and Other Forms of Violence

All of the participants expressed fears of violence from the on-going conflict, in particular, the unpredictable and unrelenting shelling and airstrikes. After conflict-related fears such as airstrikes, shelling, kidnapping/abduction and displacement, participants were most worried about gender-based violence. In particular, participants feared interpersonal violence, sexual violence, harassment and exploitation, and early and forced marriage. Interpersonal violence is used as an umbrella term to describe domestic and family violence.

When participants discussed family violence, they primarily talked about violence from a husband, brother, father, uncle or another male family member. Participants said that those most vulnerable to violence were women, youth and those without a strong family.

4.3.1 Community Fears Vary Based on Gender

The types of violence feared most differ by gender. Both men and women feared, in order: **i)** bombing and airstrikes, **ii)** kidnapping, **iii)** physical violence, **iv)** sexual harassment/exploitation and violence, and **v)** displacement.

Men were most fearful of airstrikes, 63 percent of male focus group participants this was what they were most concerned and then kidnapping. While female focus group participants were most concerned with physical violence in the form of interpersonal violence, sexual violence and harassment/exploitation, and displacement. Below are examples of males concerns while section 4.3.2 will discuss women's concerns in more depth.



“All of us fear artillery shelling, aerial shelling and displacement.” ~ Afrin men’s focus group

“Some of us fear shelling but some of us fear the explosions.” ~Atareb young men’s focus group

“We fear the unstable security situation – the kidnapping – we fear the progress of the regime forces and seizure of the area.” ~Maaret men’s focus group



4.3.2 Violence Against Women and Girls

Many people say that violence against women and children has increased. Women talked about the increase in interpersonal violence and their fears of sexual violence and sexual harassment and exploitation the most. Women also expressed fear of economic violence and on early and forced marriage. When discussing economic violence women mention their inability to make financial decision, being prevented from earning money, having their earning withheld by employers because they are women among other factors. Many women were fearful to fully express their security concerns when it was related to interpersonal violence but especially when talking about sexual violence.



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One focus group facilitator noted that the women were answering these questions “timidly and shamefully as it is not allowed to discuss this kind of problem in the community, which includes harassment and physical violence between spouses.” This is not surprising because the dangerous social stigma surrounding sexual violence.

4.3.2.1 Interpersonal Violence

Women and men said that interpersonal violence has increased. Many attribute the increase in domestic and family violence to the changing social and cultural norms and women now working outside of the home. Women discussed a myriad of ways interpersonal violence was perpetrated, from being shouted at to being denied food.



“We are most concerned about beatings, both inside and outside the house, our denial of food, basic needs and harassment.” ~Afrin women’s group

“Most suffer from verbal violence and insults either by husbands or by armed men...in the streets” ~ Afrin women’s group

“Most violence witnessed is domestic violence, which is caused by the current circumstances and the psychological pressures between the families.” Idlib young women’s group



Women and girls said that interpersonal violence has increased because of the stresses of the on-going conflict, displacement and the poor economic situation. However, domestic violence was prevalent before the start of the conflict. The difference is that there is now nowhere where women and girls say they feel safe. Interpersonal violence is so deep-rooted, that with the conflict it seems too minor to speak out about or risk additional consequences. The 2019 HNO also points out that the normalizing of interpersonal violence is severely negatively affecting the psychosocial wellbeing of women and girls and enables the continued erosion of their rights.

4.3.2.2 Sexual violence against women and girls

Sexual violence was one of the most frequent fears mentioned by women and girls. Men also stated that they feared for the women in their lives, in particular, their daughters to be victims of sexual violence (rape, sexual harassment and exploitation). According to Voices from Syria 2019, women and girls said that rape and sexual assault were daily fears (WoS GBV AoR, 2019). Every female FGD group had participants that mentioned rape and sexual violence is a fear. Conversely though, after participants stated that rape was a fear, they would then say it doesn’t happen in their community.



“Most fear rape and the resulting violation of family honor and stigma.” ~ Afrin women’s group

**“[Biggest fear] sexual harassment and rape, and people my age have these same fears.”
~Maaret young women’s group**

“These things are not disclosed and are hidden because they are dealt with violently and will not be accepted in any way.” ~Atarab elder women’s group



Even during the review of the questionnaires by facilitators, they said they did not want to ask any questions regarding consent because it was against cultural norms. So, while the fear of sexual violence was expressed routinely, it is still not safe to openly discuss, and most women and girls fear the stigma, shame, and the dangerous potentially life-threatening consequences of victimization. The fear of stigma and shame and the need to keep family honor is so strong that most women say that they cannot or will not seek medical services or report if victimized (IRC, 2012). Some participants said that they knew of services but didn't feel safe accessing them because of fear of retribution.

“We can't obtain such services (for sexual violence) to avoid questions from the community because they do not tolerate such matters, which are kept confidential, if they occurred.”
~Dana women's group

“There is no care for this kind of violence. No, I don't feel safe, if the parents know that a girl has been harassed or raped, they marry her from the man who assaulted her or kill her.”
~Mare women's group

However, where there are confidential services that women and girls feel safe accessing, there is a positive impact. UNFPA supports women and girls' safe spaces in Idlib and Aleppo and feedback from women and girls is that safe spaces were very positive, and many have offered to volunteer in the safe spaces to provide their expertise and support their continuation.



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Women and girls say that their fear of sexual violence and rape is routine and that there is no safety. However, places where women feel at even greater risk of sexual violence is in IDP camps and when they are displaced. “Women and girls reported that camps were particularly dangerous, and that rape and sexual assault may occur both in public, such as at communal latrines or water collection points, as well as at home and in overcrowded shelters.” (WoS GBV AoR, 2019)

4.3.2.3 ‘Honor’ Killing

Participants in focus groups did not mention ‘honor’ killings per se but as quoted above there was reference to being killed if found out. Honor killings do happen and according to Voices, 2019, some “GBV experts suggested that families might attempt to hide a so-called honor killing by reporting it as suicide, as happens in other parts of the world.”

Before the conflict, it was estimated that roughly 300 Syrian women per year were killed by their family. There was also a recent video posted on social media of a woman being murdered by her brother for alleged adultery (Guardian, 2018). There were also reports of one girl and two women from Idlib being murdered in alleged ‘honor’ killings in January and March of 2019 (STJ, 2019)

4.3.3 Sexual Violence Against Men and Boys

Sexual violence perpetrated against men and boys was raised by many actors as an issue and an issue that is currently going unaddressed. The use of rape and other forms of sexual violence and physical torture against men and boys in government detention centers, by Syrian security forces and associated groups in non-detention settings, and by NSAGs (ASP, 2018) is finally being discussed.

While in detention men and boys reported enduring sexual violence in many forms including rape, gang rape, forced sterilization, genital mutilation and being forced to witness the rape of others (LDHR, 2019). The psychological impacts of sexual violence on men and boys are similar to those of women and girls such as, coping with depression, flashbacks, relationship problems, hyper-vigilance, nightmares, anger, etc.

Not unique to men and boys, is the religious and socio-cultural norms against those with differing sexual orientation and gender identity (SOGI), which is not acceptable in Syrian culture. For men and boys, the fear of being thought of as having a different SOGI places a significant, silencing, shaming, stigma on male survivors. The threat of rape of a man—intimating that he is gay is the problem and is what is weaponized. The topic of SOGI is so taboo that focus group facilitators refused to ask any questions that could even be construed as being about SOGI. There are very limited services available for men and boys; even though they are not likely to seek medical or psychosocial support.

In speaking to one key informant, they disclosed that a few members of their cluster had raised that they have encountered men and boys who were in need of services but were unable to find anywhere to turn to for help. Another key informant said that when they tried to refer cases to members of the GBV sub-cluster, they were told they did not have the capacity or specialization to handle men and boys as victims or the purview to deal with detention centers or victims of torture more broadly. Currently, most discussions on sexual violence against men and boys is reported in the context of torture and there is scarce public information regarding the subject (SREO, 2015).

Sexual violence against women and girls cannot be openly discussed because of stigma, shame and potential lethal consequences, and services for women and girls are severely under-resourced. Because of the stigma and safety concerns, most available services for sexual violence, are provided in women's safe spaces and through avenues where female privacy is protected, and this creates obstacles to male access. This is not a new problem in Syria as before 2011, respondents reported that SGBV occurred in Syrian government prisons and detention centers, but also in the community... and that it has increased in scale and severity since the conflict (SREO, 2015).

To support male survivors, the GBV sub-cluster has trained male caseworkers and has more resources available for boys. However, this has not been enough to address the problem and provide adequate support services for men and boys. One of the challenges to providing specialized services for male SV and torture survivors is that the GBV sub cluster already receives limited funding, and there are limited services available for women and girls (most women and girls say that they do not have access to confidential services), which are the majority of SV cases.

4.3.4 Sexual Exploitation and Abuse

When asked specifically about the types of violence they personally most feared, men and women both said they were afraid of the sexual exploitation of women. The people that focus group participants identified as the most vulnerable to sexual exploitation and abuse were women (in particular widows and single), the poor, the elderly and people with special needs. This aligns with what was reported in Voices, the GBV Assessment, that the most vulnerable groups are female-headed households, displaced women and divorced or widowed women.

“The biggest fear is of sexual exploitation.” ~Afrin young women's group

“We fear displacement and exploitation.” ~Azaz women's group

“Exploitation especially of divorced and widowed women.” ~Idlib women's group

Most female focus group participants said that they rarely felt safe however, some participants said that they feared exploitation while getting much needed humanitarian services, such as food assistance. According to the Voices 2018 and as explained in the BBC News Report, women said that they have been exposed to exploitation and abuse when accessing humanitarian assistance (BBC News, 2018).

“Exploitation resulting from the distribution of assistance by local authorities and authorized persons.” ~Idlib women's group

“Fear of exploitation to get services” ~Idlib young women's group

This aligns with the multi-sector needs assessment conducted in 2018, where 38% of women were only partially satisfied with the way humanitarian workers have behaved in the past three months. The humanitarian community operating in Syria is working to further strengthen prevention and response to sexual exploitation and abuse across all areas of the response. This includes through prevention of sexual exploitation and abuse networks, training and awareness-raising among humanitarian workers, and the roll-out of inter-agency community-based complaints mechanisms, which will allow beneficiaries to safely and confidentially report sexual exploitation and abuse concerns using a wide variety of channels.



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4.3.5 Denial of Education

Men and women, both old and young, mentioned the fear of denial of education, as well as lack of education, as a direct ramification of the conflict. There are many reasons why access to school has decreased from actual fewer schools because of the conflict, lack of educational resources at the IDP camps and lack of civil documentation, families not having enough resources and enforcing child labor, early/forced marriage and fear of exploitation, therefore, limiting girls' movements.

One of the factors that affect both girls and boys, is the lack of civil documentation. For families that have fled and left behind paperwork, there is no access to services (WoS GBV AoR, 2019). In addition, for those who have fled and are in IDP camps, 73% of camps in Idlib and Aleppo have no education services (HNO, 2019). Other focus group participants, mostly men, cited cost as the reason they could not continue to send their children to school. According to the 2019 HNO, 36% of children not in school were not attending so they could work and help the family.

“We are concerned for the spread of illiteracy due to the scarcity of schools as well as the concern for a community in which ignorance and illiteracy have spread due to abnormal live in camps. We ask the concerned bodies to support education and learning to exit from the horrors” ~Idlib young men’s group

“There are difficulties in the cost... of completing of education for children and youth.” ~Mare elder men’s group

Denial of education was mentioned by a few participants, but all young women’s groups said they were either afraid of, or actively, being denied an education. In particular to girls, denial of education and early/ forced marriage are well documented in the 2019 HNO and Voices. In focus groups, young girls expressed this fear as well.

“My father forces me to leave school” and “I am prevented from going to school.” ~Azaz young women’s group

“One of most important forms of violence is deprivation of education.” ~Afrin young women’s group

According to Voices 2019, “Girls, in particular, may be denied education due to parents’ concern over their safety, or due to early/ forced marriage, the latter being necessary to preserve family honor and reputation. Sexual violence and sexual harassment risks are often the main reasons cited for girls to drop –or be taken – out of school by their parents.” Girls are at particular risk because if they express fear or incidents at school then they may be pulled out of school.



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4.3.6 Early and Forced Marriage

Early/forced marriage came up as a key protection issue in focus groups, in key informant discussions and in the literature review. Early/forced marriage “continues to pervade the lives of women and girls, particular adolescent girls.” (WoS GBV AoR, 2019). The tradition of early/forced marriage in Syria involved both males and females marrying at a young age (WRC, 2014; SRD, 2019) However, the practice has transitioned from one of tradition to truly being used as a negative coping strategy of the conflict, which impacts girls more significantly.

Focus group discussion participants expressed fear of early and forced marriage, in particular this was mentioned by the participants in the young women’s focus groups.

“Forceful marriage of the girls.” ~Azaz young men’s group

“The severest form of violence is that based on social gender, including beating and early marriage.” ~Aleppo young women’s group

“Prevention from going to school and early marriage.” ~Azaz young women’s group

The participant demographics align with that fear and show that most female participants were/are married much younger than males. Sixty-six percent of female participants were 18 years or younger at age of marriage compared to only 15% of male participants.

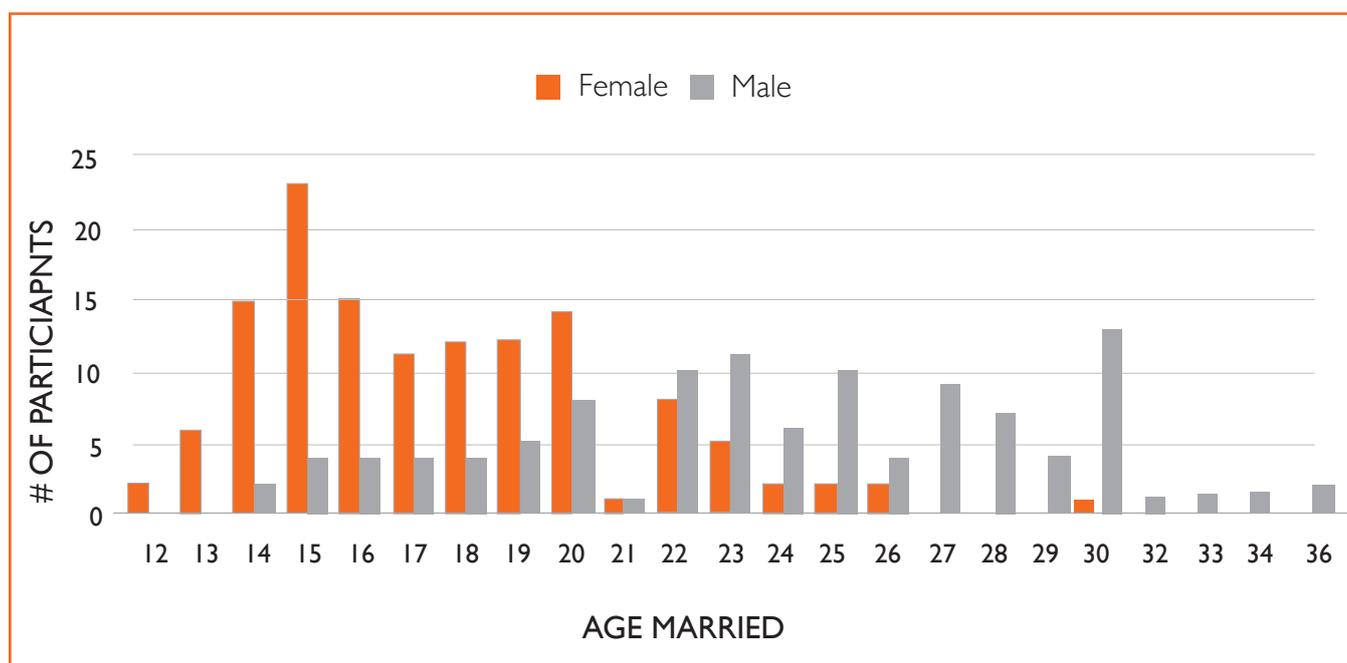


Figure 5: Age of participant when married, by gender

It is not possible to tell whether prevalence has increased however the perception of this problem has increased, and people believe it is happening more frequently. Early and forced marriage is a negative coping mechanism for girls themselves and for their parents and families. People justify using early and forced marriage, in three main ways, which were repeatedly mentioned in FGDs, with KIs and in the literature.

A first justification for early and forced marriage used by the girls' parents is economic. The families think marrying off a daughter will reduce the family size and therefore ease the burden of taking care of the family. With such high levels of poverty in NW Syria and the particular financial insecurity in IDP camps this justification is particularly strong and was given as a main reason that community members have shared with key informants.

Another reason for early/forced marriage is justified by the family is in the name of protecting the girls. A participant shared that if a girl was violated, she would be forced to marry her perpetrator in order to not bring shame to her family. In this same vein, families see marrying their daughters as a way to protect them from sexual violence and are often forcing them to marry older men under the guise of protection, as well as easing the economic burden on the family. They will force her to marry someone perceived to be a good protector. In addition, if a girl is abandoned or divorced, she is seen as a blight on the family and often forced to marry again.

A third reason, is the girls themselves are using early marriage as a negative coping mechanism, thinking that early marriage can be an escape to their current circumstances, either by perception or by promise. They may see getting married as the only viable option, a way to either escape a bad situation or provide them with the freedom that they don't currently have access. These reasons are outlined in several reports including the 2019 HNO,Voices 2019 and the Child Protection Operational Strategy 2018 (CP AoR, 2018).

Forced marriage, of women who are widowed or divorced, is also a problem. Many key informants mentioned widow's camps that are seen as places where fighters can get new wives. Male children over a certain age are also not allowed to stay, which is seen to one free the women to re-marry and to limit male influence on the women.

4.4 Structural Response

In this section, the report will not use quotes, as to not identify any individual working on the response and provide anonymity of the feedback received.

Unequal commitment to gender equality, mitigating gender-based violence and to the broader humanitarian principals.

There is an unequal commitment to gender equality, ending gender-based violence and the broader humanitarian architecture. Even though, the IASC principles have stated that GBV services are to be assumed to be a life-saving intervention, without the presence of data, many humanitarian actors are still requesting data.

When reports regarding the crisis are viewed you will see many are still not disaggregated by sex or age. As an example, when you look at reports such as the education situation report, you will see blanket numbers of children out of school and it doesn't break down the numbers of boys versus girls. In addition, when you look at UN Fact Sheets

In a complex response, like the Syrian cross-border response, the humanitarian architecture is heavily reliant of LNGOs that have varying understanding, and willingness to adhere to gender equality and some of the humanitarian principles. For example, in conducting the training for this analysis, implementing partners expressed a varied understanding of gender equality and had biases that were difficult to overcome. When those that are tasked to implement the programming have a different understanding of the work, this creates a gap in quality of services available.

It also limits access to information. For example, because of social stigma facilitators refused to ask communities certain sensitive questions. When the refusal was not safety related, participants fell back on, it does not happen in our culture. If the questions cannot be asked, then a comprehensive picture of community needs, especially the most vulnerable, are not seen.

Limited technical knowledge and sector expertise on gender and technical area.

There is also a different understand of necessity of gender inclusive programs across the International NGOs and UN agencies. There are clusters that focused on ensuring that their programming addresses the unique and changing needs of communities and other's that struggle to see gender inclusion as central to their work. As an example, one person shared that their work is very technical and that just doing it impacts everyone and they didn't see how it would impact their work. Another person said that they did not see how they could integrate GBV prevention in technical programming. They shared that overall, they agree and understand the need but do not have the expertise to see it in programming and need that support.

Examples of ways to discuss and integrate gender, age or GBV prevention and risk mitigation were discussed and examples are given below. Key informants, including gender focal points, were not all aware of the different resources available to support their program design, such as the Gender handbook, the GBV Guidelines and the GBViE training.

Water, health and sanitation (WASH). A question that could increase women's protection and access to livelihood opportunities could be about procurement procedures for suppliers. Do the procedures take into account organizations treatment of women, particularly exploitation? How are women and people with disabilities taken into consideration in design – for example, rebuilding bathrooms in a public building to make them handicap accessible but the building itself is not accessible.

Camp coordination and camp management (CCCM). The different needs of IDPs, in particular specific needs based on sex and age, during mass displacement are often not well understood because the most vulnerable are not being reached. As an example, the OCHA NW Syria: Inter-Cluster Rapid Needs Assessment (OCHA, 2018) interviewed 1,625 key informants of which ten—only 1 % of interviewees—were women. It is not possible to see what the acute needs are for women, girls and the elderly when they are not actively sought out and engaged in critical situational analyses and assessments. How can we anticipate

There is also the issue of camps that the humanitarian architecture do not have access, and those are often called widows camps. How do we work with the communities to ascertain the needs?

Food Security and Livelihoods (FSL). Ensuring that economic interventions are gender sensitive and that women's economic empowered are factored into implementation is critical. At the same time, ensuring that language on inclusion of women does not come at the exclusion of men. Livelihoods can be a strategic entry point for gender equality and women's empowerment work. It provides an opportunity for cross-gender conversation on access to and control over resources in a more equitable way. It also provides implementers an opportunity to see clearly the barriers of a more inclusive workforce through these discussions. Need of employment and income were priorities needs mentioned by men, women, girls and boys (Violet, 2019).

Gender and Age Marker and Gender Focal Point Network

Key informants (KI) expressed liking and needing the newly rolled-out Gender and Age Marker (GAM) in theory, and that it at least forces partners to think about the language they use even if it does not translate in operationalization. Key informants across the board raised concerns regarding GAM. Many KIs said that the GAM is used even more as a tick box exercise now than the previous gender marker. Several key informants discussed that it doesn't translate into project development and that there is not enough guidance on project development and operationalization for partners. The feedback that coordinators receive is usually that cluster partners haven't completed the GAM or why the numbers are low. However, no more detailed feedback comes about ways that they can include gender and age into program development or thematic specific ways of ensuring the differing needs of women, men, girls and boys are addressed.

This is important because the clusters that have the least integration of gender and age in their program development are also the sectors that do not receive as much specific guidance and are not traditionally more female focused sectors. While all key informants shared the gender, and to some degree age, is on their agenda they are overwhelmed by multiple, complex competing priorities. The gender focal point network should be that resource for cluster coordinators and partners. However, the gender focal points are often serving dual roles and their actual understanding of how to develop technical programming that addresses the differing needs of beneficiaries based on gender and age. The time provided to review and provide feedback on the GAM was insufficient and allowed for only superficial review. Improving the skills and the visibility of gender focal points is critical for better, more holistic programming.

5. Recommendations

Recommendation 1:

Invest in training on gender analysis, implementation and GBV risk mitigation and prevention. Target partners and staff were unaware of the resources available such as the Gender Handbook, GBV Guidelines and on using the Gender and Age Marker. Specific training should be done on GBViE and the GAM. Ensuring that implementing partners, especially in clusters that are not focused on gender equality or GBV prevention and risk mitigation is critical to bridge the gap in quality programming that addresses the differing needs of women, men, boys and girls equally. If more humanitarians and organizations are trained at all levels, then that will allow for more focused technical support as the basic issues will already be addressed.

Meaningful engagement on the importance of gender and age disaggregated data collection and working with partners on how using this data can shape program design and implementation. Right now, people feel they are just collecting data for a tick box and don't see how it actually impacts their programming.

Recommendation 2:

Build the capacity of the gender focal point network to not only have improved knowledge on gender integration but to have other technical specialties such as having a detailed understanding of gender and WASH or gender and age dynamics of food security. The gender focal point network is a great resource that needs strengthening. If focal points are just gender focused without being able to relate how gender or age issues can be technically integrated their recommendations will be marginalized and they will not be utilized. Gender focal points should be seen as, and should be, actual technical experts in their thematic area as well as on gender. The focal points should be able to provide strategic guidance in program development, resources and examples of how to integrate gender, GBV and age into programming.

Recommendation 3:

Increased inclusion of women, elders and youth from local community engagement to meaningful participation throughout the humanitarian architecture. From the grassroots level to the international level. Representation matters, and the voices of women and the elders are heard at the grassroots level on up. This representation needs to be across the board from community meetings, to cluster meetings. If at the cluster level, the decision-makers are mostly men and older men, then issues may go overlooked because of lack of representation.

Recommendation 4:

Working with men and boys as allies to minimize the unintended consequences of feelings of powerlessness and potential increases in violence. Supporting men emotionally to deal with what they have lost and the rapidly shifting gender norms that leave them feeling a sense of loss is critical in preventing escalating IPV. Engaging men and boys as allies is important but also securing the resources and expertise to support men and boys, who have suffered sexual violence is important. Advocacy must be made for donors to support work to support men and boys engagement and support, but not in lieu of support to specialized programming and services for women and girls. Funding for specialized training and services should be provided to the sub-cluster to support the needs of men and boys.

Recommendation 5:

Increased access to GBV services and improved safety of receiving aid. Women and girls have responded positively to the services when available and in this assessment, many women and girls said they were unaware of confidential, safe services available. Other clusters must be aware of and provide adequate referrals for services. In addition, more GBV services should be available, in particular health services. Service providers will have to think creatively on how to create confidential, yet at the same time accessible services, when the stigma of sexual violence can lead to fatal ends. More work should be done at the inter-cluster level on coordination and referral protocols and pathways such as the referral protocol that was developed with food security.

Recommendation 6:

Each cluster should have a representative participate in the gender and GBV flora to gain a better understanding of gender equality and GBV risk-reduction, prevention and response programming and how their sector can integrate. As well, gender and GBV experts should make efforts to work with sector actors on increasing their detailed knowledge.

Recommendation 7:

Donor countries deliver on their pledges of funding and priorities funding humanitarian initiatives that are inclusive and actual address protection, gender equality and GBV reduction in their planning and implementation.

Recommendation 8:

Livelihoods initiatives are inclusive and focus on gender equality. Working with the population to challenge traditional gender norms in employment, that women can work in all areas and do more than what has been traditional thought of as “women’s work” and that men can also take position that have traditional been seen as women’s work. Livelihood intervention are tailored to include the most marginalized groups, including women, the elderly who may still need to work and people with disabilities. This includes vocational training, agricultural training and extension services, cash-for work opportunities, etc.



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Ensuring that economic interventions are gender sensitive and that women’s economic empowered are factored into implementation. At the same time, ensuring that language on inclusion of women does not come at the exclusion of men. Livelihoods can be a strategic entry point for gender equality and women’s empowerment work. It provides an opportunity for cross-gender conversation on access to and control over resources in a more equitable way. It also provides implementers an opportunity to see clearly the barriers of a more inclusive workforce through these discussions and protects women from carrying a disproportional burden over the medium and long-term.

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Annexes

NW SYRIA GENDER ANALYSIS 2019

WVI Gender Analysis Methodology

Prepared by

Tamika D. Payne, Principal Consultant

Ending Payne Consulting Services

May 2019

Methodology

During the inception phase the consultant, in consultation with the WVI protection advisor and other relevant partners, will develop a detailed methodology, timeline and draft the tools that will be used. The exact framework for the evaluation will be decided in consultation with the WVI protection advisor in close collaboration with the protection cluster and both the GBV and Child Protection sub-clusters.

During the data collection phase, the consultant will work with the WVI protection advisor and other partners as necessary to gather relevant data from UN, INGOs, local authorities, and other available sources. There will also be a literature review to provide triangulation to the in-country findings. In-country field visits, supported by WVI field teams and partners, to gather qualitative data on topics such as access to and control over resources, power dynamics, socio-cultural norms and livelihood will be conducted. It is recommended that the key informant interviews and focus group discussions are held in communities that have had more extensive work on gender and those communities that have not, to ensure we are gathering the most diverse perspective. Once all data is collected, the data analysis will take into account the literature review, the key informant interviews, the focus group discussions and any quantitative data that has been provided by partners.

A validation workshop will be held with WVI staff, protection cluster leads, members of the GBV and CP sub-clusters, Gender focal points and other relevant groups as discussed and agreed upon. The validation workshop will also provide an opportunity to have a common agreement on gaps and proposed ways to overcome the identified gaps. The final report, with feedback from the validation workshop will be submitted and a debriefing session with the WVI held.

A PowerPoint presentation will be developed to be used in Cluster meetings as an advocacy tool for enhanced programming. During this process the consultant will work in partnership with relevant WVI staff to support the field work, not only to support capacity in this area but to provide continuity for the community, which often yields more honest answers. It also ensures there is a level of buy-in internally for the results and the process.

Stage 2 – Field Work

The field research will be conducted by identified WVI staff and partners. We propose those conducting the focus groups, participate in at least -1 day of training on the tool and to ensure everyone is on the same page with understanding of Gender, GBV and diversity issues to ensure uniformity in data collection. This will enable more confidence in information gathered in focus groups discussion groups. This short training will allow the consultant quality control making sure WVI and partner staff conducting the groups can determine community level impact, identifying gender related barriers, intra-household power dynamics, types of assistance, gender roles, participation, and groups facing particular vulnerabilities.

Qualitative information will be obtained by focus groups and key informant interviews identified in consultation. Selection will need to consider the ability to gather similar information across all areas in order to do a comparative analysis. Quantitative data analysis will include a review of the data disaggregated by gender, age and location – and will allow for the comparison of key variables. The analysis will focus on social and cultural norms and formal or informal institutions likely to have an impact on access to services and resilience.

Focus Group Selection

The ToR stated that focus group discussion should be held in at least 10 community. However, due to time constraints, focus group discussions in 10 communities is not feasible. To protect participants, communities where FGDs will be held must be in an area where GBV service provision is available and where WVI or partners are active.

In the selection of communities and for FGD participants, purposive sampling will be applied for available communities. The focus group discussions will take place in 8 communities and they will be selected based on variables such as:

- High versus low, % of IDPs and returnees in population
- Hard versus easier to reach communities
- Active versus less active protection, child protection and GBV cluster and AoR engagement
- Higher versus lower protection issues reported
- Higher versus lower rates of early marriage reported
- Areas of control – contested areas non-state armed groups, and Syrian democratic forces.

Focus groups will be separated by gender identity and age. Same gender groups will be broken down by age (youth (13-17) adult (18-55) and elder (56 ↑)) and with no more than 12 participants per group. This makes six focus groups per community. All focus groups should have active participation of people with disabilities.

Suggested Communities:

1. Aleppo suggested sub-districts

- Azaz (NSAG, CA and SDF)
- Afrin (SDF and minimal CA and NSAG)
- Nabul (SDF, CA and SAA)
- Atareb (NSAG)

2. Idleb suggested sub-districts

- Idleb (CA, SAA and NSAG)
- Maaret Tamsrin (CA, SAA and NSAG)
- Tefnaz (NSAG)
- Dana (NSAG)

Annex 2: Working Draft of the Methodology

Sunday, 05 May 2019

Group	SD	Time	FGDs		♀ Group Facilitators	♂ Group Facilitators
Facilitation Group 1 (Aleppo) 1) SRD 2) Syria Relief	Azaz	tbd	♀ Youth	♂ Youth	Bothaina Hallak Zamzam Nasser	Ahmad Hendawi Abdul Monem Kriwi
		tbd	♀ Adult	♂ Adult	Bothaina Hallak Zamzam Nasser	Ahmad Hendawi Abdul Monem Kriwi
		tbd	♀ Elder	♂ Elder	Bothaina Hallak Zamzam Nasser	Ahmad Hendawi Abdul Monem Kriwi
Facilitation Group 2 (Idleb)	Idleb	tbd	♀ Youth	♂ Youth	??	??
		tbd	♀ Adult	♂ Adult	??	??
		tbd	♀ Elder	♂ Elder	??	??

Monday, 06 May 2019

Group	SD	Time	FGDs		♀ Group Facilitators	♂ Group Facilitators
Facilitation Group 1 (Aleppo)	Afrin	tbd	♀ Youth	♂ Youth	??	??
		tbd	♀ Adult	♂ Adult	??	??
		tbd	♀ Elder	♂ Elder	??	??
Facilitation Group 2 (Idleb) SRD	Maaret	tbd	♀ Youth	♂ Youth	Mohammad Alassad	Ghada Zenklo
		tbd	♀ Adult	♂ Adult	Mohammad Alassad	Ghada Zenklo
		tbd	♀ Elder	♂ Elder	Mohammad Alassad	Ghada Zenklo

Tuesday, 07 May 2019

Group	SD	Time	FGDs		♀ Group Facilitators	♂ Group Facilitators
Facilitation Group 1 (Aleppo)	Nabul	tbd	♀ Youth	♂ Youth	??	??
		tbd	♀ Adult	♂ Adult	??	??
		tbd	♀ Elder	♂ Elder	??	??
Facilitation Group 2 (Idleb) SRD	Tefnaz	tbd	♀ Youth	♂ Youth	Nahla Sharf Aldien	Redwan Alramadn
		tbd	♀ Adult	♂ Adult	Nahla Sharf Aldien	Redwan Alramadn
		tbd	♀ Elder	♂ Elder	Nahla Sharf Aldien	Redwan Alramadn

Wednesday, 08 May 2019						
Group	Comm	Time	FGDs		♀ Group Facilitators	♂ Group Facilitators
Facilitation Group 1 (Aleppo) Syria Relief	Atareb	tbd	♀ Youth	♂ Youth	Maysa Kojeh	Belal Obaid
		tbd	♀ Adult	♂ Adult	Maysa Kojeh	Belal Obaid
		tbd	♀ Elder	♂ Elder	Maysa Kojeh	Belal Obaid
Facilitation Group 2 (Idleb) Syria Relief	Dana	tbd	♀ Youth	♂ Youth	Nora Dabae	Kamal Satoot
		tbd	♀ Adult	♂ Adult	Nora Dabae	Kamal Satoot
		tbd	♀ Elder	♂ Elder	Nora Dabae	Kamal Satoot

Key Informant Interviews

The international will be conducting key informant interviews and the schedule is not yet solidified. Partners who will be contacted for key informant interviews are: Protection Cluster leads, GBV Cluster leads, CP Cluster Leads, GFPN, members of the Gender Focal Point Network,

Annex 2: Working Draft of the Methodology

OCHA, WoSR GBV Coordinator and others to be added after discussions. Timetable will be updated as confirmation of meetings occur on a rolling basis.

Intial List People to contact		
	Protection Cluster lead	Mohammed Kalae mohamad.kalae@rescue.org
	GBV Sub-Cluster	Reem Khamis rkhamis@unfpa.org
	CP Sub- Cluster	Carmen Monclus Girones cmonclusgirones@unicef.org
	GFPN	Ina Jahn, ijahn@iom.int (lead)
	GFPN (co-lead)	Abdulwahab Alali, aali@ihsanrd.org
	OCHA/ Deputy Head of Office	Annet Hearn, hearns@un.org
	WASH Cluster Co-Coord	Omar Sobeh, o.sobeh@hihfar.org
	WASH Cluster Co-Coord	Lalit Patra, lpatra@unicef.org
	FSL Cluster Co-Coord.	Anas Al-Mohammad, aalmohammad@sy.goal.ie
	FSL Cluster Co-Coord	Martina Iannizzotto, Martina.Iannizzotto@fao.org
	Health Cluster Coord	Jeorge Martinez martinez@who.int
	WoS GBV Cluster Lead	Jennifer Miguel miguel@unfpa.org
	IRC/ Senior Protection Manager	Saadia Aleem Saadia.Aleem@rescue.org

Stage 3 – Data Entry, Analysis and Report

Data entry and translation will take place in the field and after the analysis is finished to maximize time however will continue after the end of the survey. Each focus group facilitator will be responsible for transcribing the notes from the focus groups into English. The analysis of data will be comprehensive using comparative analysis.

There will be a validation workshop held to review the initial findings. This will enable time for additional inquiries as well as increase the relevance of the data collected. The validation will serve as a time for the partners and WVI staff to review the initial key findings and enable comments in a participatory way. It will also allow for a review of the data and collaboration on final recommendations.

The draft report will be provided to WVI. At that time WVI can distribute to partners for comment. A consolidated version with all the comments will be provided to the consultant. After a finalization of the report the consultant will host a video conference to go over the final report and address any final issues. After the video conference, the report will be finalized.

Administration

The team will consist of the international consultant, members of the WVI field staff and selected partner staff. Details on which individuals will participate in which focus groups will be discussed and agreed upon. Key informant interviews will be conducted by the international consultant.

Annex 2: Working Draft of the Methodology

Risk

Risk	Mitigating Factor
Cultural sensitivities on the subject matter could make gathering truthful data difficult	Daily meetings will be held to problem-solve any potential problems arising from the focus groups. Discussion on cultural sensitivities of the questionnaires.
Limited time to conduct the analysis with a limited scope	A very detailed desk review will help guide the questionnaires and discussions minimizing the impact. Facilitating time to train FG facilitators will be critical. FGD to occur in simultaneous locations
Language barriers in translation, training and other activities	Even though focus groups will take place in Arabic, translation may miss some of the nuances necessary. Having another person that was present review the translation will ensure accuracy.
Conflict and Limited Mobility	Ensure community feedback on when and where to hold meetings, remaining flexible for meeting cancellation or relocation.

Annex 3: Focus Group Discussion Questionnaire

أداة مناقشة مجموعة التركيز لتحليل النوع الاجتماعي

يجب استخدام هذه الإستبيانته شبه المنظمة بعد أن يقوم كل مشارك بتعبئة ورقة المعلومات الأساسية ويتم جمعها، يرجى استخدام الأسئلة الموضحة أدناه كدليل يسترشد به للمناقشة في مجموعة التركيز، ويمكن استخدام الأسئلة المكتوبة بخط مائل كأسئلة إضافية محتملة. تذكر أنك جزء من فريق ويمكن أن يقوم الآخرين بمساعدتك وتوضيح الإجابات المقدمة، ويرجى توجيه الأسئلة الأخرى إذا لزم الأمر.

قم بتذكير أفراد المجموعة مرة أخرى أن المعلومات الخاصة بهم ستبقى في سرية تامة وأن المعلومات التي تمت مشاركتها مع المجموعة ستبقى خاصة ولا يجب مشاركتها خارج المجموعة، وأخبرهم أنه يتم جمع هذه المعلومات بغية استخدامها من قبل خبير استشاري خارجي حيث يقوم بإجراء تحليل لاحتياجات المجتمع المحلية.

أطلب منهم أن يكونوا صادقين لأننا نحتاج لرسم صورة واضحة لما يحدث في مجتمعهم، وطمأنهم بتذكير المشاركين أن طرح هذه الأسئلة للحصول على معلومات وأنه لا يوجد وعود لتقديم الدعم وأخبرهم أن هذا نقاش مفتوح وأنهم أحراراً في طرح الأسئلة التي يرغبون بها. إذا شعر مشارك بعدم الإرتياح في أي وقت، فيمكنه قول ذلك وإنهاء مشاركته. أخبرهم أنه ستستغرق الأسئلة ساعة ونصف تقريباً وأنه لديك ٤١ سؤالاً، فيرجى جعل الإجابات موجزة وسنتيسر بسرعة أكبر.

أشكرهم على وقتهم وشكراً لك لتسهيل مجموعة التركيز في المجتمع.

Annex 3: Focus Group Discussion Questionnaire

الموقع (المدينة والمحافضة):..... التاريخ:.....
 عدد المشاركين:..... المجموعة.....
 مؤشرات ودلائل المشارك:.....

الأعراف/ الممارسات الإجتماعية والثقافية العامة	
	١. ما هي مسؤوليات الرجال والنساء داخل الأسرة وفي هذا المجتمع؟ ماذا تفعل خلال أية يوم عادي؟ ما الذي تقوم أيضاً بفعله/ وما الذي يقوم الأخرين بفعله؟
	٢. هل أنت راضي عن طريقة توزيع المسؤولية والعمل في منزلك؟ نعم أم لا ولماذا؟
	٣. من يتحكم بموارد الأسرة المعيشية؟ لماذا؟ إذا كانت الإجابة «لا»، فهل تتوفر لديهم هذه الموارد أي الطعام، المال، إلخ(هل يمكنك تحديد كيفية استخدامها).
	٤. من الذي يعتبر مستضعفاً أكثر في المجتمع ولماذا؟ وما الذي جعلهم أكثر استضعافاً؟ وماذا عن النساء الكبار في السن وذوي الإعاقات والمهجورات؟
	٥. من لديه القوة في هذا المجتمع؟ وما هي؟
	٦. هل تغيرت الأدوار بين الرجل والمرأة في الأسرة؟ إذا كان الأمر كذلك، كيف؟ هل كانت هناك زيادة في النزاعات/ العنف العائلي؟

التنظيف

	١. ما هي ممارسات ومسؤوليات المحافظة على النظافة الشخصية المختلفة عند الرجال والنساء؟
	٢. ماذا تعرف عن المياه والمرافق الصحية وعلاقتها بالصحة؟
	٣. هل يمكنك الحصول على مياه في منزلك/ مسكنك؟ وإن لم تتوفر، من أين ومتى تحصل عليها؟
	٤. إذا لم تتوفر المياه لديك، فكيف تقوم بتجميع المياه، ما المدة التي تقضيها لجمعها، وهل تكفي لاحتياجاتك؟
	٥. هل تحدث إليك أي شخص عن المشاريع للمحاولة لتحسين إمكانية الحصول على المياه في مجتمعك؟ هل كنت قادراً على إخبارهم كيف وأين ومتى ولصالح من سيصبح الوضع أفضل؟
	٦. سؤال موجه للنساء فقط: ما نوع المنتجات الصحية التي تحتاجينها أو ستحتاجينها؟ هل لديك ما تحتاجينه؟

الجاهزية/ الملجأ

	٧. هل لديك مكان يمكنك الذهاب إليه إذا وجب عليك الفرار من منزلك بسرعة؟ وإلى أين ستذهب (مأوى جماعي، مبنى غير مكتمل البناء، مستوطنة غير رسمية، منطقة عبور، منزل مستأجر)؟ هل يعتبر هذا المكان آمناً؟ لماذا ولماذا لا؟
	٨. هل تعرف ملاجئ يمكنك الذهاب إليها؟ من أين عرفتها؟ هل تشعر بالأمان داخلها؟ لماذا ولماذا لا؟

	٩. هل سبق لك واضطرت للبقاء في ملجأ؟ إذا كانت الإجابة نعم، هل كانت آمنة؟ هل كان هناك خصوصية/ مشاركة؟ هل كانت هناك معوقات للوصول إليها؟ هل كنت قادراً على الحصول على مواد لتلبية الاحتياجات الأساسية؟
	١٠. ما الاحتياجات الأساسية التي يمكن أن تحتاجها إذا اضطرت للبقاء في ملجأ بعد الفراد من منزلك بسرعة؟
	١١. هل يمكن للمرأة القيام بأعمال جسدية/ شاقة في المجتمع، مثل الإعمار والإصلاح أو البناء؟

الحماية والمشاركة

	١٢. ما أنواع المخاوف التي تتعلق بالسلامة لديك في هذا المجتمع؟ يعتبر هذا السؤال والسؤال الذي يليه مهمان للغاية فيما يتعلق بالنساء والشباب) ونحن بحاجة إلى الحصول على معلومات فيما يتعلق بالعنف على النوع الاجتماعي
	١٣. ما هي أنواع العنف التي تحدث في هذا المجتمع وعلى أي فئة؟ بخلاف العنف الجسدي، وماذا عن العنف الاقتصادي والعنف القائم على النوع الاجتماعي والعنف الاجتماعي؟
	١٤. هل تعرف أين يمكنك الذهاب إذا كنت بحاجة إلى مساعدة؟ إلى أين ستذهب؟
	١٥. ما هي الأشكال المحددة للعنف أو الحماية التي تخافها؟ أو هل يشعر الآخرون مثل ما تشعر؟

	١٦. هل ستتدخل إذا رأيت امرأة أو طفلاً يتعرضون للضرب؟ (أو شخص ذوي الإعاقة)؟
	١٧. هل يمكنك قول لا لممارسة الجنس؟ إذا كان الجواب نعم، لماذا؟ ما هي الأسباب؟ إذا كان الجواب لا، لماذا؟
	١٨. هل يشارك كل من الرجال والنساء في الاجتماعات المجتمعية التي يعقدها المجتمع الدولي والمنظمات غير الحكومية المحلية؟ هل يشارك العدد نفسه من الرجال والنساء؟

الأمن الغذائي وسبل العيش

	١٩. من في هذا المجتمع ليس لديه ما يكفي من الطعام ولماذا؟
	٢٠. إذا لم يكن هناك ما يكفي من الطعام للعائلة، فمن سيأكل أولاً؟ ومن سيحصل على الكمية الأكبر من الطعام؟
	٢١. هل تتلقى أي مساعدات من أجل الطعام؟ إذا كانت الإجابة نعم، من أين وما نوع هذه المساعدات؟ هل تعتبر فعالة؟ إذا لا، هل تحتاج لمثل هذا المساعدات؟ هل تعرف عن ذلك؟ هل يمكن لكل من الرجال والنساء الحصول عليها؟
	٢٢. هل شعرت يومًا بعدم الأمان عند الحصول على الخدمات؟ إذا كان الأمر كذلك لماذا؟ ما الذي يجعله أكثر أماناً؟ هل يوجد مكان آمن بالقرب من المكان الذي تجتمعون فيه؟

	<p>٢٣. إذا حصلت على مساعدات غذائية وكان لديك أكثر من زوجة واحدة في الأسرة، فمن سيقوم بتجميع المساعدات الغذائية؟ هل ستكفيهم وأطفالهم؟ من الذي يجب عليه جمعها وتوزيعها؟</p>
	<p>٢٤. كيف يمكنك تحسين المساعدات الغذائية لك ولمجتمعك؟ ليس زيادتها فقط، ولكن ما الجوانب الأخرى التي يمكن تحسينها؟</p>
	<p>٢٥. إذا حصل لأي منكم على منتجات الـ UCT، هل تسبب ذلك في أي مشاكل في الأسرة/ المجتمع؟</p>
	<p>٢٦. ما هي بعض المعوقان التي تواجهها عند محاولة كسب المال لعائلتك؟ وكم تحتاج لوقت؟ ومسؤوليات المجتمع ورعاية الطفل والواجبات المنزلية التي لا يمكن الوصول إليها؟</p>
	<p>٢٧. هل تعتقد أن هناك فرص متساوية للحصول على وظائف للرجال والنساء؟ من لديه المزيد من الفرص ولماذا؟ من يجب أن يكون لديه فرصاً أكثر ولماذا؟ وماذا عن الشباب وكبار السن؟</p>
	<p>٢٨. ما هي أنواع الوظائف المتاحة لك؟ المهنية أو الزراعية أو غير الحرفية والحرفية؟</p>

الصحة	
	٢٩. ما هي أنواع الخدمات الصحية التي تحتاجها؟
	٣٠. هل يمكنك الحصول على الخدمات الصحية التي تحتاجها؟
	٣١. هل تشعر بالأمان عند الحصول على مثل هذه الخدمات؟
	٣٢. إذا كنت ضحية للعنف أو تعرف شخص كذلك، هل تعرف أين يمكنك الذهاب للحصول على رعاية صحية فورية؟
	٣٣. إذا كانت لديك الحاجة للتحدث لشخص ما (استشارة لصحة نفسية / دعم نفسي اجتماعي) هل ستكون قادراً على ذلك؟ أين ترغب في الذهاب؟ هل ستكون وصمة عار؟
	٣٤. سؤال موجه للنساء فقط: هل يمكنك الحصول على الإحتياجات المتعلقة بالصحة الإنجابية.
	٣٥. سؤال موجه للنساء فقط: إذا كنت ضحية للعنف الجنسي/ الاغتصاب، هل يمكنك الحصول على الرعاية الصحية؟ هل تشعرين بالأمان عند الحصول عليها؟

Annex 4: Participant Data Collection Sheet

إستبانة لجمع البيانات الأساسية

يرجى الإجابة عن الأسئلة الواردة أدناه بقدر استطاعتك، وإن لم تكن متأكداً من كيفية الإجابة على الأسئلة فاطلب المساعدة من أحد الميسرين، حيث سيتم الاحتفاظ وحماية جميع معلوماتك والتعامل معها بسرية تامة، ولهذا السبب لم نطلب منك وضع اسمك أو معلومات أخرى تسمح بالتواصل معك.

يتم جمع هذه المعلومات بغية استخدامها من قبل خبير استشاري مستقل، حيث سيقوم بإجراء تحليل لاحتياجات المجتمع المحلي.

شاكراً ومقدرين لكم وقتكم.

الجنس: ذكر أنثى

الحالة الإجتماعية:

أعزب مُتزوج مُطلق أُرمل مهجور

إذا كنت متزوجاً، في أي عُمر تزوجت: كم عدد زوجاتك

عدد الأطفال:

عمر الأطفال: (يرجى ذكر عمر الأطفال وجنسهم)

كم عدد الأطفال الذين ما زالوا معتمدين عليك حتى الآن؟

إذا كنت أنثى، هل أنت حامل أو مرضعة؟ نعم لا

كم عدد أفراد عائلتك؟

هل تقوم بأخذ قرارات عن عائلتك؟ نعم لا

ما هو أعلى مستوى تعليمي حصلت عليه؟

غير متعلم ابتدائي ثانوي مهني دبلوم بكالوريوس ماجستير

ما هو أعلى مستوى تعليمي حصل عليه أحد أفراد عائلتك؟ من هو؟

غير متعلم ابتدائي ثانوي مهني دبلوم بكالوريوس ماجستير

هل تعمل حالياً؟ نعم لا

إذا كنت تعمل، هل العمل يعقد طويل الأجل؟

ما هي مهنتك أو وظيفتك؟

هل عملك في المجال الذي تدرّبت أو حصلت على شهادته به؟ نعم لا

إذا عُرض عليك وظيفة اليوم، هل يمكنك أخذ قرار للعمل؟ نعم لا

إذا كانت إجابتك لا، فلما لا؟

هل أنت المعّيل الأساسي في منزلك؟ نعم لا

إذا كانت إجابتك لا، فمن معّيل أسرتك؟

كم دخلك الفردي دخل أسرتك

هل تعاني من أي نوع من الإعاقات؟ نعم لا

إذا كانت إجابتك نعم، فما هي نوع الإعاقة

هل يعاني أحد من أفراد أسرتك من أي نوع من الإعاقات؟ نعم لا

إذا كانت إجابتك نعم، من هو وما نوع الإعاقة؟

هل أنت: لاجئ نازح غير مشرد

هل أنت نازح؟ نعم لا

هل تلقيت أية مساعدة من قبل الحكومة؟ الأمم المتحدة أو المنظمات غير الحكومية؟ نعم لا

إذا كانت إجابتك نعم، فما نوع هذه المساعدات؟



Terms of Reference (TOR)

Comprehensive Gender and Age Analysis

March 2019

Annex 5: Terms of Reference

1. GLOSSARY
2. TERMS OF REFERENCE (TORS)
3. BACKGROUND
4. OBJECTIVE AND SCOPE OF THE WORK
5. OUTPUTS/EXPECTED DELIVERABLES
6. DURATION OF THE CONTRACT
7. METHODOLOGY
8. DUTY STATION
9. REQUIRED EXPERTISE AND QUALIFICATION
10. PAYMENT MODALITIES
11. APPLICATION PROCEDURE
12. EVALUATION CRITERIA

I. GLOSSARY

CV	Curriculum vitae
FGDs	Focus Group Discussions
KIIs	Key Informant Interviews
PC	Protection cluster
GBV SC	Gender based Violence Sub-Cluster
CP SC	Child protection Su cluster
ToR	Term of Reference
UN	United Nations
WVI	World Vision International

2. TERMS OF REFERENCE (ToRs)

Job Title	Individual Consultancy – Comprehensive Gender and Age Analysis for Northwest Syria
Category	Gender
Duty Station	Amman, Jordan
Type of contract	Individual Contract
Expected starting date:	Immediately
Duration of assignment:	working days 27

3. BACKGROUND

The protracted Syrian crisis, now in its 8th year, continues to force millions of Syrians to seek refuge and protection in the neighboring cities and countries of Jordan, Lebanon, Turkey and beyond. 6.2 Million Syrians have been displaced, increasing the need for protection, child protection, mine action, and gender based violence services. The vast majority of IDPs do not reside in camps, but are hosted by local communities in Aleppo and Idlip.

In situations of displacement understating the gender dynamics at a family and a community level assist in recognizing the different needs, barriers, capacities and contributions of women, girls, boys and men. Overseeing these different needs can have serious implications for the protection and survival of people caught up in humanitarian crises and may result on causing more harm.

The purpose of the gender analysis is to assess the gender dimensions of the protection needs and challenges of IDPs within Northern Syria. In addition, the gender and age analysis will propose solutions to restore inequality. The proposed analysis will also generate gender related data/information to inform design, implementation, monitoring and evaluation of interventions in the different sectors.

4. OBJECTIVE AND SCOPE OF THE WORK

The overall objective of the gender and age analysis is review, survey and verify gender and age dynamics and practices to assist WVI and the different clusters to understand the differential gender roles and responsibilities, powers and privileges, and rights in relation to humanitarian needs.

The consultancy will build on the rapid gender analysis done by other actors, and further assess the following:

- a)** The socio-economic, cultural, religious factors that underlie differential gender and age position on humanitarian aid and resilience among the target groups.
- b)** The consequences of the differential gender position on women's access to livelihood opportunities.
- c)** The activity profiles of the different gender and age groups and the socio-cultural norms that underpin these.
- d)** Inter-personal and intra-household power relations that are at play and how these shape access to economic resources in a household.
- e)** The power and privileges of gender groups in relation to access, control, sale or transfer of inputs and productive resources or assets, including incomes/revenues sharing at Household level.
- f)** The opportunities and constraints that affect women's effective participation in decision making.
- g)** The extent to which women and girls have access to knowledge, information and other means of self-development.

Under the supervision of WVI Protection Advisor and in close collaboration with the PC, GBV SC and CP SC coordinators, the consultant will cover the following:

- a)** Literature review: previous rapid gender analysis reports, most recent Protection monitoring report, and the 2019 HNO
- b)** Stakeholders consultations: national and county gender key players
- c)** Field survey/assessment in 10 selected communities
- d)** Data analysis: the data collected from desk review, stakeholder consultation and field survey will be analyzed as per scope (a – g) above.
- e)** Validation: with WVI, Protection cluster leads, Gender Focal Points Coordinators and, target groups
- f)** Report: based on the data collected and analyzed, recommend the key gaps for intervention.
- g)** Debriefing with WVI team

5. OUTPUTS/EXPECTED DELIVERABLES

- **Deliverable 1:** Research proposal: co-researcher partnership agreement where applicable, Methodology, tools, research site, literature materials etc.
- **Deliverable 2:** A comprehensive gender analysis report (in soft copy) addressing the scope highlighted in (2) above
- **Deliverable 3:** Literature review report
- **Deliverable 4:** At least 2 PowerPoint presentations: one for use in debriefing meeting(s) and for use during cluster meetings and for advocacy

6. DURATION OF THE CONTRACT

The consultancy is expected to take 27 working days

7. METHODOLOGY

The consultant will strictly follow the work plan and the time schedule agreed with protection adviser

- a. An appropriate methodology will have to be determined by the consultant in consultations with the protection adviser;
- b. The consultant will work in close collaboration with PC, GBV SC, and CP SC; c) The consultant will undertake collection of all the required data/information from various sources, including Government departments, Ministries and other relevant sources;
- c. WVI protection adviser shall facilitate in collection of the data/information with required official letters and contact with focal person(s) wherever required;
- d. The consultant will facilitate in presentations and coordination of the stakeholder workshops/ consultations organized as per the agreed work schedule;

8. DUTY STATION

The assignment is field based. The duty station of the work is Amman/ Jordan with some travel (10 days) to Gaziantep (Turkey) required. WVI Syria will provide an office space and internet for the consultants.

9. REQUIRED EXPERTISE AND QUALIFICATION

- A post graduate degree in gender, development studies or social sciences.
- Extensive training in and understanding of gender and age in a humanitarian context.
- Extensive experience in research and analytical work in gender equality and women's empowerment.
- Strong analytical and presentation skills.
- Proven track record and ability to liaise with different groups at different levels including clusters, local NGOs, field workers and technical experts amongst others.
- Knowledge of participatory approaches and tools.
- Previous experience in Syria or in the Middle East.
- Excellent written and verbal communication skills in English; Working knowledge of Arabic will be an added advantage.

10. PAYMENT MODALITIES

- The consultations fees available for this project will include travels, transportation, logistics and accommodation fees identified by the consultant, translation fees and report writing and revision based on feedback received. A detailed budget breakdown needs to be submitted by the consultant.
- Payment will be split as per the deliverables (ie 30% after finalizing the inception report, 60% after submission of training materials and 10% after the training).

11. APPLICATION PROCEDURE

Qualified and interested candidates are hereby requested to apply. The application should submit:

- A technical proposal which indicates how the consultant is going to undertake the activities highlighted in the ToR, indicative budget with initial indication of other costs and timeframe required.
- A capacity statement detailing the consultant's ability to deliver a quality evaluation report within the given timeframe, including an overview of relevant work and technical experience.
- At least 2 samples of previous relevant works undertaken
- Contact details for 2 references for similar assignments done not more than 2 years ago.
- CVs of the key personnel on the evaluation team.
- A financial budget with explanations about the line items.
- Any appendices the consultant sees as relevant to the application.

12. EVALUATION CRITERIA

The expert will be evaluated against a combination of technical and financial criteria (combined scoring method). Maximum score is 100% out of which technical criteria equals 70% and financial criteria equals 30%. The technical evaluation will include the following:

- Educational Background as requested: 15%.
- Extensive expertise, knowledge, and experience in the field of Gender, protection, GBV in a humanitarian setting, remote management; 30%
- Demonstrated experience and practical knowledge in working and collaborating with stakeholders including clusters; INGOs and NGOs: 10%.
- Overall Methodology: 40%.
- Fluency in Arabic working knowledge 5%

ⁱ Participant numbers from the focus group discussion facilitators notes were different from the number of Basic Information Data Collection Sheets that were filled out by each focus group participant. The numbers from the focus group facilitators notes were: Afrin – 9 females and no other numbers, Atareb – 62 participants, Azaz – 51 participants, Mare – 63 participants, Dana – no numbers, and Maaret Tamsrin – 30 men but inconsistent numbers.

ⁱⁱ Defining Reproductive and Productive Work. Reproductive work or labor is mainly comprised of the unpaid work of care-taking and domestic roles, including but not limited to bearing and taking care of children, cooking, cleaning, taking care of the elderly or ill, etc. Included in reproductive work are some aspects of paid work but it is also work that falls within a “care-taking” category and is often paid much less than employment in other sectors. Productive work is thought of as traditional paid work in the labor market, public or private, and is mostly male dominated.



World Vision is a global relief, development and advocacy organisation dedicated to working with children, families and communities to overcome poverty and injustice.

World Vision serves all people, regardless of religion, race, ethnicity or gender.