



Perceptions of Syrian Men and Women On the Situation of Women in Syria

(Opinion Poll)



اليوم التالي
لدعم الانتقال الديمقراطي في سوريا



THE DAY AFTER
Supporting Democratic Transition In Syria

Perceptions of Syrian Men and Women On the Situation of Women in Syria

(Opinion Poll)



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The Day After Association (TDA) is a Syrian organization that works to support democratic transition in Syria, and its scope of work is focused on the following areas: Rule of law, transitional justice, security sector reform, electoral system design and Constituent Assembly election, constitutional design, economic reform and social policies.

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Executive Summary

■ This report was based on a closed quantitative questionnaire for a sample of 2,681 Syrians (52.7% women and 47.3% men), from different geographic regions, 63.4% from inside Syria and 36.6% from outside, and from various national and religious affiliations and educational and living standards .

■ The largest proportion of the sample of the unemployed were women; 31.3% of women had never worked before, up to the date of the survey, compared to 10.2% of men who had not previously worked.

■ The largest proportion of workers now, or of those who previously worked, were men, who worked in the private sector: either in profit-making institutions and companies, or craft workshops, or private offices, with a rate reaching 31.7% compared to almost half of the rate of women which reached approximately 16.3%.

■ The most significant barriers to gender equality in employment opportunities are customs and traditions, and inappropriate working conditions, such as travel, commuting and long working hours. Employment policies, which often tend to be in favor of men, come in third place. Finally comes the absence of human resources suitable for women's work, especially those related to protection in the work environment.

■ The most important areas that do not do justice to women - in the opinion of the male and female respondents - is their inability to obtain job promotions that would allow them to reach senior management positions. Secondly, the absence of human resources policies that provide protection in the work environment and do not stand in the way of gender equality. In the third place comes unfairness and lack of justice in salaries, compensations, and rewards. In fourth place comes the unequal access to programs and training to improve personal capabilities.

■ The sample of male and female workers in Syrian non-governmental institutions was more convinced of the existence of a state of equal access to employment opportunities between men and women. This sample was also more satisfied with women in high management positions in their workplaces.

■ The sample of male and female workers in profit-making institutions and private companies (the private sector) was more indicative of the absence of human resources policies in favor to women, such as maternity leave, or protection policies for women's work in the private sector. This sample was also more convinced - compared to the rest of the samples - that there is no gender equality between men and women in accessing appropriate job opportunities.

■ The sample of male and female workers in Syrian government or semi-governmental institutions was more confident in the existence of human resources policies related to maternity leave. But it came in second place - after the sample of Syrian NGOs - in the conviction of women's ability to reach senior management positions in the workplace.

■ Almost half of the sample (48.8%) believed that women in Syria do not have equal opportunities to access the education sector the same as men.

■ According to the sample, customs and traditions are the most important reasons that hinder equal access for women in the education sector. The poor economic and living conditions came second, then marriage, housekeeping and family care, and the fourth reasons were security conditions and the absence of protection policies.

■ The respondents sampled in the survey do not see a problem with the fact that primary schools are mixed between males and females. As for mixing in preparatory schools, the percentage of approval for it was lower. It reached about 60%, and the rate decreased further to 50.4% with regard to mixing in secondary schools, then it increased further to 76.3% with regard to mixing in institutes and universities.

■ The sample of male and female workers in Syrian non-governmental institutions was the most representative of the sub-samples of women's inability to access the educational sector at an equal rate as men, followed by the sample of male and female workers in Syrian government and semi-governmental institutions.

■ 10.7% believe that Syrian law allows Syrian women to pass their nationality to their children, while 26.7% do not know anything about this issue.

■ The rate of women who believe that Syrian law gives them the right to pass their nationality to their sons and daughters is higher than that of men, as the rate of women from the sample was 11.8%, while the rate of men was 9.5%.

■ The unemployed respondents were less familiar with the Syrian Nationality Law - which does not give women the absolute right to pass their nationality to their children just like men - than the rest of the studied samples. 15.2% of women and 13.2% of men answered that Syrian law gives women the absolute right by giving their nationality to their children. Male and female workers in Syrian governmental or semi-governmental institutions were second in the sample who thought the same.

■ Male and female workers in Syrian non-governmental institutions are more accepting of equality between men and women in inheritance, and of changing the law to prevent polygamy. The private sector sample came second in terms of approval rates. On the other hand, the unemployed men and women sample were the most rejecting of equal inheritance shares and the prohibition of polygamy.

■ With regard to granting women the right to run for local councils (municipalities, city and governorate councils), a high rate of 87.6% expressed agreement with the matter. At a similar rate, or slightly more than it, which amounted to 89% of the entire sample, the respondents agreed on the right of women to run for Parliament. However, this rate decreased significantly with regard to the right of women to run for the presidency, reaching 64.9%.

■ The sample of male and female workers in Syrian non-governmental institutions was the most approving of a woman's candidacy for the presidency, with 83% of women and 67% of men. Male and female workers in Syrian government or semi-governmental institutions came in second place, with 77% of women and 57.3% of men.

■ The rate of disapproval of a woman's candidacy for the presidency was relatively high among both men and women. Almost a quarter of women, 24%, expressed their disapproval. 41.1% of men rejected the idea of a woman becoming the head of state.

■ 66.2% of the entire sample agreed with the existence of a quota (reserved seats) for women in the elected local councils or Parliament. This consent was transient to the gender distribution of the sample.

■ The sample most accepting of the women's quota (the seats reserved for women) in elected councils at the local and national levels was the sample of male and female workers in Syrian government or semi-governmental institutions, with an approval rate of 69.4% of this sample. Then the sample of non-governmental institutions came in second place, with an approval rate of 63.2%, then the private sector sample with 57%.

■ Of those who agreed to the quota principle, about half of the sample of women - at a rate of 51.4% - opted for parity between men and women in the electoral seats in the elected councils at the local and national levels, while only about a quarter of the men accepted it, at only 25.2%.

■ Most of the functionally distributed sub-samples tended towards the "equal" option in the number of seats allocated to women in elected councils, at the local and national levels. That was 48% for the sample of non-governmental institutions, 40.3% for the sample of the unemployed, 39.6% for the sample of governmental and semi-governmental institutions, and 34.3% for the sample of the private sector.

Introduction

Women have always been the biggest victims of wars and local conflicts. In violent conflict contexts, women rarely have the same level of access to resources or political rights, or control over their local environment and livelihood needs, as men do. In addition, family care responsibilities often limit their ability to move which significantly limits their ability to protect themselves. While men are the biggest victims of direct military actions, as a result of their involvement in the military and their presence on the front lines, nevertheless, violence related to local conflicts usually affects women more. Especially that most local conflicts use women as a tool of war and a means to weaken opponents. This is more evident in conflicts with ethnic, national or sectarian dimensions, which exposes women to various types of systematic violence associated with local wars; such as abduction, detention, enforced disappearance, torture, sexual violence and human trafficking. In addition, poor living conditions, the disintegration of social safety nets, the proliferation of weapons, and the absence of law generate more exclusion against women, and expose them to exploitation, such as child marriage, domestic violence, absence of or incomplete education, absence of health care, and appropriation of illegal property.

At the same time, many studies and conflict research indicate that post-conflict stages may lead to the creation of an appropriate climate for positive change in political and living conditions, and the breaking of gender stereotypes for women. Some post-conflict African countries - Rwanda, Burundi and Uganda, for example - have seen high access of women to elected parliaments. The gender gap in wages and jobs in these countries was also higher than the universal average. In addition, the number of women working in public affairs - such as civic activists, human rights defenders, and peace-building actors - usually increases in post-conflict stages.

This positive change in the roles of women in post-conflict stages can be explained by three main reasons:

First: Wars and conflicts destroy gender divisions in the work environment, especially since a large number of men are preoccupied with the military, which paves the way for women to enter male-dominated fields and professions, and this usually continues after the end of hostilities.

Second: The entry of women into new jobs - especially in the public sphere - leads to changing the stereotypical view of women and breaking the societal barriers that restrict their work and their political and economic role.

Third: Conflict dynamics may increase women's ability to mobilize and organize collectively in the areas of advocacy, human rights, stability support and peace building, and this enhances their ability to create new spaces for political and civil action in the post-conflict stages.

In Syria, women have suffered greatly from systematic societal persecution, entrenched by patriarchal norms, which marginalize women in many areas of life, especially in the economic and political fields. This matter was exacerbated by the absence of legislation and laws obligating the state to remove the obstacles that prevent women from exercising their roles and limit their right to equal citizenship.

The ongoing Syrian conflict has increased the suffering of women; now they face great difficulty in accessing educational and medical facilities, in obtaining employment, protection mechanisms and physical and psychological care, in addition to their vulnerability for arrest, kidnapping and sexual violence by security elements associated with the Syrian regime, or those affiliated with certain military factions in different areas of Syrian influence. Furthermore, the absence of laws and legislation that protect and preserve the political, civil and economic rights of women, and within local communities subject to patriarchal authority with discriminatory and exclusionary social customs and traditions are all not in favor of women. For example, a growing number of studies indicate that women in Syria are often denied access to their inheritance shares, in addition to being more likely to have their property - especially real estate - seized by their male relatives.

Despite all these security, societal and political challenges, and the consequent wide spread of gender-based violence, Syrian women have been able to create new spaces within the civil, service and living space. They have been able to establish women's organizations and local initiatives led by women, working in areas of humanitarian, relief and service support, and the documentation of human rights violations and peacebuilding. They were also able to make breakthroughs in local governance structures, through mobilization, advocacy and community awareness campaigns, and this was accompanied by a change in a number of gender patterns associated with women. The rate of women heads of household increased from 4% in the pre-conflict period to 22%, and this can be seen through women working in professions that were dominated by males, such as handicrafts, maintenance work, commerce and industry, and others.

With these changes in the roles of women, the current conflict dynamics still impose many restrictions and obstacles on women's active participation in public life, due to several reasons; such as the absence of effective protection mechanisms for women within the chaos of the proliferation of arms in local communities, and the emergence

of (de facto) forces in various Syrian areas of influence, which exclude women from working openly in the public space and restrict their movement and ability to meet, organize and mobilize the community. Furthermore, laws and legislations that guarantee active participation of women in locally elected governmental structures, and curb the dominance of men over most of the basic functions in the civil space, and the influential positions in most political bodies and structures, are lacking.

In this opinion poll, we attempted to survey the perceptions of a number of Syrian men and women about the current situation of Syrian women in the fields of education, job environments, and civil and political rights, in order to build quantitative indicators for a selected sample of Syrian men and women according to criteria that took into account the gender, location, profession and level of education, in order to contribute to understanding the difficulties and challenges that Syrian women face, and extract some suggestions and recommendations that may contribute to overcoming these difficulties and improving the reality of Syrian women in the future.

In the second section of this report, we reviewed the surveyed sample, clarified gender and geographical distribution, and national, religious and sectarian affiliations, and educational and living level, and addressed the limitations of this sample and the constraints of the resulting quantitative questionnaire. Then, in the third section, we presented the distribution of the sample based on the job status of the respondents, according to four basic categories: unemployed, male and female workers in Syrian non-governmental institutions, male and female workers in government or semi-governmental institutions, and male and female workers in the private sector.

In the fourth section, we analyzed the statistical results generated by the first surveyed sample within the various work environments in the Syria, such as equal access to job opportunities, workplace policies related to women, and access to high administrative positions. Then we analyzed the most significant results related to women within the educational sector, especially with regard to equal access to educational levels in schools, and mixing between the sexes. Then we highlighted the perceptions of Syrians on women's civil rights, especially with regard to their right to pass their nationality to their children, and to equal inheritance shares. In addition to analyzing the position of the survey sample regarding women's rights for women, with regard to their electoral participation and their candidacy for political positions at the local and national levels.

2. Report Methodology and Sample Limitations

This report was based on a closed quantitative questionnaire, which was built through several brainstorming workshops with a number of women's organizations and Syrians working in the public sphere, in human rights, and service fields. We attempted to tailor the questionnaire to the specificity of the Syrian context in a way that enabled us to derive statistical indicators that can be built upon to develop a set of proposals and recommendations related to the current situation and future of Syrian women.

The questionnaire targeted a sample of 2,681 Syrians, living inside and outside Syria, of different national, religious and sectarian affiliations, and of various educational and living standards. Table (1) shows the geographical, identity, geographic, educational and livelihood distribution of the sample surveyed.

The survey was conducted from 11/11/2021 to 5/12/2021 by 50 male and female field enumerators who received extensive training on conducting interviews and collecting information in sensitive conflict environments, in a manner that ensures the informed consent of the sample, and protects the confidentiality of personal information related to the respondents, and took into account their psychological state and living conditions.

After the process of collecting and auditing the data, the research team analyzed it in consultation with a number of Syrian women working in the civil and political space, of various political and ideological backgrounds.

As a result of the severity of the political and identity polarization in the Syrian context, the limited closed quantitative questionnaires during the conflict period, in addition to the situation of displacement, and poor access to a number of Syrian regions in the south and east of the country, this sample cannot be seen as representative of most of the Perceptions of Syrians on the entire political and ideological spectrum in Syria.

Moreover, the reliance on the (snowball) mechanism in identifying the target individuals in the questionnaire led to finding a non-random sample, and the emergence of a number of deviations in the statistical results. Table (1) shows that the largest proportion of the sample is youth (64.5% of which is under the age of forty), with a high level of education (53.7% university graduates), and about 50% with a good standard of living, in addition to that 78.7% of the sample have work now, or were previously working on the Syrian crisis, and 42.6% of them have work experience in NGOs working on the

Syrian crisis, especially from the sample of women. The high rates in the educational level, and in the number of male and female workers in local and international NGOs; it generated a number of statistical biases, particularly in the sections on work environment and civil rights. We have taken these biases into account when analyzing the results, and we have relied on the variables related to the nature of work as one of the main dimensions of this analysis.

Figure (1) Describing the sample

Sex		
	Repetition	Rate
Male	1268	%47,3
Female	1413	%52,7
Age Group		
	Repetition	Rate
18-25	571	%21,3
26-39	1157	%43,2
40-59	816	%30,4
+60	137	%5,1
Geographical Distribution		
	Repetition	Rate
EU countrie	313	%11,7
Neighboring countries	667	%24,9
Regime-held areas	951	%35,5
NW (Idleb and surroundings)	144	%4,3
Northern Aleppo countryside	293	%10,9
NE Syria	343	%12,8
Education Level		
	Repetition	Rate
Illiterate	43	%1,6
Elementary	152	%5,7
Secondary	369	%13,8
High School	676	%25,2
University	1441	%53,7

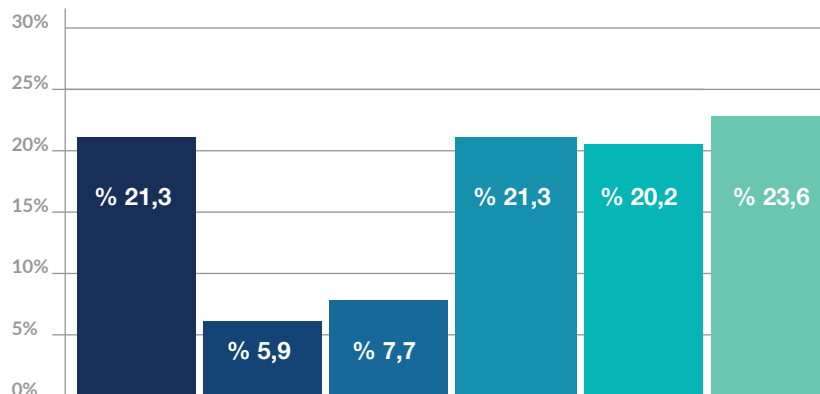
Level of income and living		
	Repetition	Rate
Very low	195	%7,3
Low	1143	%42,6
Average	857	%32,0
High	358	%13,4
Very high	128	%4,8
Ethnicity		
	Repetition	Rate
Armenian	51	%1,9
Assyrian	22	%0,8
Turkmen	113	%4,2
Syriac	73	%2,7
Circassian	26	%1,0
Arab	1898	%70,8
Kurdish	422	%15,7
Prefer not to say	53	%2,0
Other	23	%0,9

Religion/Denomination/Sect		
	التكرار	Rate
Ismaili	68	%2,5
Druze	159	%5,9
Sunni	1736	%64,8
Shiite	25	%0,9
Alawite	167	%6,2
Agnostic	68	%2,5
Christian	261	%9,7
Other	85	%3,2
Prefer not to say	112	%4,2

3. Sample distribution according to employment status

In order for the results of the questionnaire to have statistical indicators more expressive of the current reality in the Syrian context, the questionnaire included a question for the sample members about their current or previous job status, which is exclusively related to the Syrian context. One of the results of the answers to this question was that 72.8% of the entire survey sample had previous or current work experience within the Syrian context. As for the rest of the sample, 21.35% answered that they had never worked so far, and the remaining 5.9% answered that their work was not with any institutions, companies or organizations operating in the Syrian context (Figure 1).

Which of the following statements is closest to you?



- % 23,6** I work now, or have worked previously, with a Syrian for-profit organization
- % 20,2** I work now, or have worked previously, with a governmental or semi-governmental organization
- % 21,3** I have never worked yet
- % 7,7** I work now, or have previously worked, with a non-Syrian NGO, but it works in the Syrian context
- % 5,9** Other
- % 21,3** I work now, or have worked previously, with a Syrian NGO

FIGURE 1 Employment status of the sampled respondents

When employment status of the sample surveyed intersected with gender distribution (Fig. 2), we noted the following:

- The highest rate of the unemployed among the entire sample are women. 31.3% of the female sample answered that they have never worked, compared to 10.2% of the male sample.
- The largest proportion of women surveyed are now working, or have previously worked, with Syrian non-governmental organizations, and their rate was 22.3% of the entire sample of women. Followed by women who work, or have previously worked, with Syrian government or semi-governmental institutions, with a rate of 18.5%.
- The highest number of men surveyed are currently employed, or were previously employed, within the private sector, either in profit-making institutions and companies, or in craft workshops or private offices, with a rate of 31.7% of the entire sample of men, about twice the number of women surveyed who work in the private sector, which amounted to 16.3%.

■ The number of men and women working in non-Syrian or non-Syrian non-governmental organizations, but working in the Syrian context (such as international organizations and UN agencies), was in close percentage, with 7.9% of women and 7.6% of men.

Which of the following statements is closest to you? (gender)

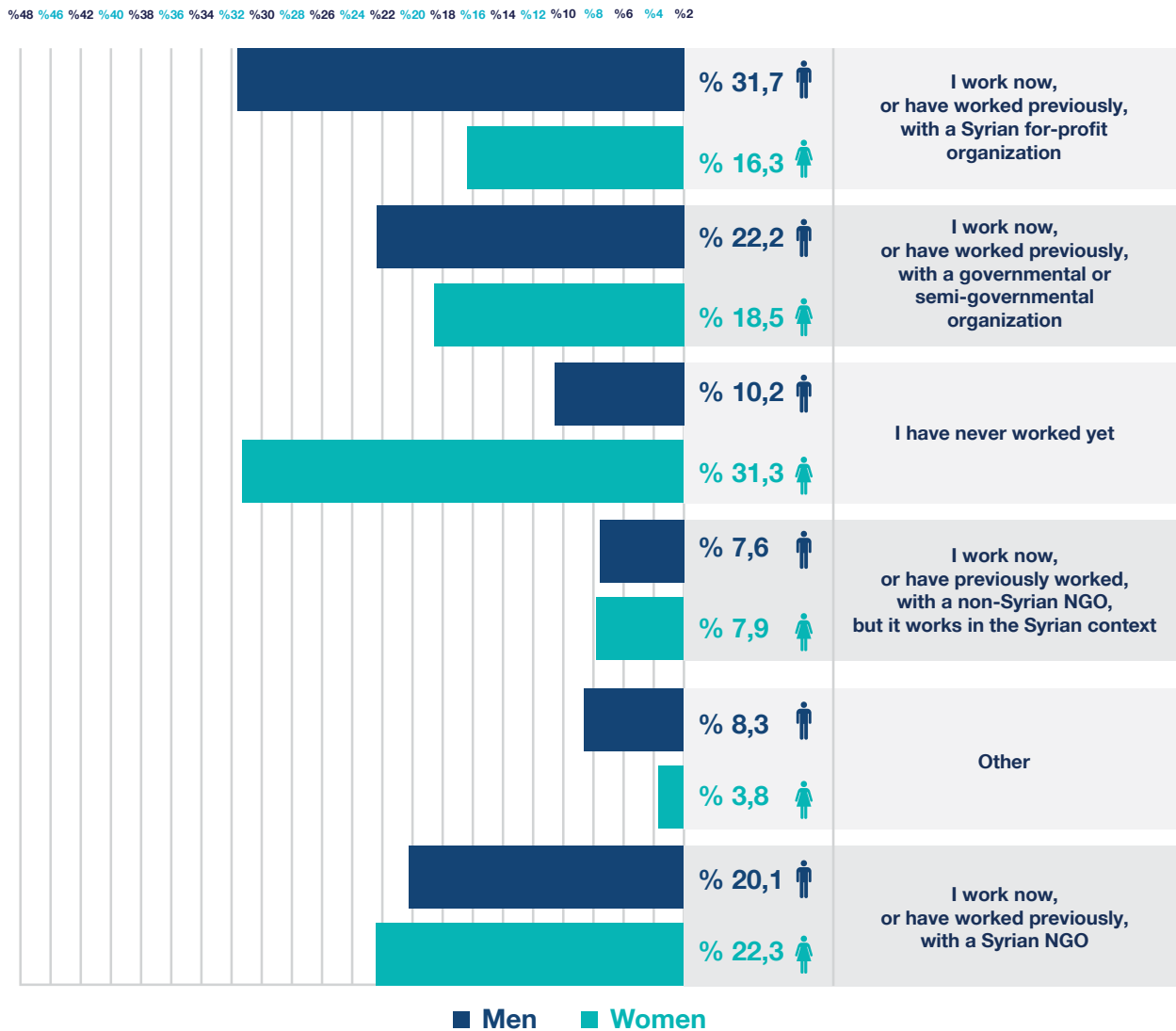


Figure 2: Employment status of the surveyed sample according to gender distribution

4. Results Analysis

In the following sections, we reviewed the most important results of the questionnaire within the Syrian work environment, the education sector, and civil and political rights.

The results of the questionnaire are based on two main dimensions: The first dimension: basing the results of the entire sample according to gender and geographical distribution. The second dimension is the employment status of the surveyed sample, of four basic types:

The unemployed, male and female workers in Syrian non-governmental institutions, male and female workers in Syrian government and semi-governmental institutions, male and female workers in the Syrian private sector. This dimension excludes those who work in other jobs unrelated to the Syrian issue, such as private or for-profit companies in neighboring countries or in European countries, who constituted 5.9% of the entire sample.

4.1 Working Environment

In this section of the questionnaire, we attempted to probe opinions about some aspects related to the situation of women within different work environments in Syria, by asking the sample - with different sub-distributions - about their perceptions of equal access to job opportunities and administrative promotions, in addition to asking them about the existence of adequate human resources policies that support the work of women.

The limitations of the survey sample, which we referred to in the second section of the report, can be attributed to the sample selection mechanism, which relied on the (snowball) method in selecting the respondents. The sample showed a high level of education and work experience among respondents, and those currently or previously working, especially with Syrian or non-Syrian NGOs working in Syrian affairs. These biases in the selected sample led to the presence of a high rate of women working in Syrian affairs, which may have an impact on the results of the questionnaire related to the work environment.

4.1.1. Equality in the work environment

4.1.1.1. Full sample

First, we asked all respondents about their opinion of women’s ability to access the same job opportunities as men. Figure (3) shows that there is a clear division in the sample regarding gender equality in access to job opportunities, where 47.5% of the sample answered “yes,” compared to 47.1% who answered “no,” and the remaining 5.4% answered “I don’t know.” This split in the answers was also clear when looking at the gender distribution of the sample, which is shown in Figure (4). Half of the male sample (50.4%) believes that women have equal access to the same job opportunities, compared to 44.7% of those who do not. On the other hand, nearly half of the women in the sample (49.3%) said that they do not have equal opportunities with men, compared to a lower number of men, as 44.9% of them had the same opinion.

In the current Syrian context, do you think that women have the ability to access the same job opportunities as men?

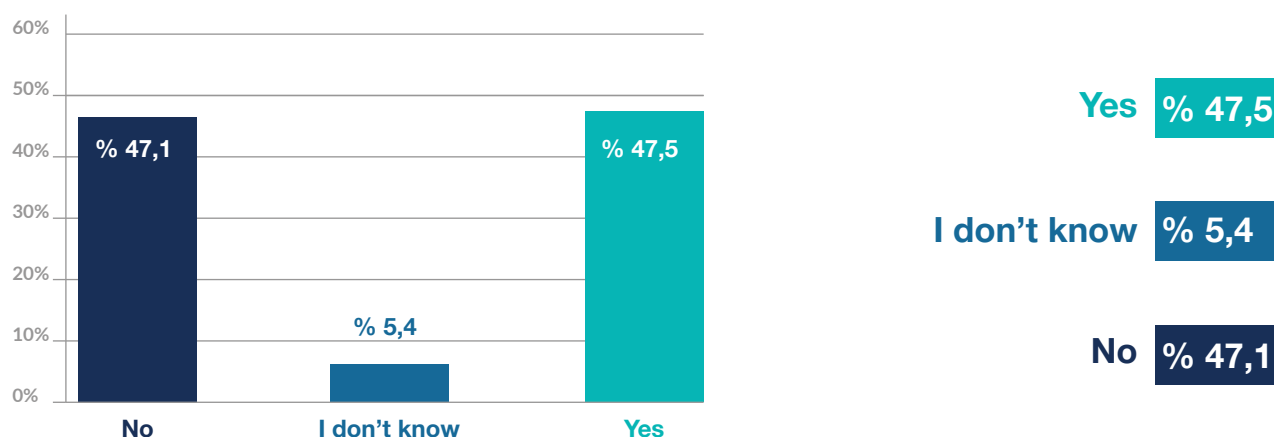


Figure 3: Women’s ability to access the same job opportunities as men

In the current Syrian context, do you think that women have the ability to access the same job opportunities as men? (gender)

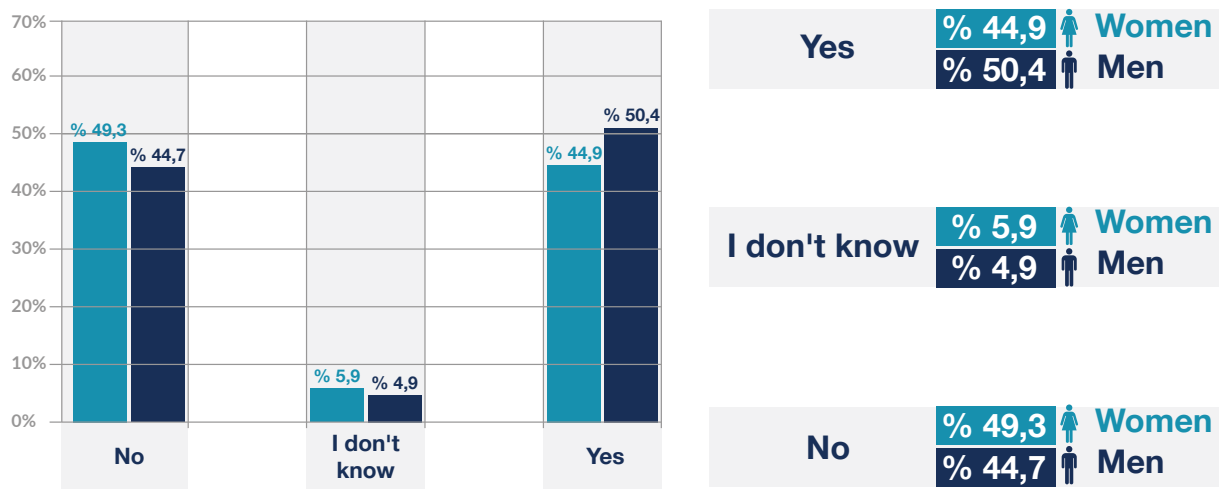


Figure 4: Women’s ability to access the same job opportunities as men - gender distribution of the sample.

This division in the opinions of the sample, and the high rate of women who feel equal in accessing job opportunities available to men, which amounted to about 44.9%, can be explained by three main reasons:

First, the nature of the sample surveyed; Most of the women surveyed are educated and from young age groups, and the percentage of working women was about 70%. Consequently, there may be a bias among the female respondents towards a feeling of equal access to job opportunities.

The second reason may be related to the nature of the question itself; Because the feeling of fairness is a subjective feeling that differs from one person to another, and it is difficult to quantify it. As for the third reason, it may be related to the lack awareness of a segment of women in the sample about gender discrimination in work environments within the Syrian context and its patterns. For example, some women may sometimes feel that once they obtain a job position, it is a fair gain for them, regardless of whether or not there are work and employment policies in place to protect them.

Accordingly, we turned to those who answered “no” in the previous question, with another question about the three most important reasons in their opinion that hinder women’s ability to access jobs available to men. Figure (5) shows that 27.4% of this sub-sample found that the most important obstacles to gender equality in accessing

employment opportunities are social customs and traditions, and secondly, inappropriate working conditions; Such as travel to the workplace, commuting there, and long working hours, by 25%. The third was appropriate employment policies in place, with a rate of 14.2%, then the absence of human resources suitable for women’s work, with a rate of 12.3%. Finally, job requirements, such as experience and education degree and requirements related to religious laws and teachings, came in at 9.7% and 9.5%, respectively.

In your opinion, what are the most important reasons behind this (women's inability to access the same job opportunities as men)?

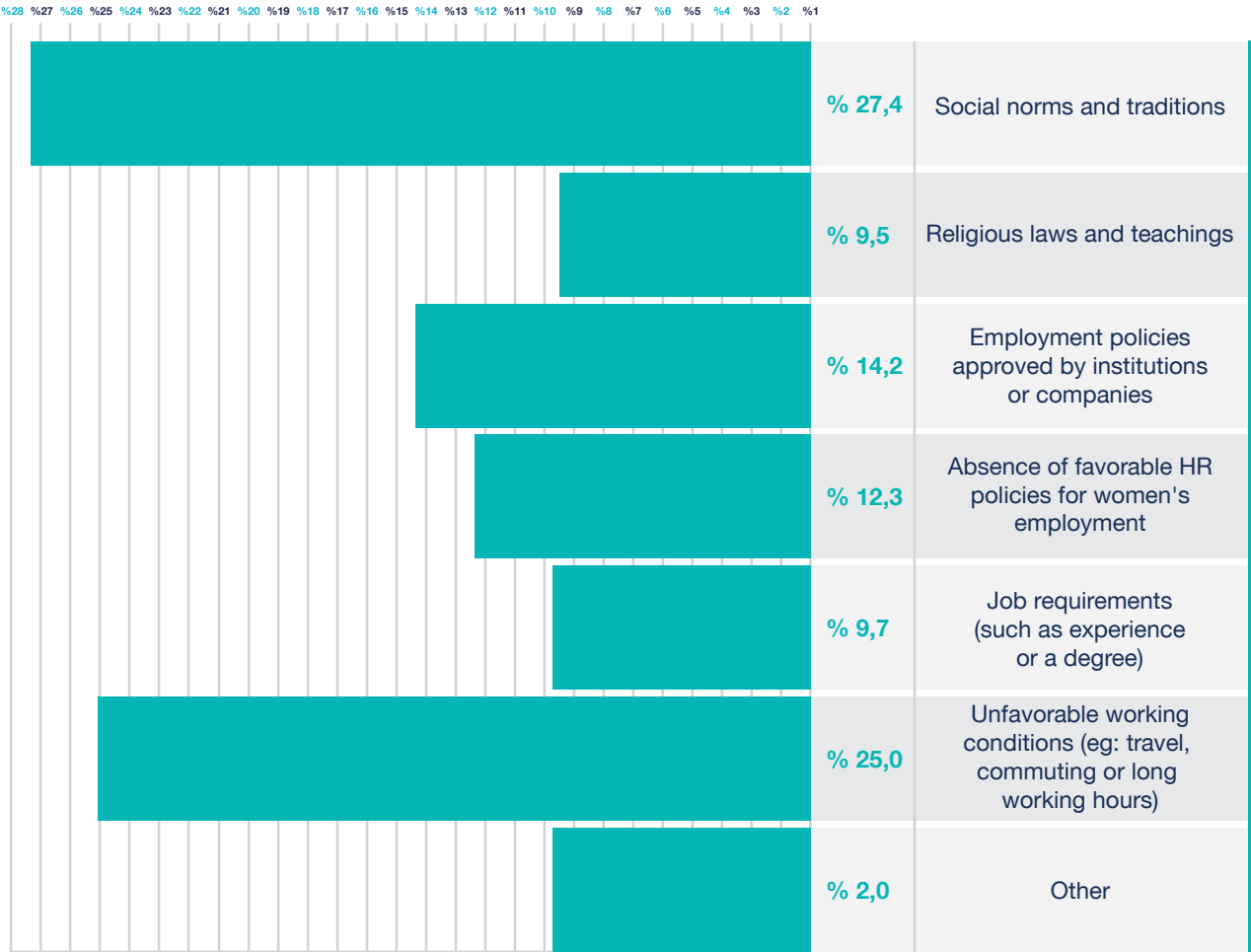


Figure 5: Reasons why women are unable to access the same job opportunities as men

When the previous results intersected with the gender distribution of the sample - Figure (6) - the results of the two samples of men and women were almost identical with the results of the general sample, noting that women gave more weight to reasons related to social customs and traditions - at a rate of 66.7% compared to 63.1% of men, then to reasons related to the absence of human resources policies in favor of women (32.6% compared to 25% of men). Moreover, the rate of women surveyed who found religious laws and teachings as one of the reasons for the inequity in accessing job opportunities was 6 points higher than that of men.

In your opinion, what are the most important reasons behind this (women's inability to access the same job opportunities as men)? (gender)

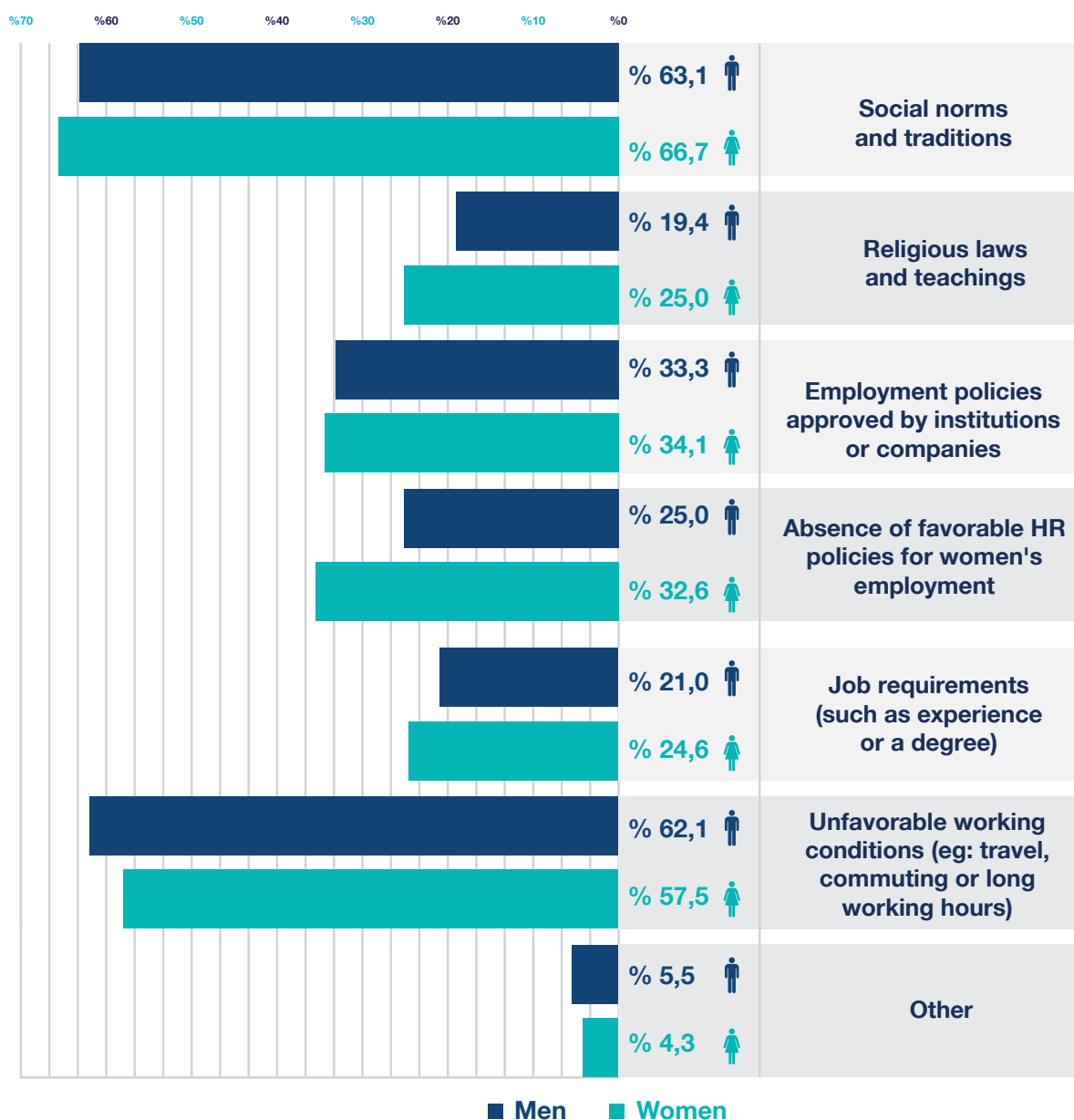


Figure 6: Reasons for women not being able to access the same job opportunities available to men - gender distribution of the sample

The geographical distribution of the sample showed a convergence of answers among the various spheres of influence inside Syria; The two options/causes of social customs and traditions, and unfavorable working conditions for women were the first two reasons selected among respondents in Idlib, northern and western Aleppo countryside, northeastern Syria, and the areas under the control of the Syrian regime, as shown in Figure (7).

As for the differences among the respondents, it appears that the third reason selected by respondents in the Aleppo countryside and the areas under the control of the Syrian regime was the employment policies adopted by institutions, companies and organizations, with a rate of 25.6% and 28.6%, respectively. While the third reason selected by the sample in Idlib was the absence of human resources policies that are in favor of women, at a rate of 48.1%. In northeastern Syria, job requirements that may be considered inappropriate for women to work was the third selected reason, with a rate of 41.2%.

In your opinion, what are the most important reasons behind this (women's inability to access the same job opportunities as men) (geographical distribution) ?

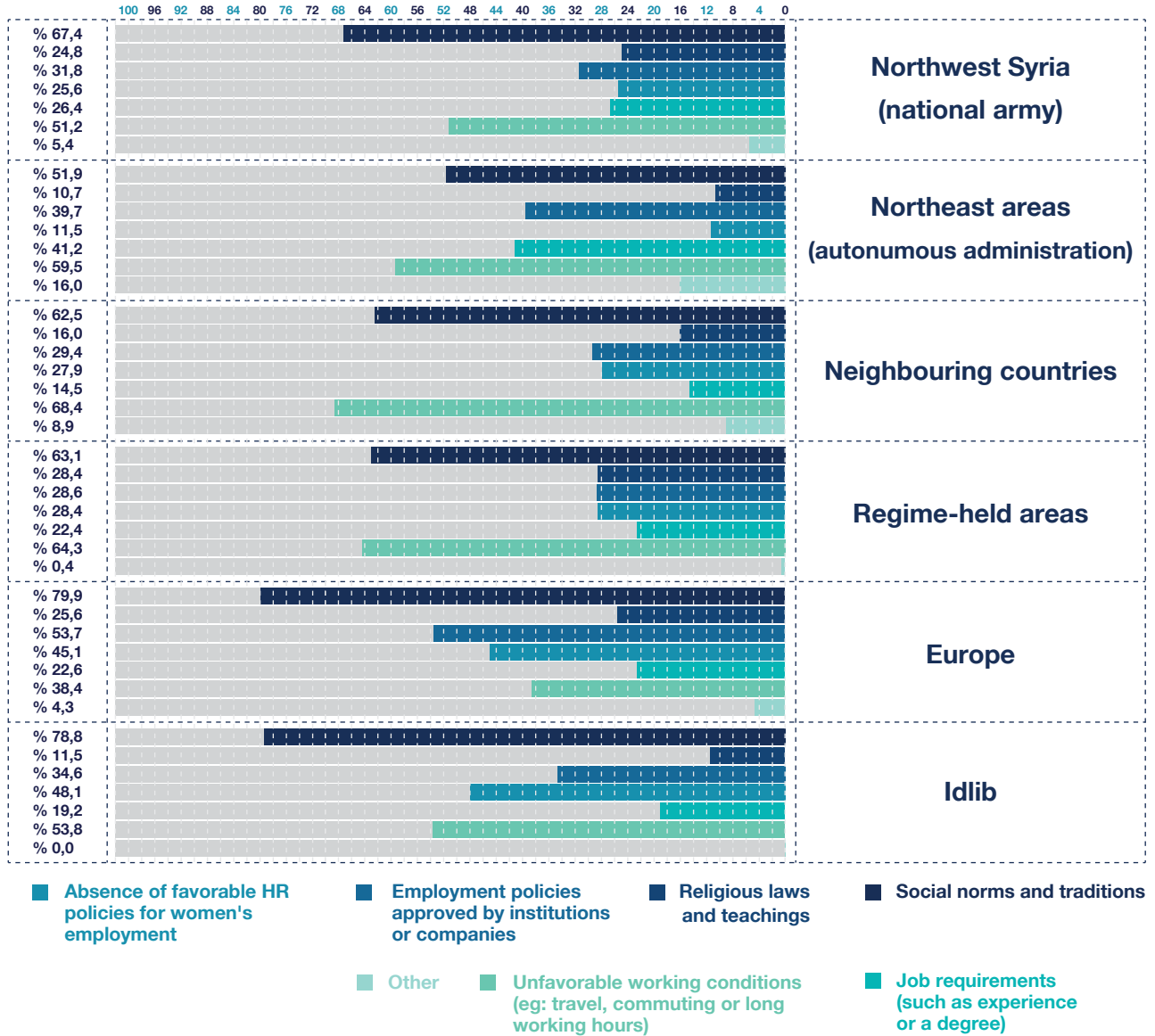


Figure (7): Reasons for women's inability to access the same job opportunities available to men - According to the geographical distribution of the sample

4.1.1.2. Sample of the Unemployed Respondents

More than half of the sample of unemployed women - 57.7% - found that women do not have equal access to the job opportunities available to men. On the other hand, 53.5% of non-working men believed that both sexes have equal opportunities to access work places. (Fig. 8)

In the current Syrian context, do you think that women have the ability to access the same job opportunities as men?

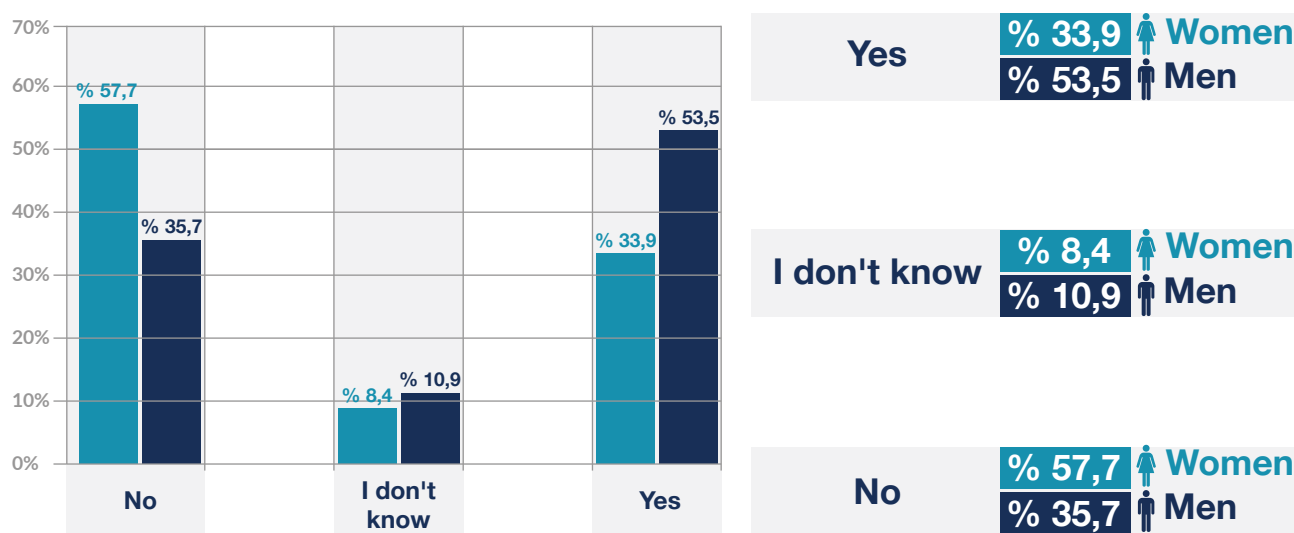


Figure 8: Women's ability to access the same job opportunities as men - the unemployed

We then asked the sample of the unemployed men and women who answered “no” to the previous question, to rank the three most important reasons that impede women’s equal access to job opportunities - Figure (9) - and the results were the following:

- Unemployed women - about 70% - chose (social customs and traditions) as the first obstacle, which was the highest rate among the unemployed women sampled.
- Unemployed men - about 74% - chose (unsuitable working conditions) as the first obstacle, which was the highest rate among the unemployed men sampled..

■ The sample of unemployed women gave more weight to (the absence of human resources policies in favor of women) compared to the sample of men (34.1% women vs 19.6% men).

In your opinion, what are the most important reasons behind this (women's inability to access the same job opportunities as men)?

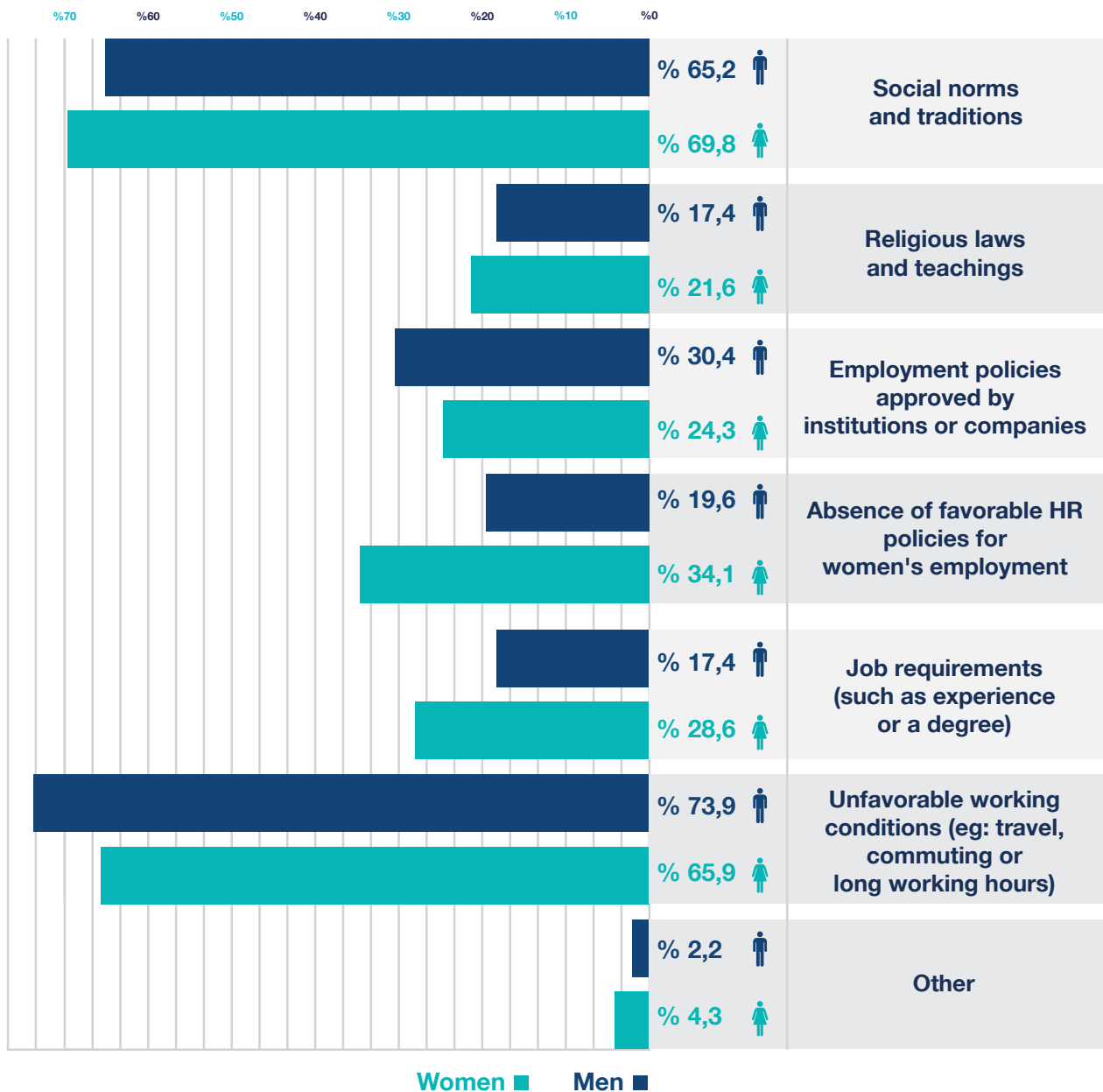


Figure (9): Reasons why women are unable to access the same job opportunities available to men - the unemployed

4.1.1.3. Non-Governmental Organizations Sample

52.7% of the sample of female workers in Syrian NGOs expressed their belief that women are equal to men in accessing the same job opportunities. Men who currently work, or who had previously worked in Syrian non-governmental organizations, expressed the same opinion with a higher rate of 62%. Figure (10)

In the current Syrian context, do you think that women have the ability to access the same job opportunities as men? (gender)

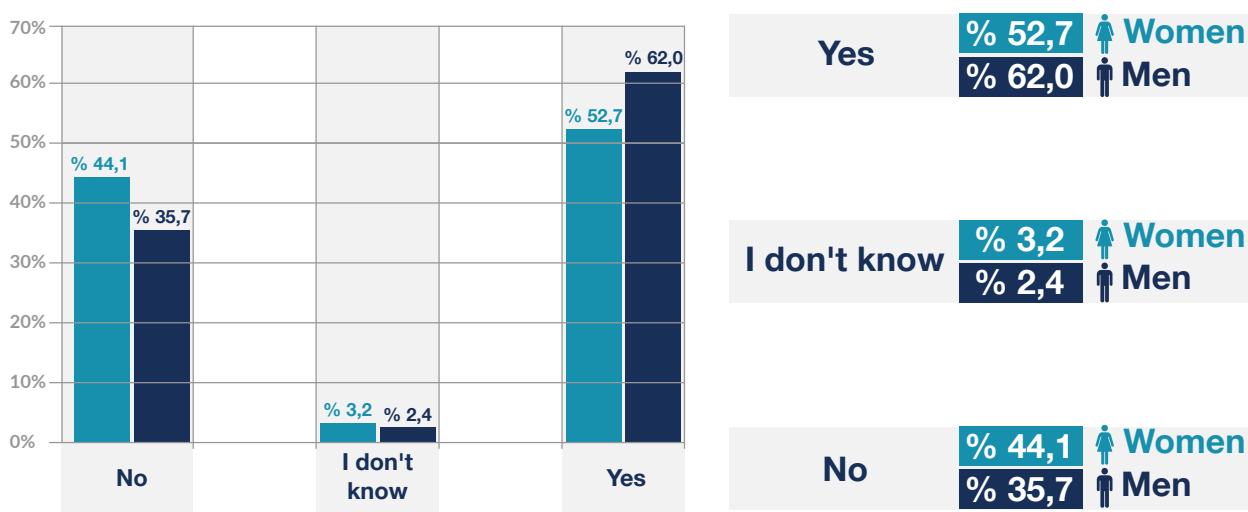


Figure 10: Women’s ability to access the same job opportunities as men - non-governmental organizations.

Then we asked those who answered “no” to the previous question to rank the three most significant reasons that impede women’s equal access to the same job opportunities available to men - Figure (11) - and we noticed a convergence between the two samples of male and female workers in Syrian non-governmental institutions, as 66.2% of women, and 70.3% of men, believed that social customs and traditions are the most significant obstacles impeding women’s access to the same job opportunities as men. The option (unsuitable working conditions) was the second reason (52.5% women vs 50.5% men), and the option (employment policies adopted by institutions or companies) was the third reason, with 44% of men vs 43.2% of women.

In your opinion, what are the most important reasons behind this (women's inability to access the same job opportunities as men)? (gender)

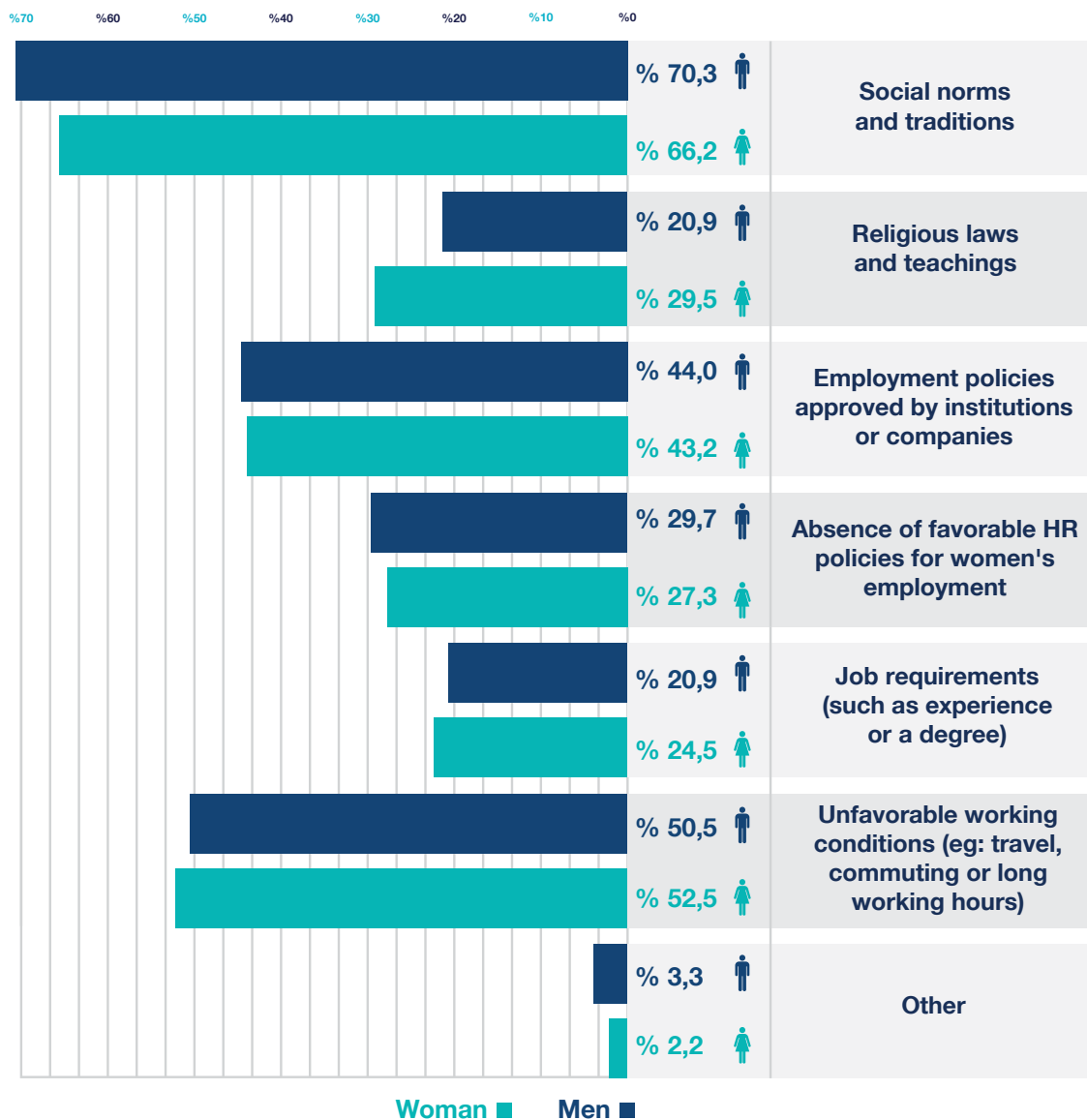


Figure (11): Reasons for women's inability to access the same job opportunities available to men - non-governmental organizations.

The three most significant findings in which the sample of male and female workers in Syrian non-governmental institutions see that women are not treated on an equal basis with men, see from Figure (12) the following observations:

- The largest percentage of the sample of women working in Syrian non-governmental institutions chose (promotions and access to high management positions) as their first choice regarding areas of inequality in the Syrian work environment, with a percentage of 52.8%, then the option (unequal access to capacity-raising and skills-building programs and training), with a percentage of 43.1%. The option (human resources policies related to protection within the work environment) was the third option with 35.8%.

- Human resources policies related to protection within the work environment, was the first choice for the sample of men working in Syrian non-governmental institutions, with a rate of 43.8%. It was followed by (unequal access to capacity building programs) and (promotions and access to high administrative positions), with 39.7% and 38.4%, respectively.

In what areas do you feel that women are not treated equally and fairly with men? (gender)

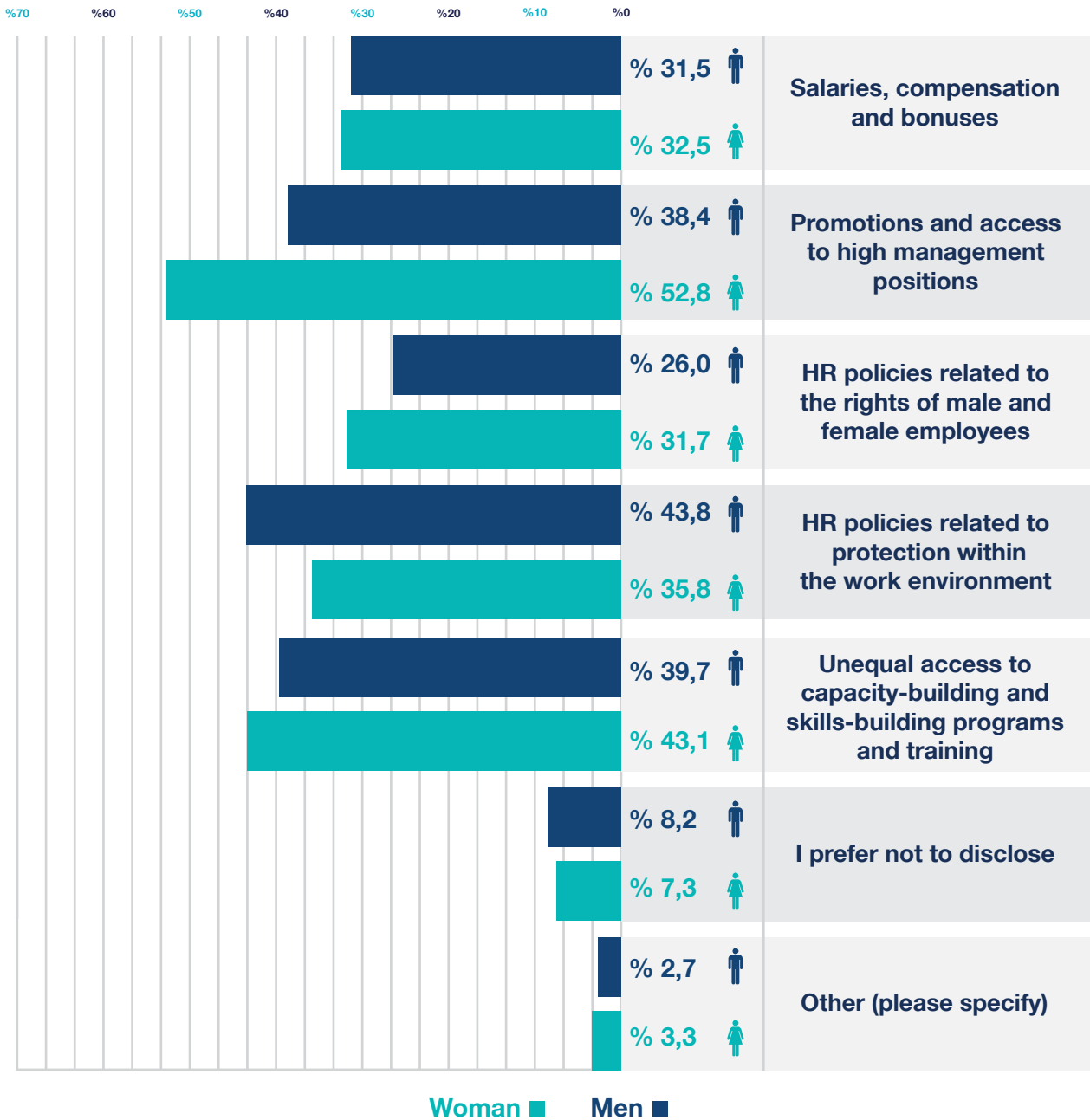


Figure (12): Areas in which women do not work on an equal basis with men - sample of NGOs.

4.1.1.4 Sample of governmental and semi-governmental institutions

More than half of the sample of women and men who belong to this sub-sample answered that there is equal access to employment opportunities between men and women, 53.3% of women and 55.2% of men (Figure 13).

When we asked those who answered “no” to the previous question to rank the three most significant reasons that impede equal access for women to the same job opportunities available to men - Figure (14) - we noticed the following:

- Both women and men samples found that (unsuitable working conditions for women) are the most significant obstacles to gender equality in accessing job opportunities, with 60.7% of women and 59.8% of men.
- (Social customs and traditions) was the second option chosen in the two samples together, noting that the sample of men exceeded the number of women for this option by 8.2%.
- The option (religious laws and teachings) ranked last among women, with a rate of 21.4%, and also among men, with a rate of 18%.

In the current Syrian context, do you think that women have the ability to access the same job opportunities as men? (gender)

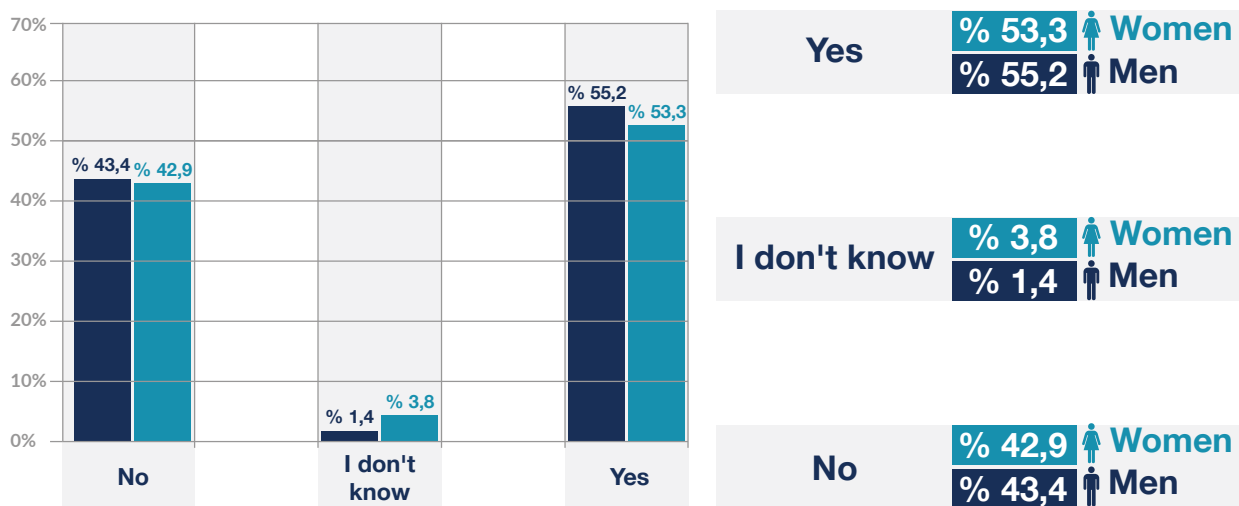


Figure (13): Women’s ability to access the same job opportunities available to men - sample of government and semi-governmental institutions .

In what areas do you feel that women are not treated equally and fairly with men? (gender)

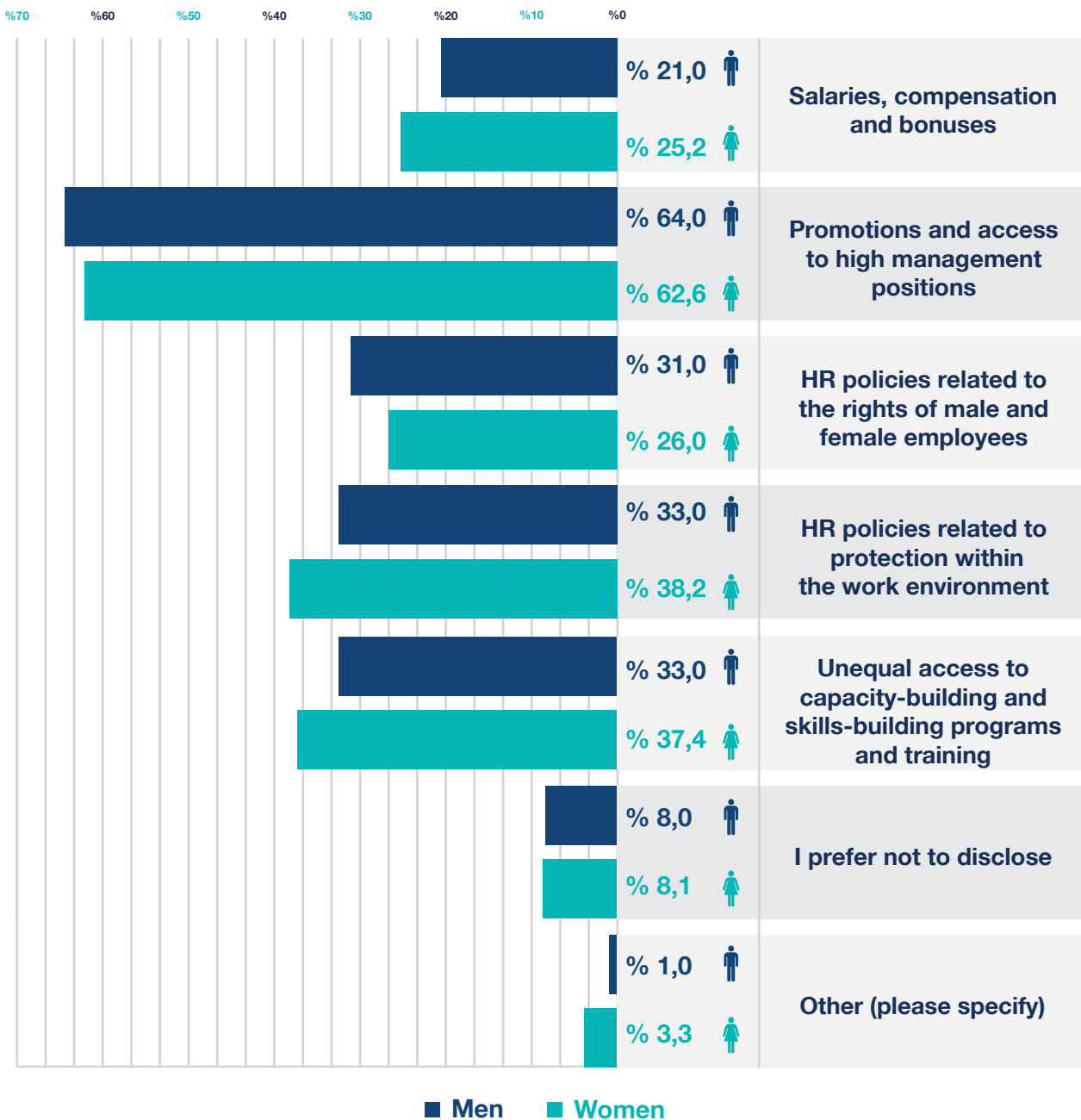


Figure (14): Reasons for women’s inability to access the same job opportunities available to men - a sample of government and semi-governmental institutions.

As for the three most significant areas in which respondents from a sample of male and female workers in Syrian government or semi-governmental institutions see that women are not treated on an equal basis with men, we see from Figure (15) the following observations:

- The consensus of women and men from this subsample is that (promotions and access to senior management positions) are the areas in which gender equality is not taken into account, with 62.6% of women and 64% of men.
- Women gave more weight to the choice related to (human resources policies related to protection within the work environment), with a rate of 38.2% compared to 33% of men.
- The option (salaries, compensation, and bonuses) ranked last in the two groups, with 25.2% of women and 21% of men.

In what areas do you feel that women are not treated equally and fairly with men? (gender)

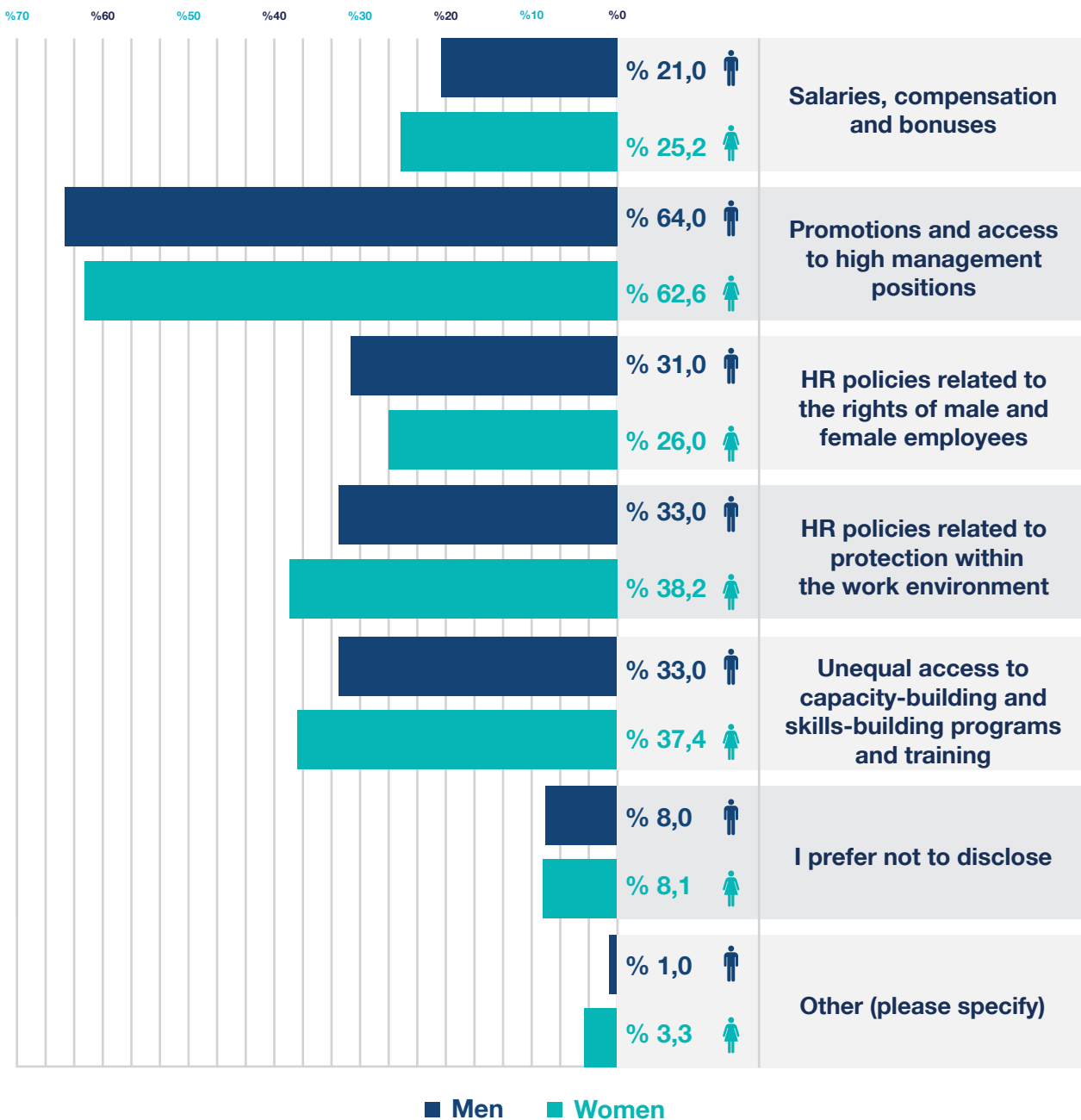


Figure 15: Areas in which women do not work on an equal basis with men - a sample of government and semi-governmental institutions.

4.1.1.5 Private Sector Sample

The rates were very close in number among the two samples of male and female workers in the Syrian private sector with regard to gender equality in job opportunities. About 51% of women and 50.7% of men believed that women do not have the same ability to access job opportunities available to men (Figure 16).

In the current Syrian context, do you think that women have the ability to access the same job opportunities as men? (gender)

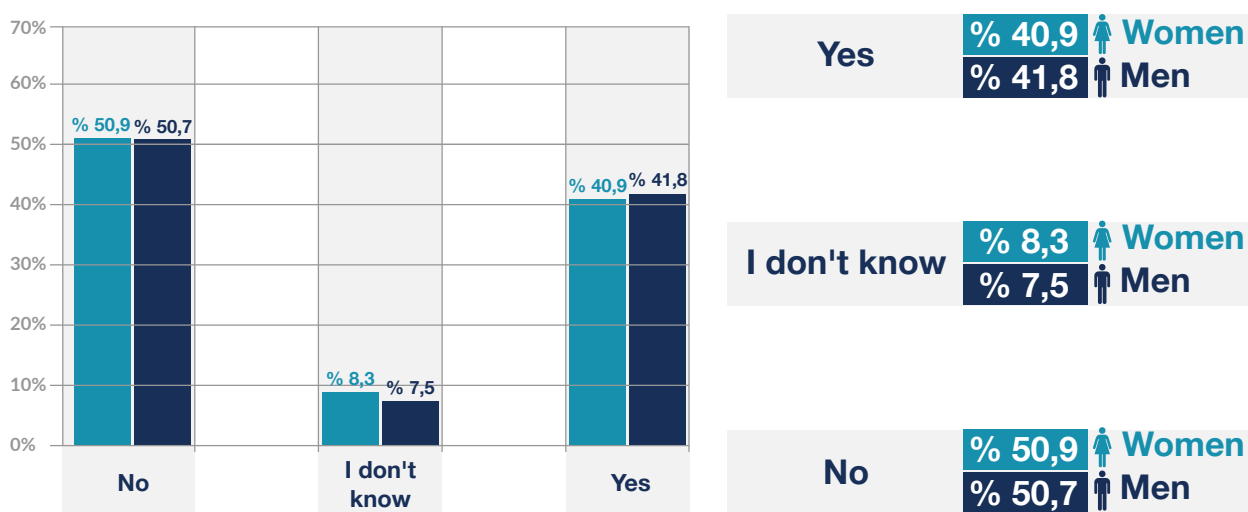


Figure 16: Women’s ability to access the same job opportunities available to men - the private sector sample.

When we asked those who answered “no” to the previous question to identify the three most significant reasons impeding equal access for women to the labor market, we noticed the following (Figure 17):

- The largest number of women working in the private sector - 71.8% of them - found that (social customs and traditions) are the most significant obstacles to equal access to the labor market, and the option (unsuitable working conditions) was second, with a rate of 47%.
- While the option (unsuitable working conditions) was the first reason for the sample of men working in the private sector, with a rate of 65.7%, followed by (customs and traditions) with a rate of 61.3%.
- The last option in the sample of women was (job requirements inappropriate for women’s work), at a rate of 23%, while (religious laws and teachings) ranked last among men, with a rate of 18.6%.

In your opinion, what are the most important reasons behind this (women's inability to access the same job opportunities as men)? (gender)

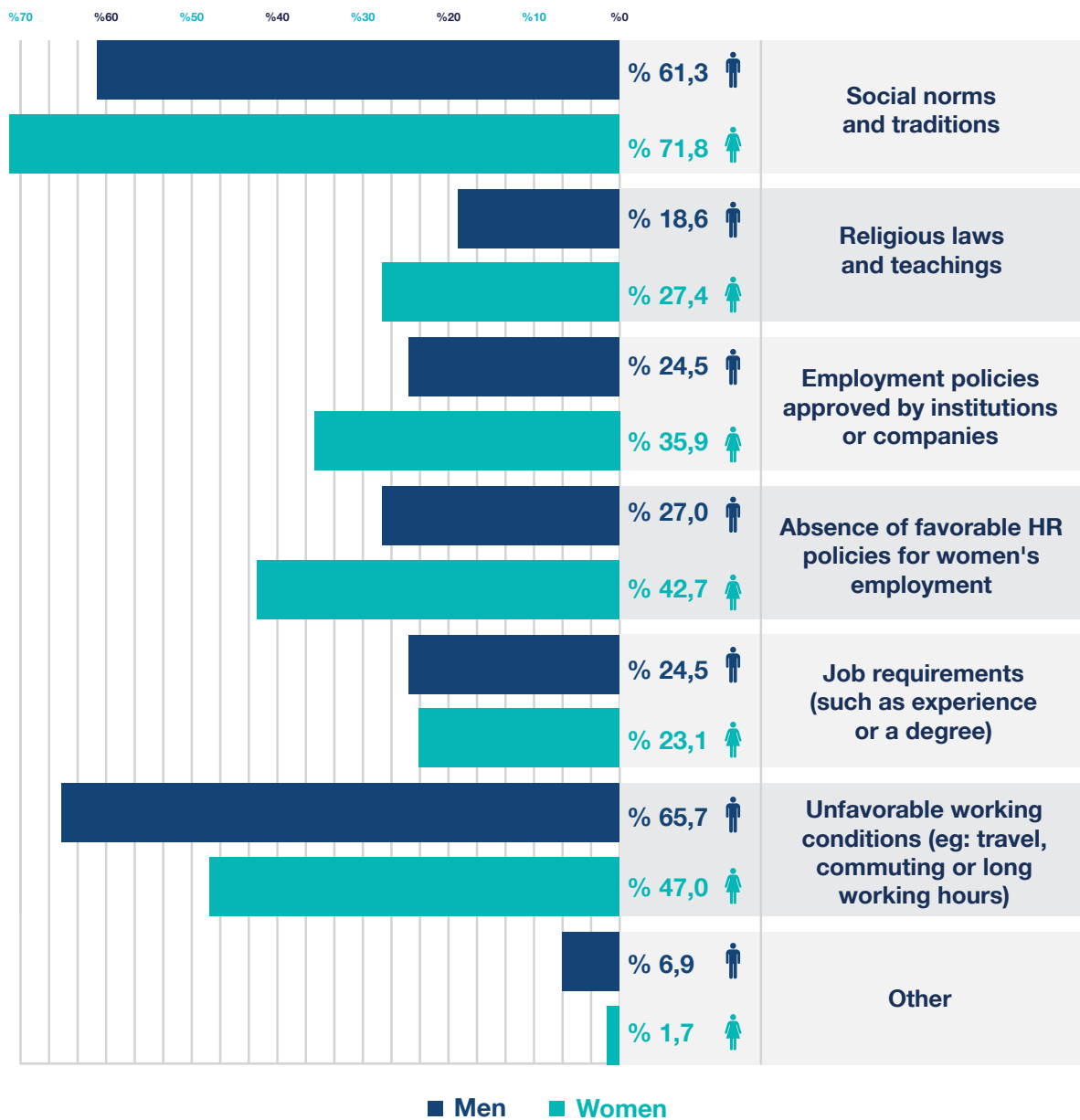


Figure 17: Reasons for women’s inability to access the same job opportunities available to men - the private sector sample.

Areas of work that do not take into account gender equality - figure (18) - the largest rate of men in this sub-sample found (salaries, compensation and rewards) and (the absence of human resources policies related to protection within the work environment) are the most significant factors in which women are not treated on an equal footing with men, at 40.5% for both men and women respondents. While women respondents additionally chose the option (promotions and access to senior management positions) at a rate of 57.3%.

In what areas do you feel that women are not treated equally and fairly with men? (gender)

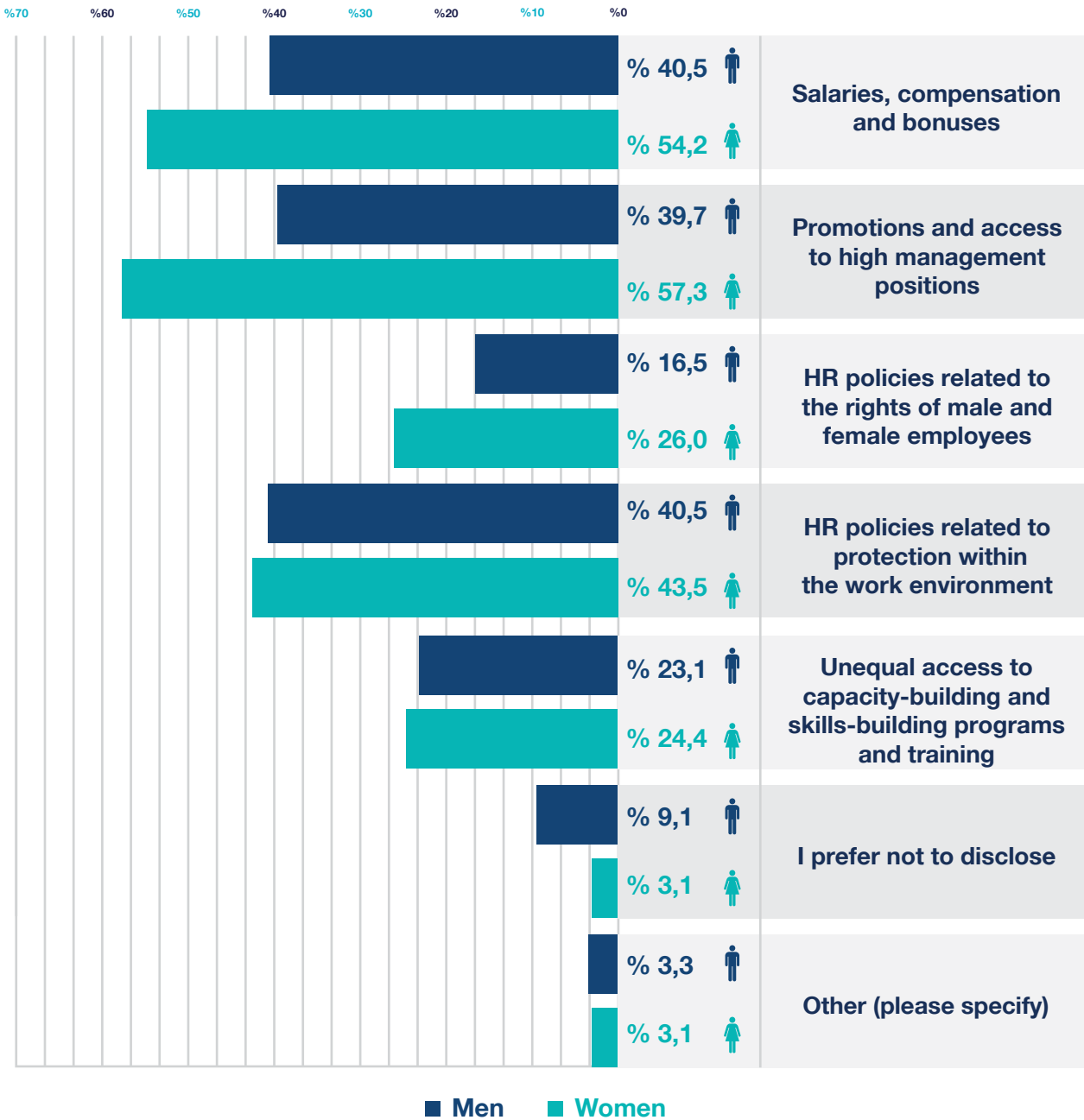


Figure 18: Areas in which women do not work on an equal basis with men - the private sector sample.

4.1.2. Maternity Leave

4.1.2.1. Full Sample

When asked about those who had work experiences in the Syrian context, about the existence of clear and written policies for maternity leave in the places where they work, or where they used to work previously, 57.4% of them answered (yes), compared to 29.1% of (no), and the 13.5% remaining respondents answered (I don't know), as shown in Figure (19).

When the previous results intersected with the gender distribution of the sample, shown in Figure (20), we find that 63.2% of the women sample and 52.5% of the men sample responded that there are written policies on maternity leave during their work experience in the Syrian context, noting an increase in the rate of maternity leave. Those who answered (I don't know), amounted to 9.8% for women and 16.6% for men.

In your work experience, is there a clear written maternity leave policy?

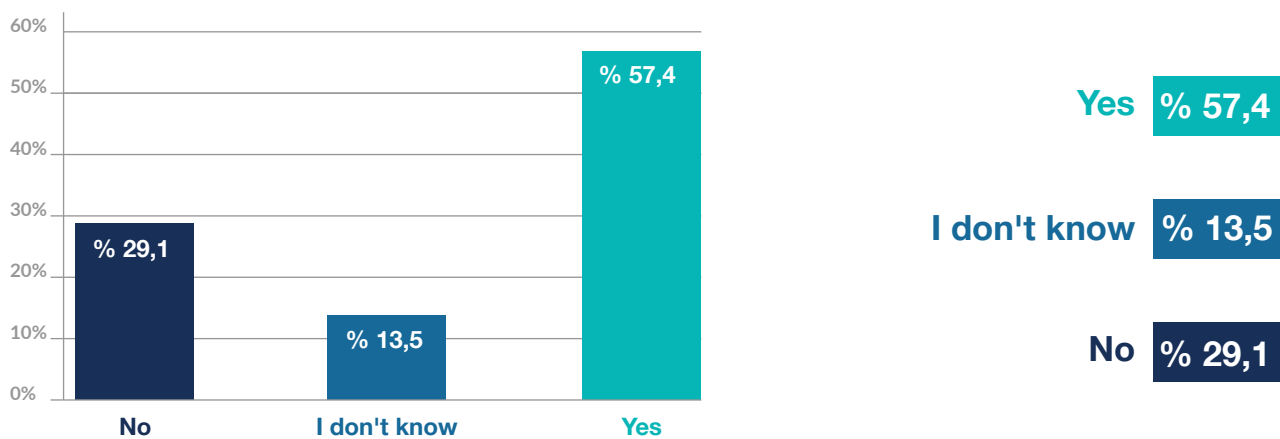


Figure 19: Clear and written maternity policies exist in different workplaces.

In your work experience, is there a clear written maternity leave policy? (gender)

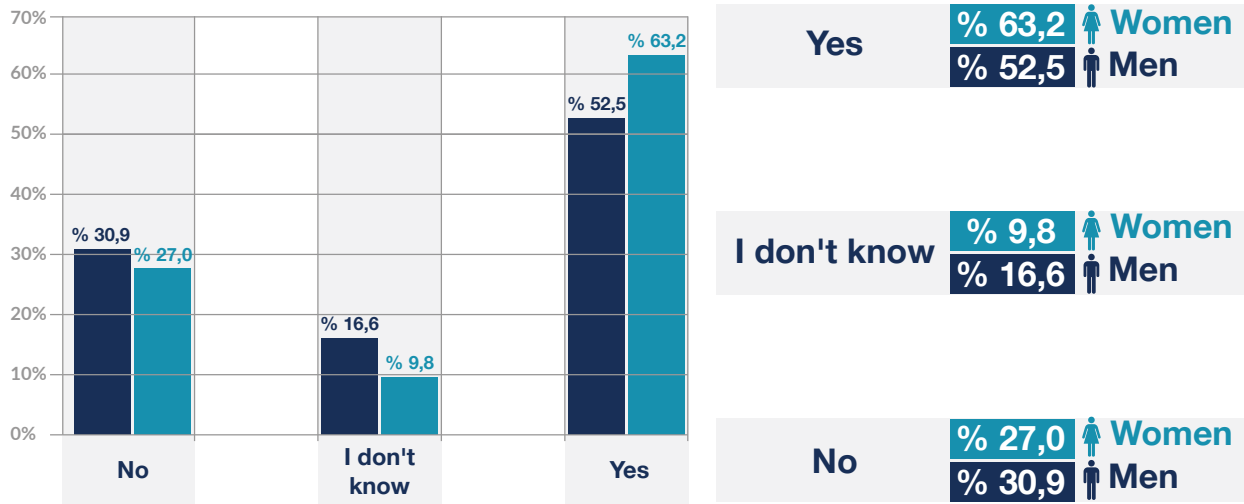


Figure 20 : Clear and written maternity policies exist in different workplaces, according to the gender distribution of the sample.

In order to obtain statistical indicators that are more informative of the reality of the work environment in Syria. The results of the employment status of the sub-sample were calculated according to the different workplaces. We note from Figure (21) that:

- Half of the women and men who work in the private sector expressed the absence of maternity policies in this sector. This absence is due to the absence of any legislation or laws regulating human resource policies and the rights of male and female workers in the private sector, especially in informal settings, or those related to the war economy.

- The Syrian government and semi-governmental institutions have policies related to maternity leave that are more clear than other sectors, and the majority of women working in government institutions (90% of them), and the majority of men (82.9%) have expressed the presence of these policies in their workplaces. This is due to the existence of a labor law binding government institutions to provide the right to maternity leave. As for quasi-governmental institutions, such as local councils and technical directorates located in places outside the control of the Syrian regime, they either follow the labor laws of the Syrian regime, or they follow similar and derived laws, especially in northwest and northeast Syria.

■ This rate is lower among male and female workers in Syrian non-governmental institutions, compared to workers in international non-governmental institutions (international organizations). This disparity may be explained that Syrian NGOs are still operating in the absence of centralized legislation and laws regulating their work, and that the largest proportion of these organizations have begun to adhere to appropriate human resources policies only recently, due to the requirements of international donors that often impose the presence of maternity leave within the human resources policies of the Syrian organizations that work with them.

It should be noted here, that the question in the survey asked about the existence of policies related to maternity leave within various organizations/workplaces, does not include whether these policies are applied on the ground or not.

In your work experience, is there a clear written maternity leave policy? (workplace)

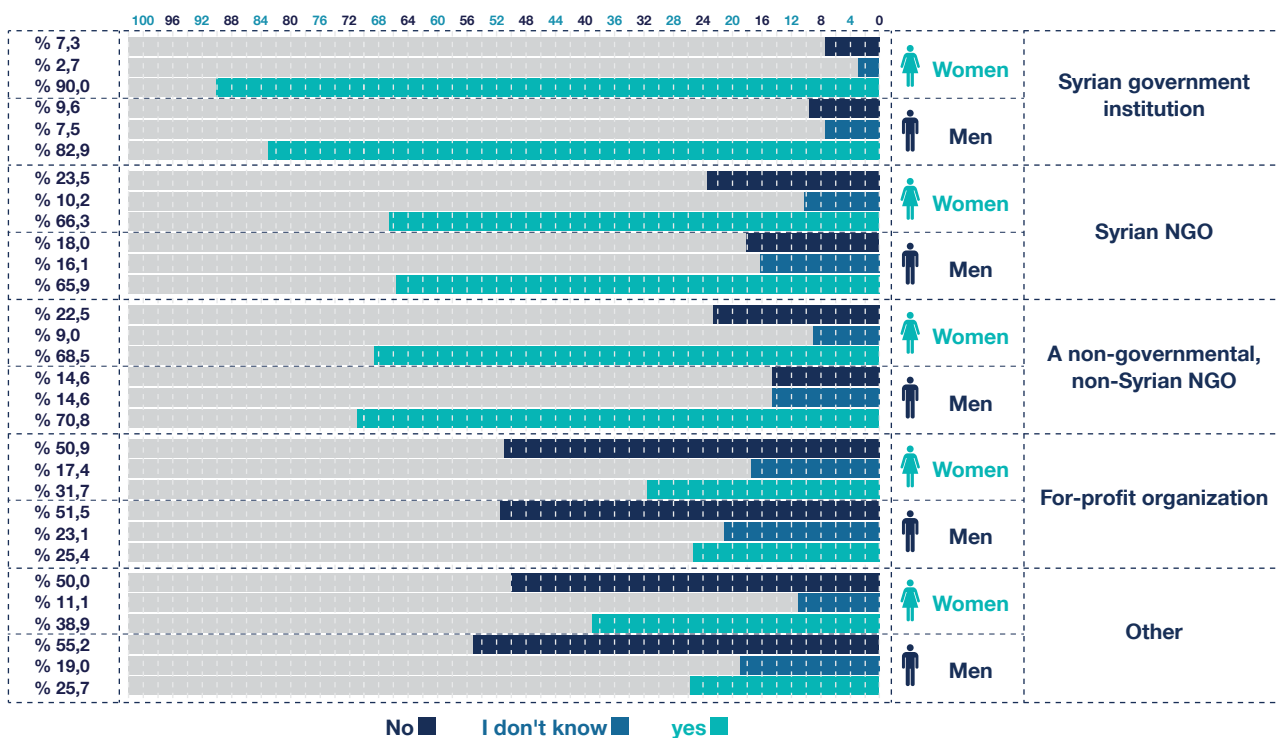


Figure 21: Existence of clear and written maternity policies in different workplaces, according to the employment status of the sub-sample.

4.1.2.2. Non-Governmental Organization Sample

When the sample of male and female workers in Syrian NGOs were asked whether there are clear and written human resources policies for maternity leave, the largest proportion of the sample answered (yes), with 66.3% of women and nearly 66% of men, and the rate of men who answered with (I don't know) was about 6% higher than the female sample (Fig. 22).

In your work experience, is there a clear written maternity leave policy? (gender)

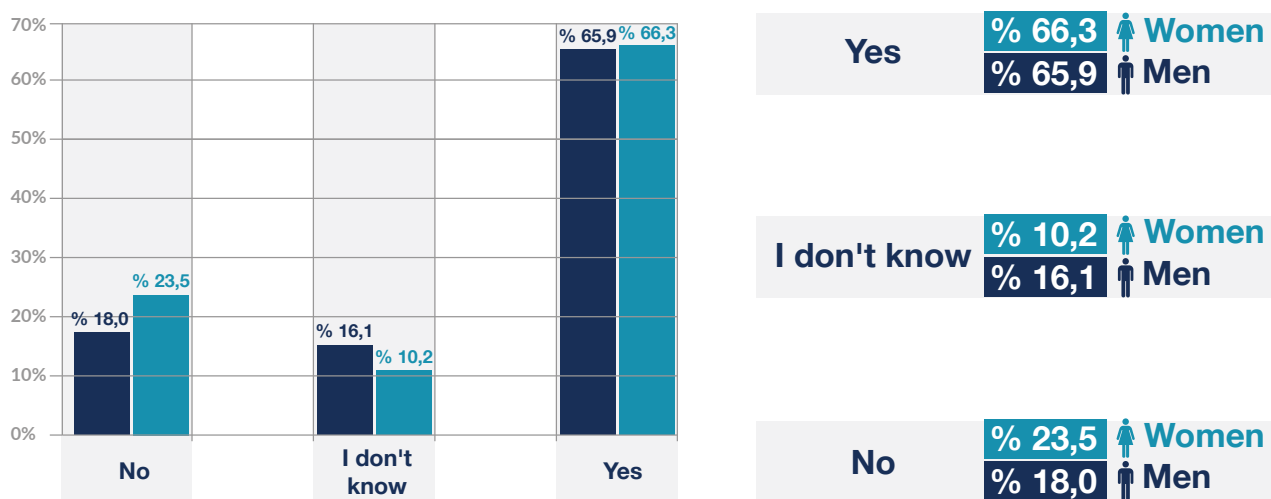


Figure 22: Existence of clear and written maternity policies in different workplaces - a sample of non-governmental organizations.

4.1.2.3. Sample of governmental and semi-governmental institutions

90% of female workers in Syrian government or semi-governmental institutions answered that there are clear and written policies for maternity leave at their previous or current job, which was the highest rate among the types of job for the entire sample surveyed - see figure (23) - while less than 2.7% of them answered with (I don't know).

In your work experience, is there a clear written maternity leave policy? (gender)

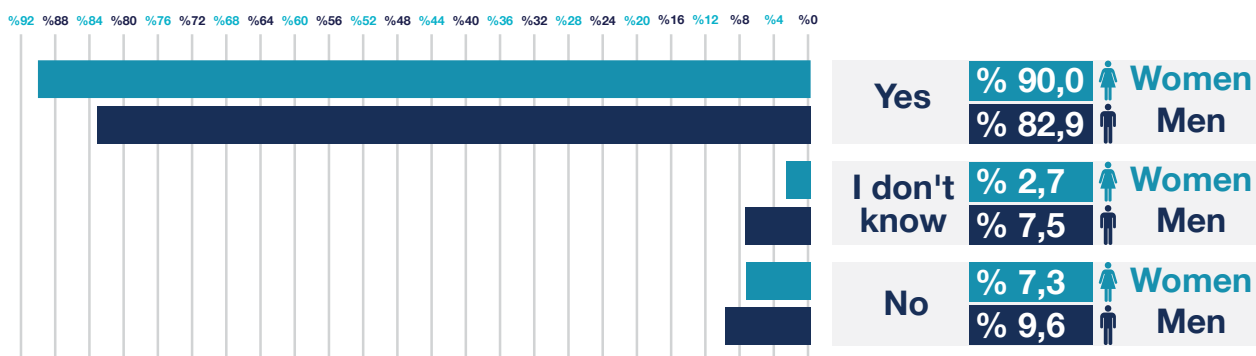


Figure 23: Existence of clear and written maternity policies in different workplaces - a sample of governmental and semi-governmental institutions.

4.1.2.4. Private Sector Sample

More than half of the male and female sample of workers in the private sector responded that there are no clear or written maternity leave policies, at 51.5% (males) and 51% (females), respectively (Figure 24). Thus, the highest number who answered that there are no policies of this kind came from the sub-sample working in the for-profit sector, compared to the rest of the sample sub-distribution. Similarly, the response rate of (I don't know) was the highest among the rest of the sub-sample, reaching 23% of men and 17.4% of women.

In your work experience, is there a clear written maternity leave policy? (gender)

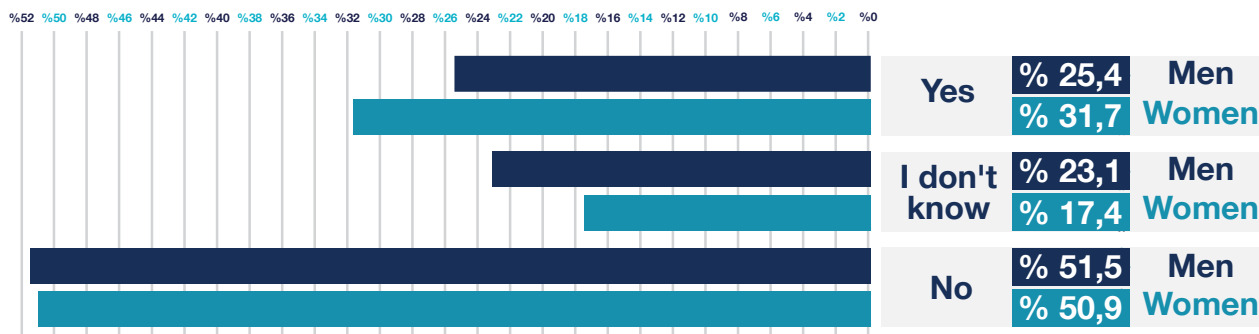


Figure (24): Existence of clear and written maternity policies in different workplaces - sample of the private sector.

4.1.3. Women's Access to Senior Management Positions

4.1.3.1. Total Sample

When people with work experience in the Syrian context were asked whether there is a woman with a high administrative position in their current or previous workplace (Figure 25), 56.4% answered (yes), compared to 41.8% of those who answered (no). Looking at Figure (26), which shows the gender distribution of the previous answers, we note that the rate of those who answered “yes” was 65.8% of women, and 48.4% of men.

In your work experience, is there a woman with a high managerial position?

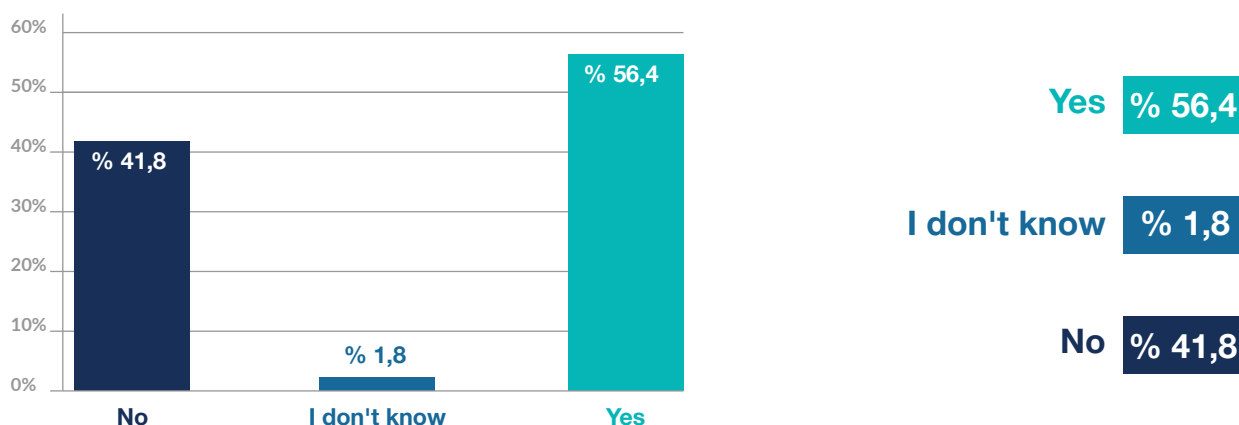


Figure 25: Presence of a woman in high-ranking position in the various workplaces of the sub-sample.

In your work experience, is there a woman with a high managerial position? (gender)

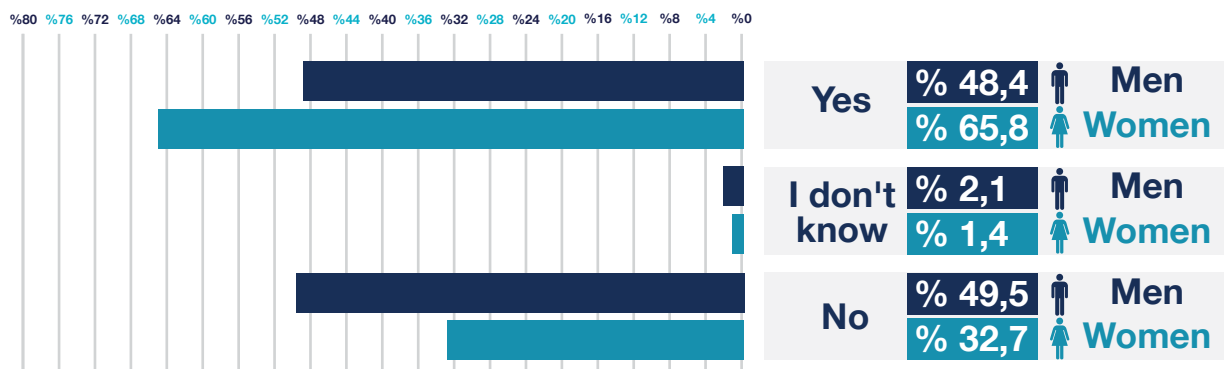


Figure 26: Presence of a woman in a high-ranking position in various workplaces, according to the gender distribution of the sample.

When the previous results were calculated according to the geographical distribution of the sample - Figure (27) - we see that 87.8% of the sub-sample in Idlib, and 54.8% of those in Aleppo Countryside, answered that there is no woman with a high administrative position in private or governmental institutions. or non-governmental organizations located in these areas. While 61.6% of the respondents in northeastern Syria, and 60.8% of those residing in areas under the control of the Syrian regime, answered that there were women in high administrative positions at their workplace.

In your work experience, is there a woman with a high managerial position? (geographical distribution)

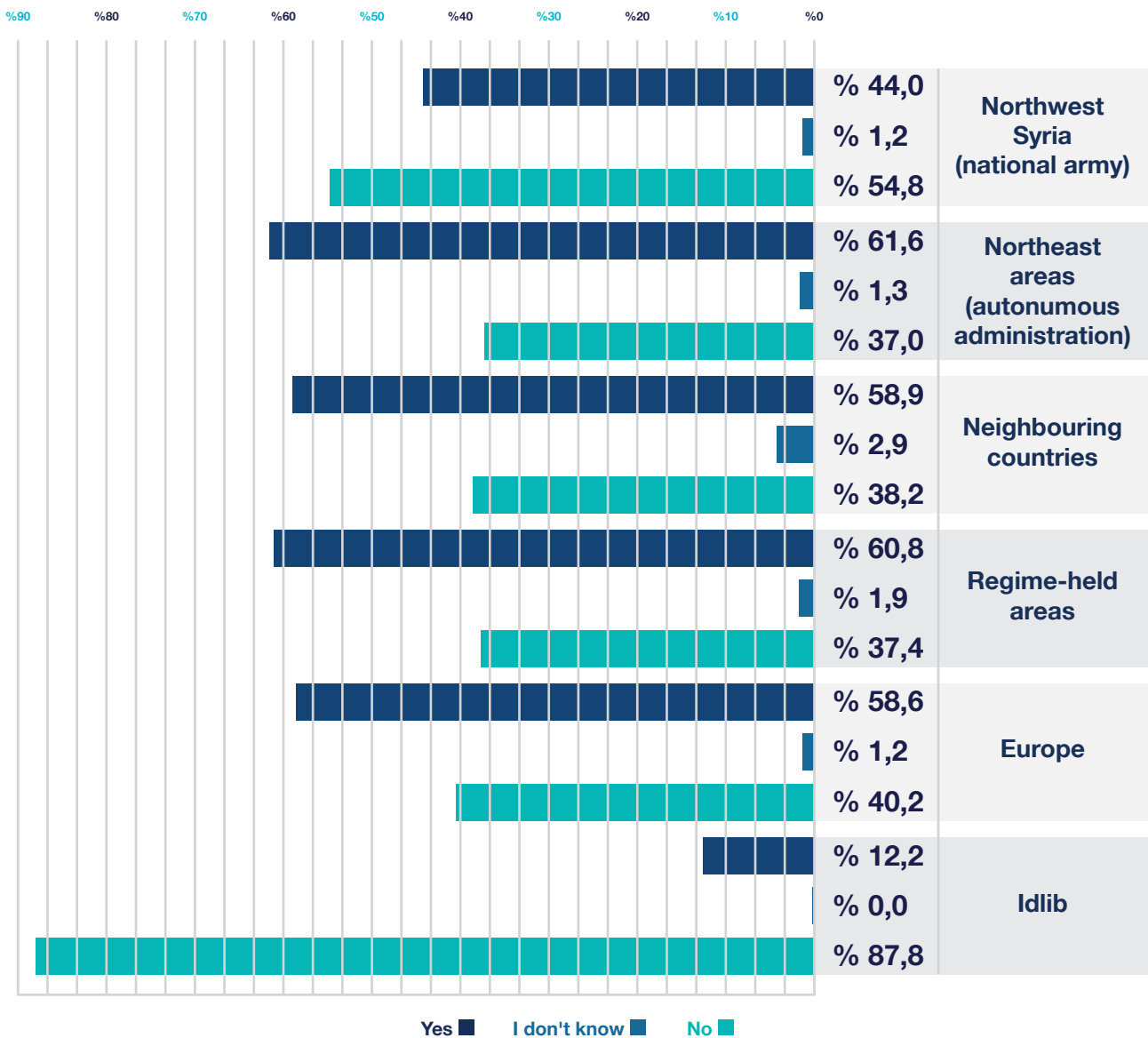


Figure 27: Presence of a woman in a high-ranking position in various workplaces, according to the geographical distribution of the sub-sample.

It should be noted that during the brainstorming workshops conducted by the research team with a number of women's institutions and workers in civil and political affairs - there was a consensus that the previous ratios may not be expressive of the reality of women's access to administrative positions in the Syrian context . Therefore, these relatively high numbers may be attributed to two main reasons:

The first reason is related to the nature of the non-random sample, as this sample includes a high rate of women working in the Syrian civil space, and some of these women work in feminist organizations or initiatives run by women, and these initiatives and organizations naturally employ women in high administrative positions.

The second reason is related to the survey question itself, as it did not clarify the degree of employment of what can be considered a "high-ranking position" in different institutional structures, and therefore the definition of a high administrative position may differ from one person to another. For example, some respondents may find that women who hold a management position - even if it is not influential within an organization - is still a high managerial position. Likewise, if there is only one woman on an organization's Board of Directors, this does not necessarily mean that this woman has access to decision-making mechanisms.

4.1.3.2. NGOs Sample

The majority of the sample of male and female workers in Syrian non-governmental institutions responded to the presence of women in high management positions during their current or previous work experiences, with (yes), 75.2% of women and 70.6% of men (Figure 28). These high approval rates may be attributed to the fact that a large number of members of this sample - especially women - who work in Syrian CSOs include projects and programs that favor women, and where the presence of women in a number of high-ranking administrative positions in these organizations is required.

In your work experience, is there a woman with a high managerial position? (gender)

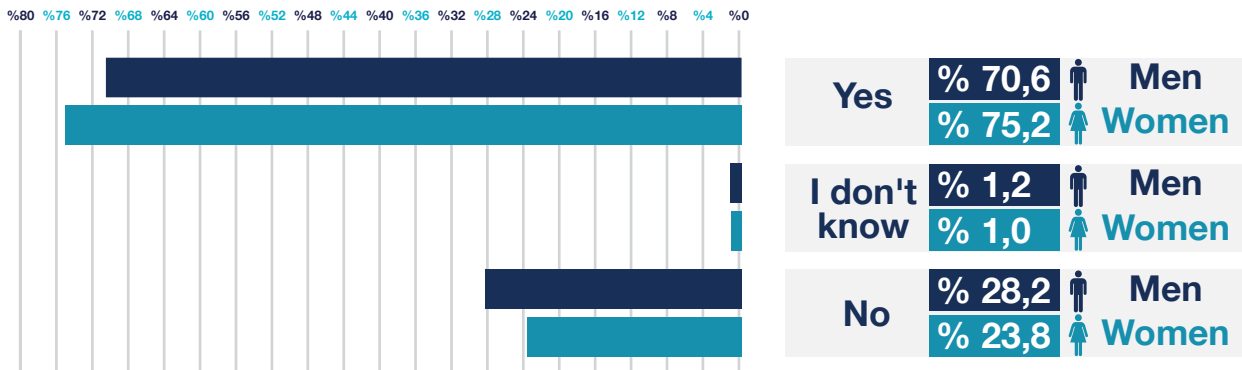


Figure 28: Presence of a woman in a high-ranking position in various workplaces, NGOs sub-sample

4.1.3.3. Sample of government and semi-governmental institutions

66.7% of female workers in Syrian government or semi-governmental institutions answered that they encountered women with a high administrative position during their previous or current job. The approval rate was also high among men from this sub-sample, reaching 59% (Figure 29).

In your work experience, is there a woman with a high managerial position? (gender)

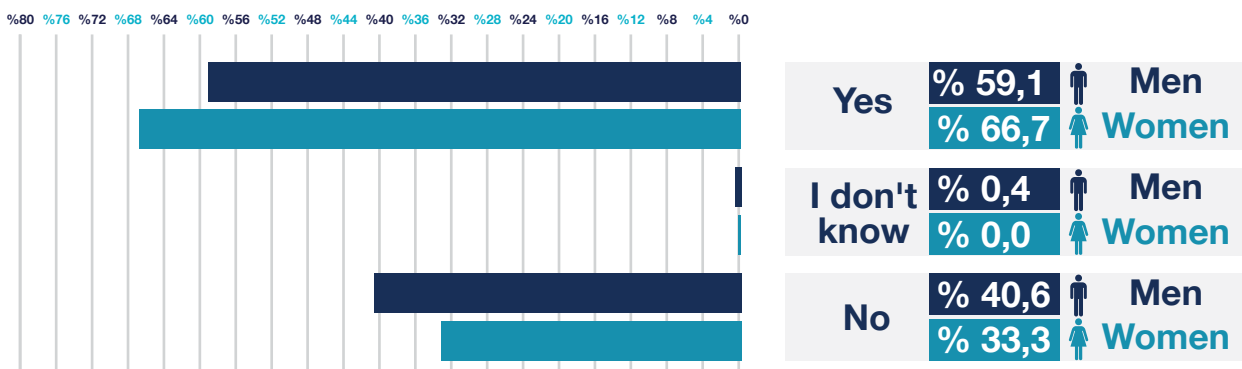


Figure 29: Presence of a woman in a high-ranking position - sample of government and semi-governmental institutions

4.1.3.4. Private Sector Sample

The largest proportion of workers in Syrian profit-making institutions or companies responded that there are no women in senior management positions in the private sector in which they work, based on their current or previous work experience. The rate of men was approximately 74%, and of women 49%, and this rate was the lowest among the rest of the samples distributed based on functional status. (Fig. 30).

In your work experience, is there a woman with a high managerial position? (gender)

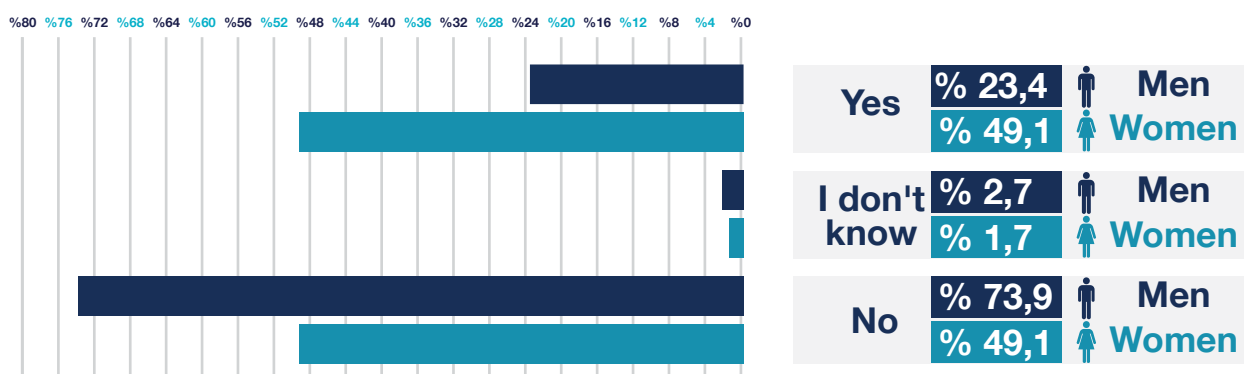


Figure 30: Presence of a woman in a high-ranking position - sample of the private sector.

4.2. In the education sector

In the second section of the survey, we attempted to shed light on the opinions of Syrians about the current situation of education in Syria, and the most important hindrances to equal access for both sexes to the different education stages, in addition to probing the sample's impressions on the issue of mixing in schools, the impact of societal dynamics, and the associated dynamics conflict, over the educational conditions for women.

4.2.1. Equal access to the education sector

4.2.1.1. Total Sample

(48.8%) of the sample believes that women in Syria do not have equal opportunities with men in accessing the education sector (Figure 31). This rate reached nearly 50% of the women surveyed, and 47.5% of the men (Fig. 32).

As for the most significant reasons that hinder this among the members of this sub-sample, (social customs and traditions) was the first reason selected by 22% of the respondents, followed by (low economic and living conditions) with a rate of nearly 20%, and then (marriage, housekeeping and family care) by 17%. (Security conditions and absence of protection policies) was selected next with 15%, and (displacement and internal displacement), (religious laws and teachings) and (lack of educational facilities) were among the last choices selected, with 13%, 7.2% and 5%, respectively (Figure 33).

Do you think that women have equal opportunities to access the education sector just like men?

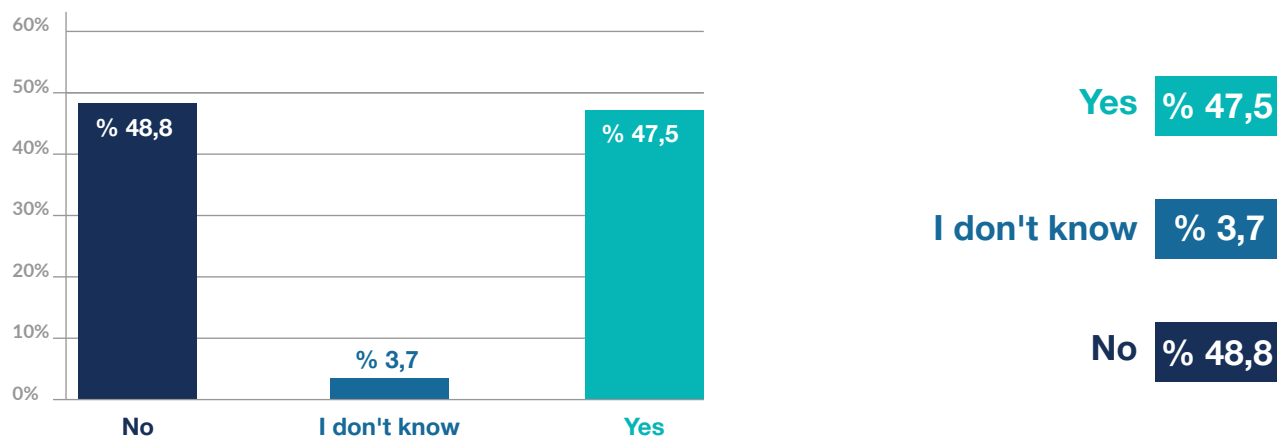


Figure 31: Equal access to education among men and women.

Do you think that women have equal opportunities to access the education sector just like men? (gender)

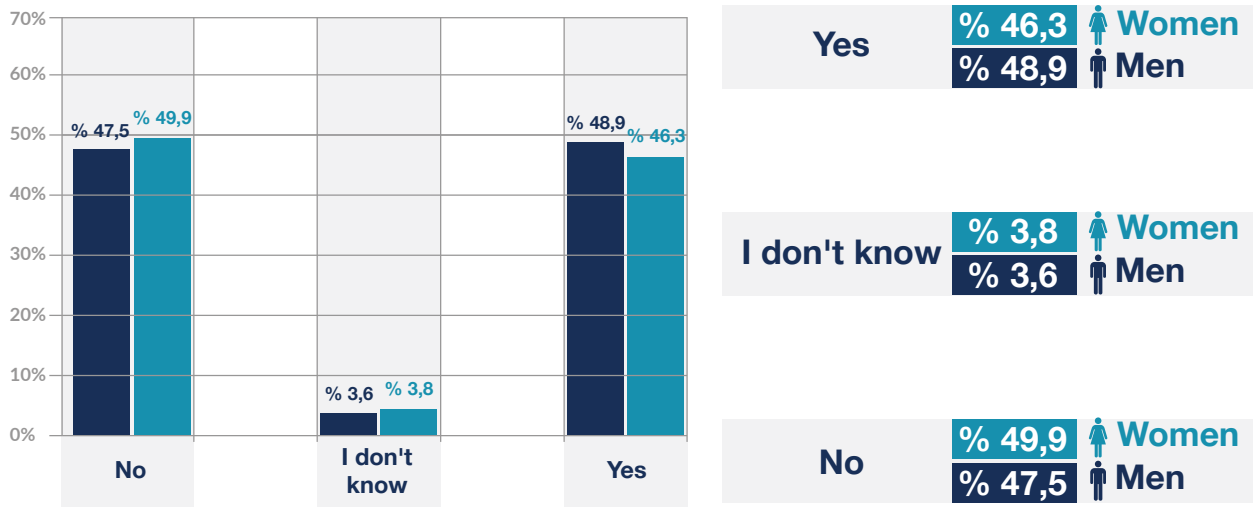


Figure 32: Equal access to education among men and women - according to the gender distribution of the sample

Figure (34) shows a convergence in the order of the reasons that impede equal access to the education sector between the two samples of women and men, noting that women favored the choices of (social customs and traditions), (deterioration of living conditions) and (obstacles to marriage and family care), compared to the sample of surveyed men.

Do you think that women have equal opportunities to access the education sector just like men?

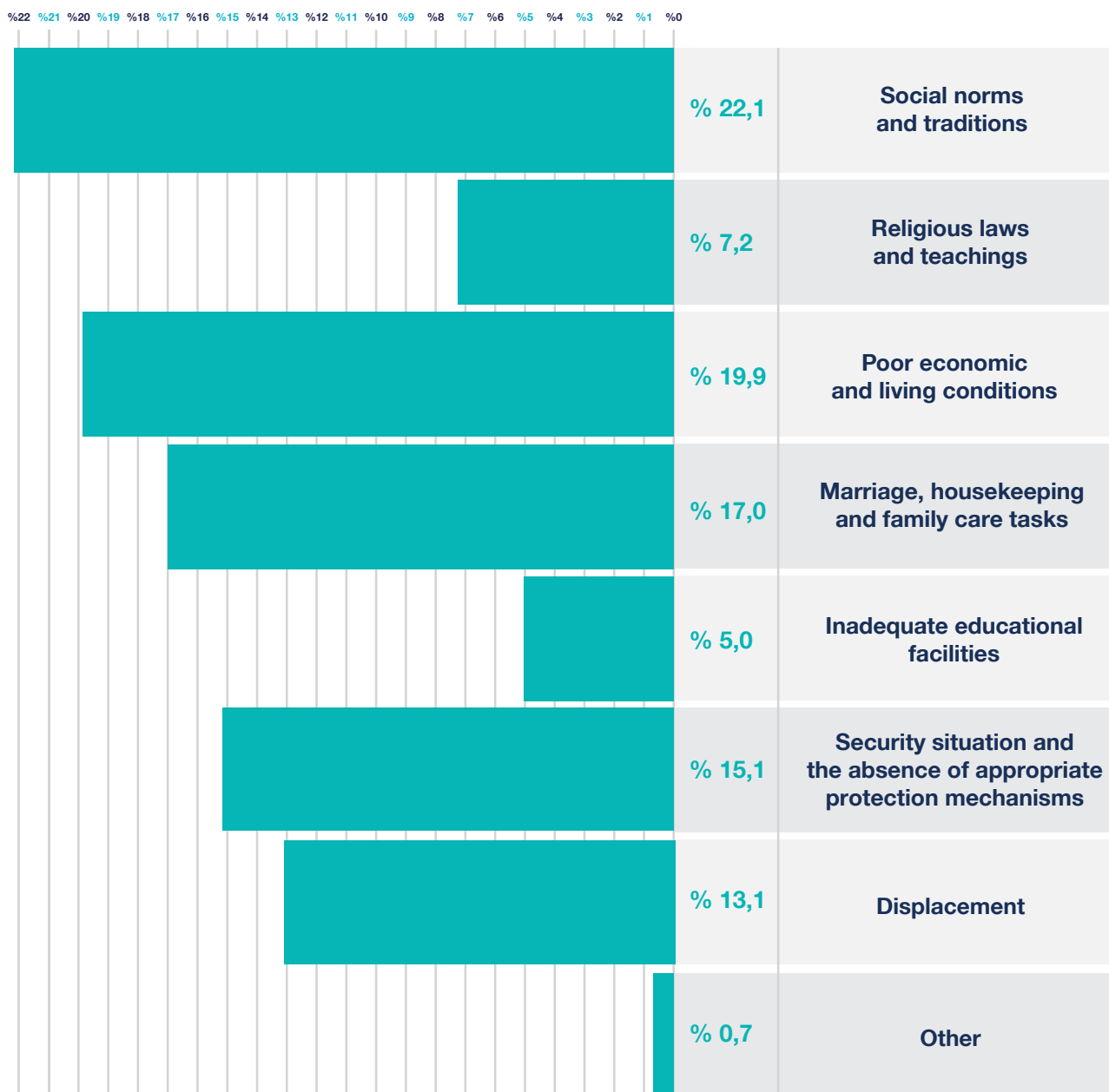


Figure 33: Reasons that impede equal access for women to education in Syria

Do you think that women have equal opportunities to access the education sector just like men? (gender)

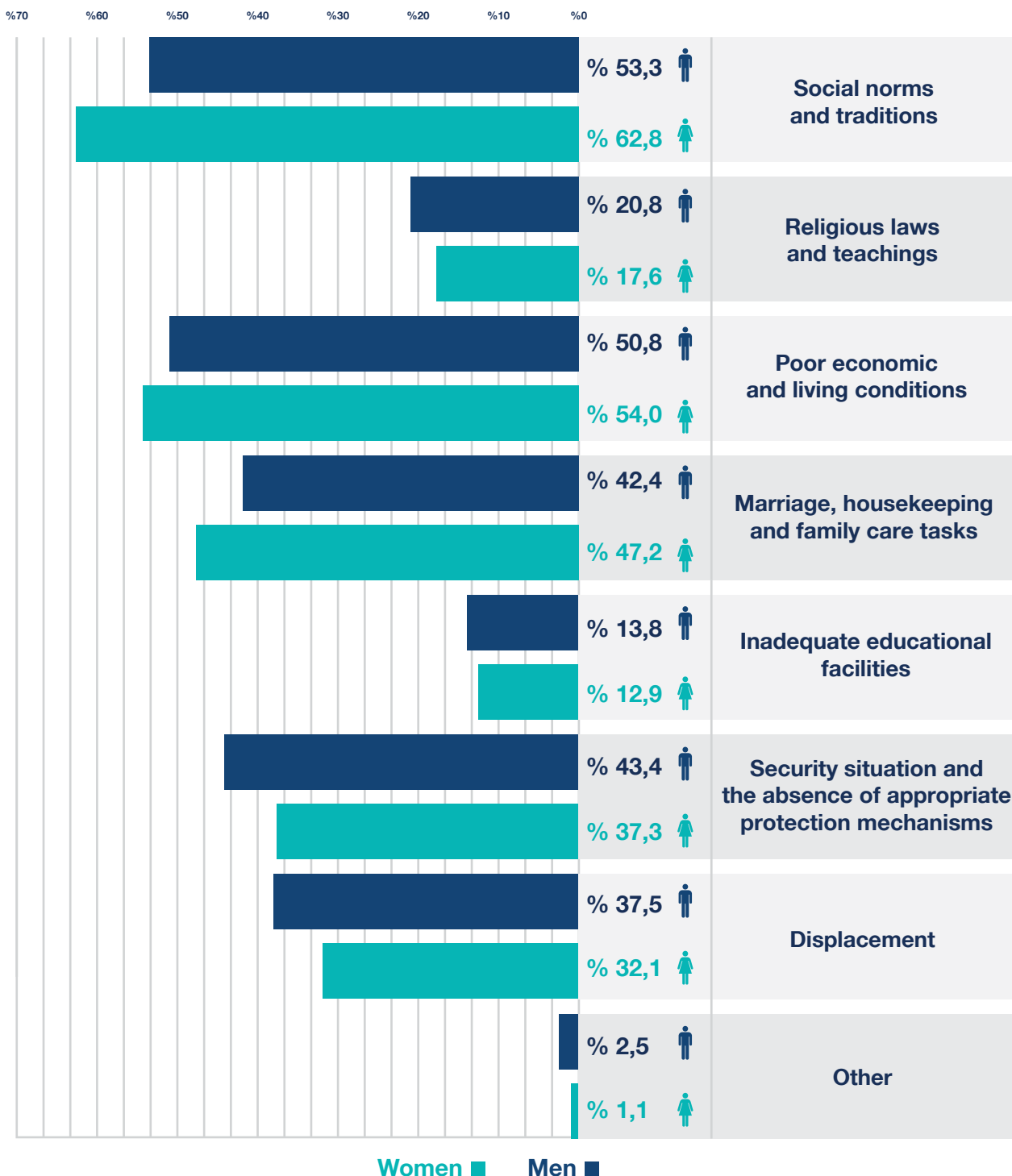


Figure 34: Reasons that impede equal access for women to education in Syria - according to the gender distribution of the sample.

When the previous results intersected with the geographical distribution of the sample (Fig. 35), we see that the (social customs and traditions) option was the first option chosen when assessing the geographical areas, as is the case with the answers of the entire sample, and this indicates a general impression of a large segment of Syrians that some negative, inherited, patriarchal societal traditions, especially those that discriminate against women, constitute the most important obstacles to women's equal access to educational institutions. We also note a decrease in the rate of the respondents in the north and west of Aleppo, who chose (deterioration in the living and economic conditions) compared to the increase in the rate (security conditions and the absence of protection mechanisms), which was the first option chosen in this sample by 57%, compared to the rest of the targeted areas. This may be attributed to a somewhat relative improvement in the living conditions in these areas compared to the rest of the various areas of influence inside Syria, even though the area is witnessing continuous bombardment that has led to a noticeable deterioration in the security situation. In addition, the geographic distribution of the sample shows that the option (displacement and internal displacement), as one of the reasons for the unequal access to education in Syria, and was comparatively higher among the sample outside Syrian territory compared to the sample distributed inside. This disparity may be explained by the general impression among Syrians residing abroad that there is exclusion in education towards asylum-seekers and refugees.

Do you think that women have equal opportunities to access the education sector just like men? (geographical distribution)

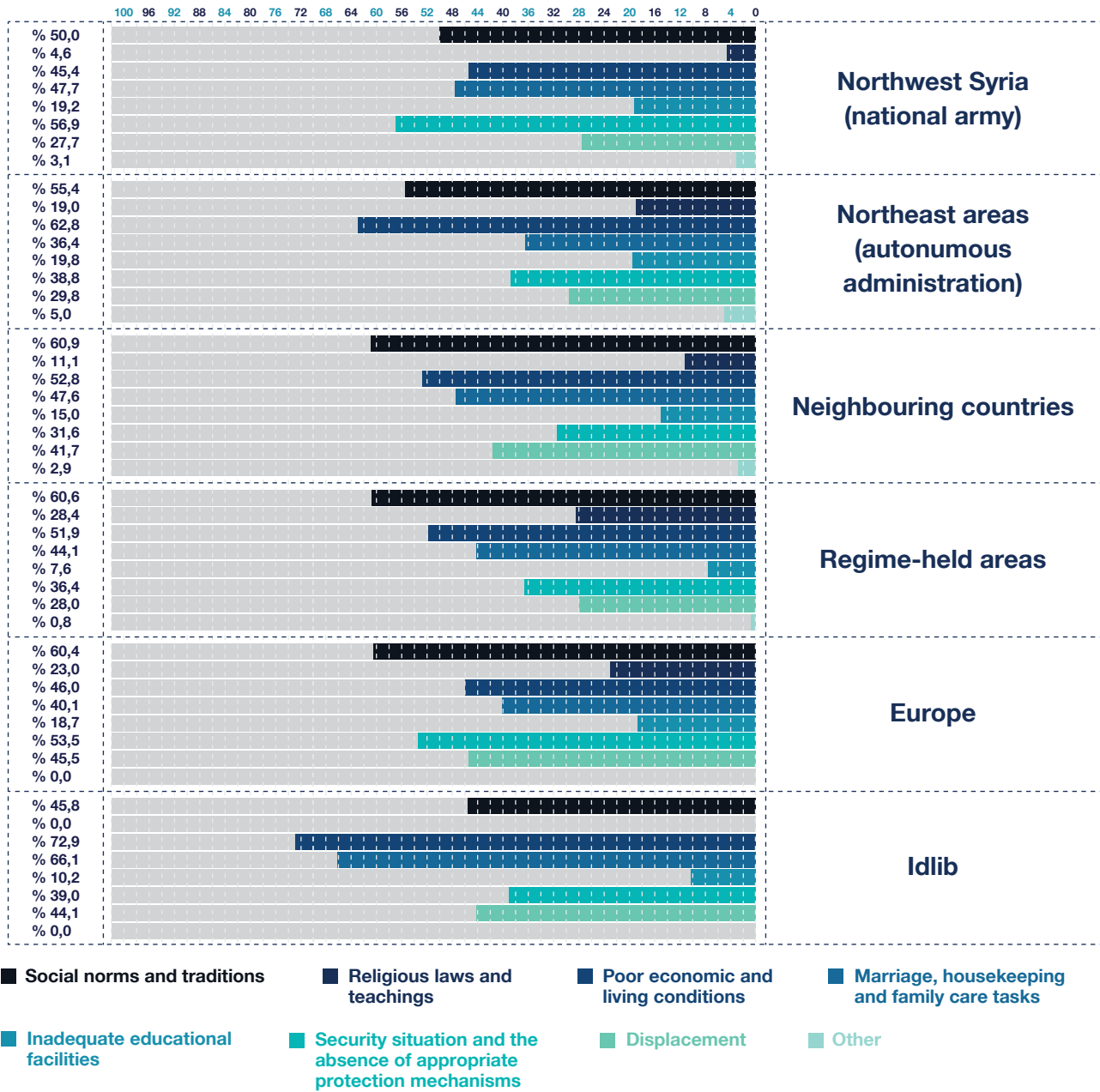


Figure 35: Reasons that impede equal access for women to education in Syria - according to the geographic distribution of the sample

4.2.1.2. Sample of the unemployed

Almost half of the unemployed women -52.7% of them- believed that women do not have equal opportunities to access education as men, while only 31% of unemployed men agreed with them (Figure 36).

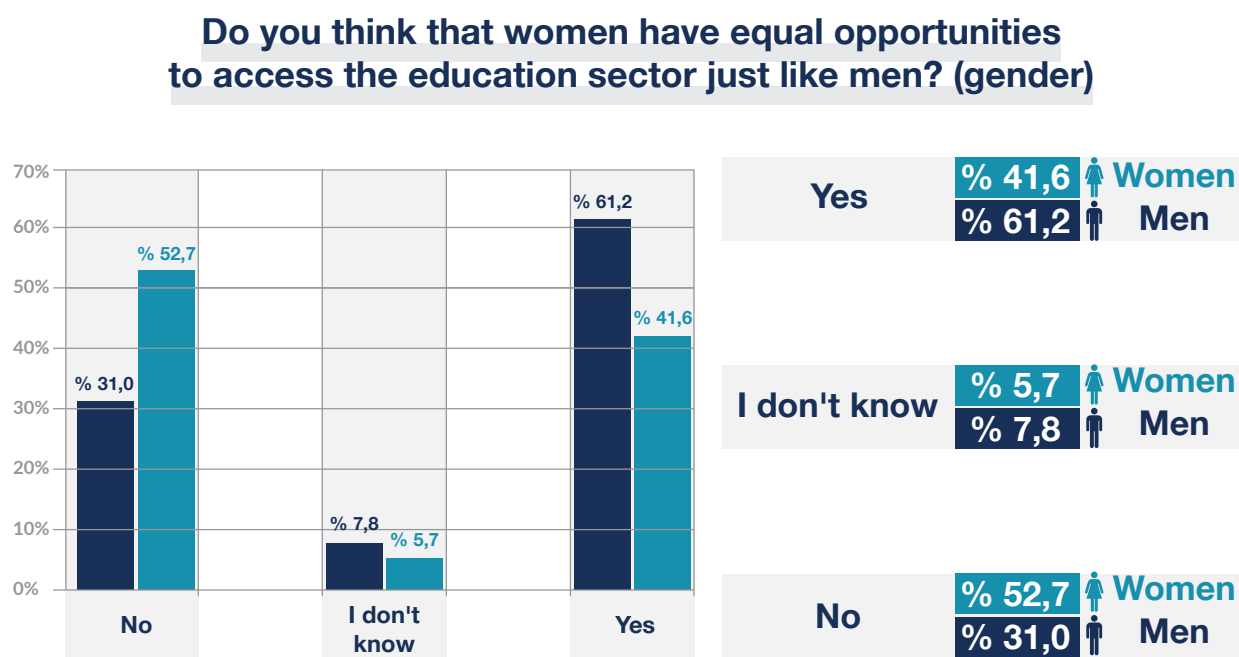


Figure 36: Equal access to education among men and women - sample of the unemployed

When the unemployed sample was asked to rank the three most significant reasons impeding equal access for women to education (Figure 37), the results were as follows:

- The higher rate of the two samples of unemployed men and women chose (social customs and traditions) as the most important obstacles to equal educational opportunities (63% of women and 60% of men).
- Unemployed women chose (living and economic conditions) (55% of them), and (marriage and housekeeping) (52.8%) compared to the male sample.
- The second reason unemployed men chose was (security conditions), at a rate of 55%.
- As for the option (religious laws and teachings), it was the last option that was chosen by both men and women respondents that hinders women’s equal access to education, at 12.5% men and 10.7% women, respectively.

What are the main reasons that hinder equal access for women to the education sector in Syria? (gender)

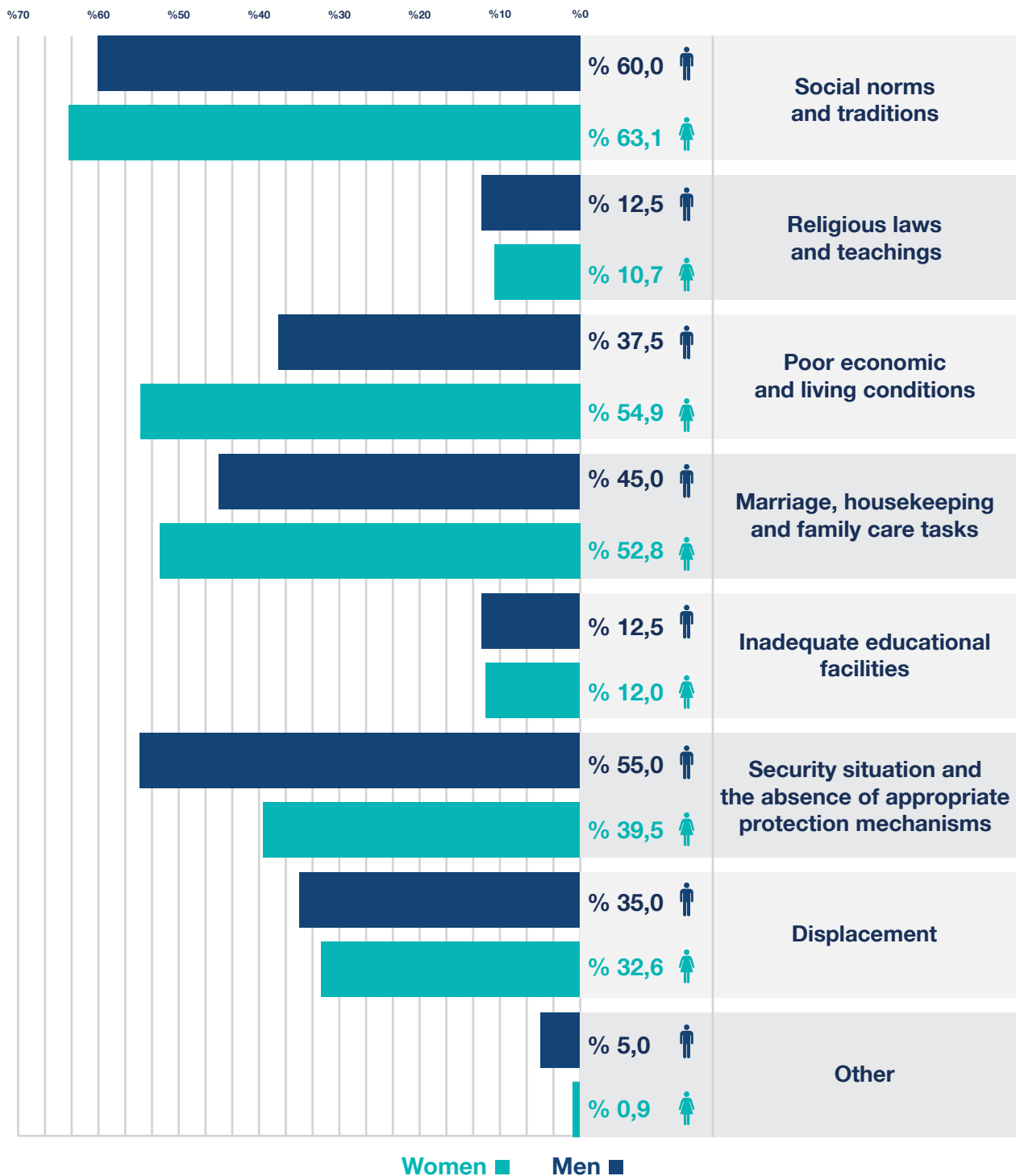


Figure 37: Reasons that impede equal access for women to education in Syria - the sample of the unemployed

4.2.1.3. NGOs Sample

The sample of male and female workers in Syrian non-governmental institutions showed a clear division in their opinions about the existence of equal opportunities for women to access education as men (Figure 38). About 48.2% of female workers in Syrian non-governmental institutions answered that women are not able to have equal access to education, while the largest rate of men working in Syrian non-governmental institutions -54.6% of them - believed that women have equal opportunities with men in accessing the educational sector.

What are the main reasons that hinder equal access for women to the education sector in Syria? (gender)



Figure 38: Equal access to education among men and women - NGOs sample

When those who answered “no” to the previous question were asked to rank the three most significant reasons that impede women from having equal access to the education sector (Figure 39), the results were as follows:

- The largest proportion of men and women together, both male and female workers in Syrian non-governmental institutions, chose the option (social customs and traditions) as the first of these reasons, with 73% of women and 59% of men, and (economic and living conditions) was their second option, with a rate of 53.7% of women and 57% of men.
- The third option chosen by women working in Syrian non-governmental institutions, related to (security conditions and the absence of appropriate protection mechanisms). As for the men of this sample, (marriage and housekeeping tasks) was the third option chosen by that segment.

What are the main reasons that hinder equal access for women to the education sector in Syria? (gender)

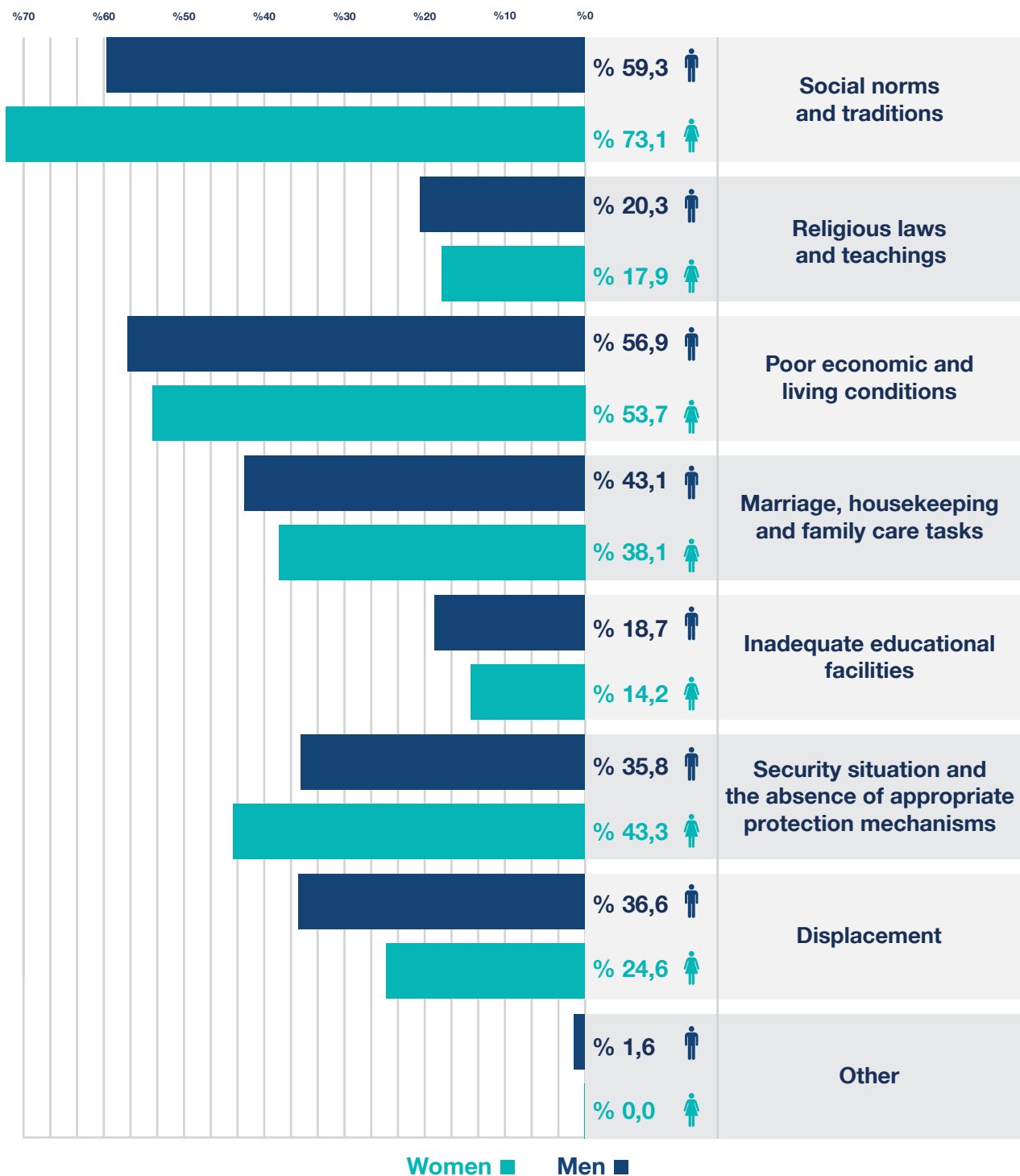


Figure 39: Reasons that impede equal access for women to education in Syria - NGOs sample

4.2.1.4. Sample of governmental and semi-governmental institutions

47% of men and 46.7% of women among the sample of workers in Syrian government and semi-governmental institutions answered that women do not have the same opportunities as men to access education (Figure 40). As for identifying the three most significant reasons hindering this access, the results of the answers were as follows: (Figure 41):

- The largest rate of women in this sub-sample considered (economic and living conditions) to be the most significant challenge regarding equality in accessing the educational sector, at 56.6%, then (social customs and traditions) was the second option chosen, at a rate of 50.8%.
- For male respondents, their first choice was (social customs and traditions) by 50.7%, then the option (economic and living conditions) by 48.4%.
- Men from this sub-sample preferred the options (security conditions) and those related to (displacement and forced displacement), compared to the sample of women working in Syrian government and semi-governmental institutions.

Do you think that women have equal opportunities to access the education sector just like men? (gender)



Figure 40: Equal access to education among men and women - a sample of governmental and semi-governmental institutions

What are the main reasons that hinder equal access for women to the education sector in Syria? (gender)

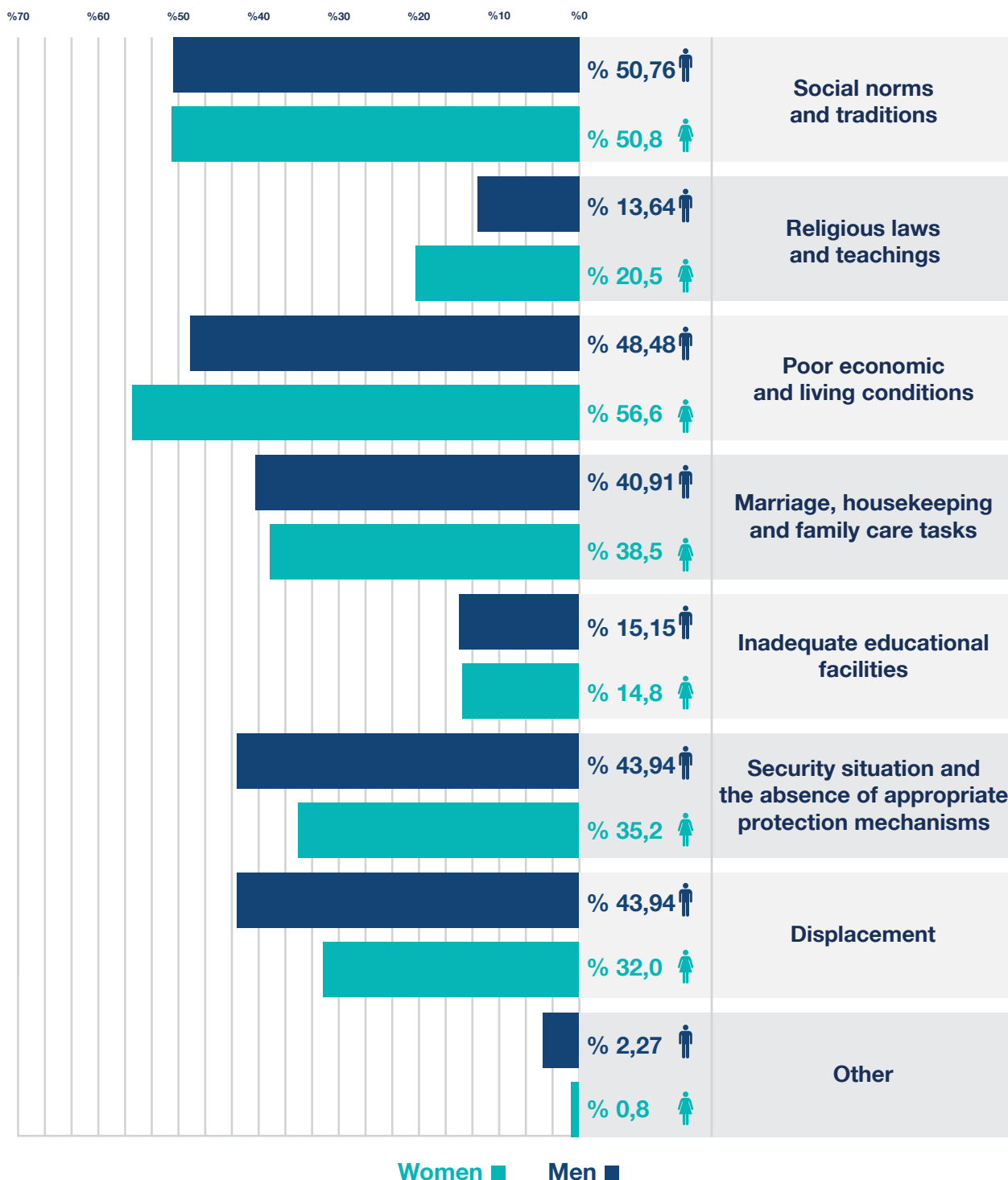


Figure 41: Reasons that impede equal access for women to education in Syria - a sample of governmental and semi-governmental institutions.

4.2.1.5. The Private Sector Sample

The largest proportion of the sample of male and female workers in the private sector believes that women do not have the same opportunities available to men in accessing the educational sector, with a rate of approximately 56% of women and 49.5% of men (Figure 42). As for the question about the three most significant reasons hindering this access, the results of its answers were as follows: (Figure 43):

- The largest rate of women in this sample considered that (social customs and traditions) are the most significant obstacles to gender equality in accessing education, at a rate of 63.6%. The option (marriage, housekeeping and family care) was the second option chosen.
- The answers of the male respondents from this sample were divided into three options: (social customs and traditions) at 49.2%, and the other two options (economic and living conditions) and (marriage, housekeeping and family care) at 48.7% for each.
- The option (lack of educational facilities) was chosen last among women and men together, with a rate of 11.6% women and 11% men, respectively.

Do you think that women have equal opportunities to access the education sector just like men? (gender)

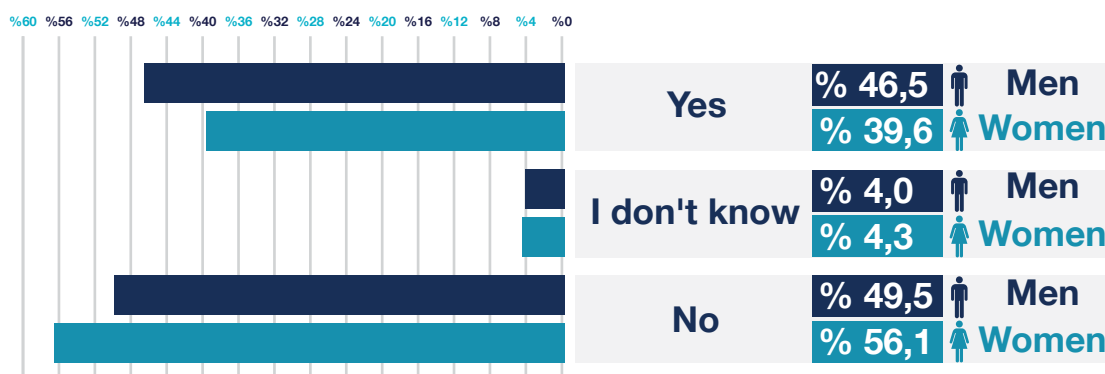


Figure 42: Equal access to education among men and women - private sector sample

Do you think that women have equal opportunities to access the education sector just like men? (gender)

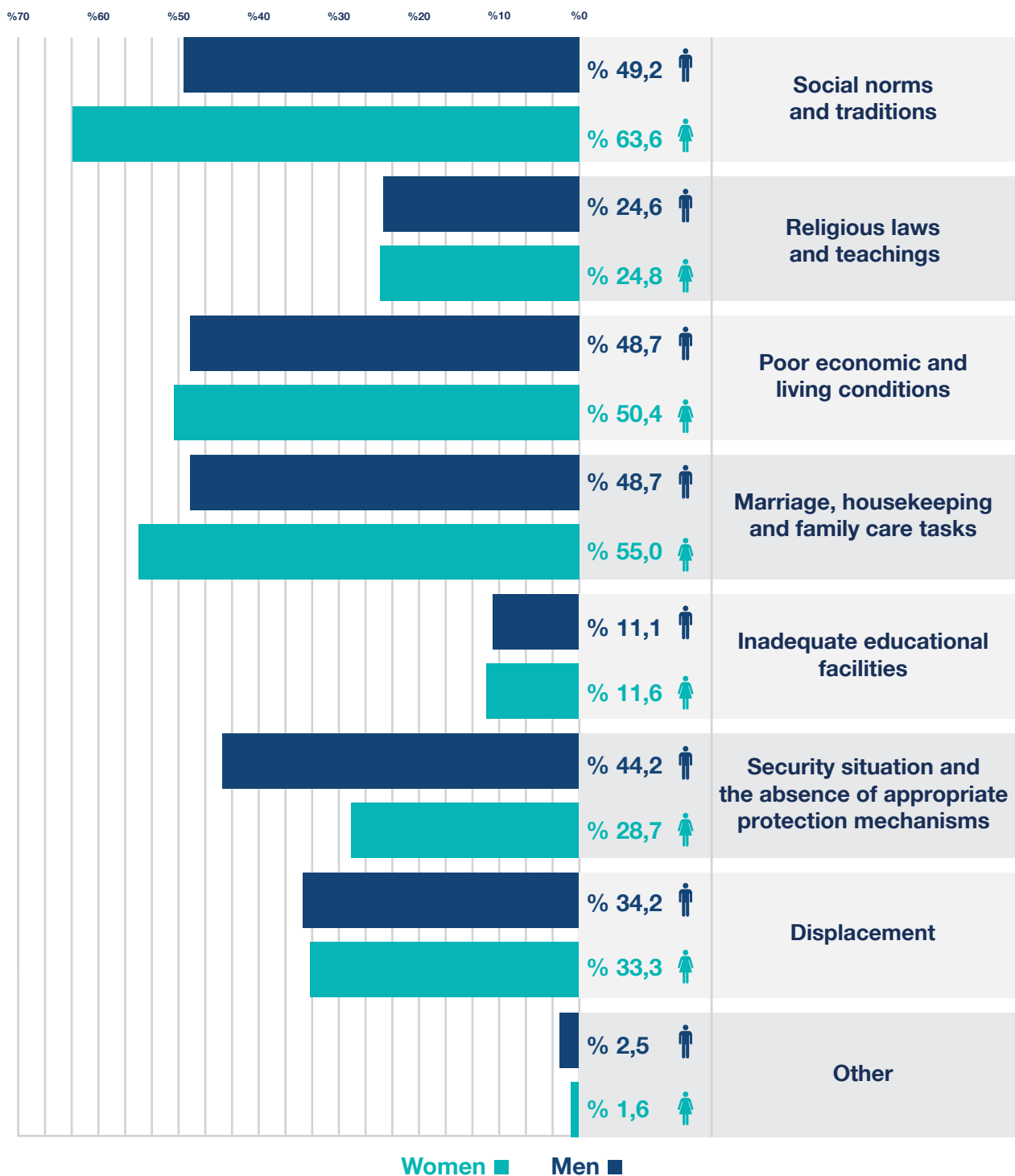


Figure 43: Reasons that impede equal access for women to education in Syria - private sector sample

4.2.2. The right to access different levels of education

4.2.2.1. Total Sample

In this section of the questionnaire, we asked the sample about the right of women to access the various educational levels: elementary education, secondary education, higher education (institutes and universities), and postgraduate studies (Masters and Ph.D.). We note from Figures (44), (45), (46) and (47) that although there is a case that is closer to consensus among the surveyed sample on the right of women to access different educational levels, the higher the educational level in the question, the higher the rate of disagreement, especially when asked about the right of women to access universities, or to complete their postgraduate studies.

Women have the right to access primary and secondary education (basic education)

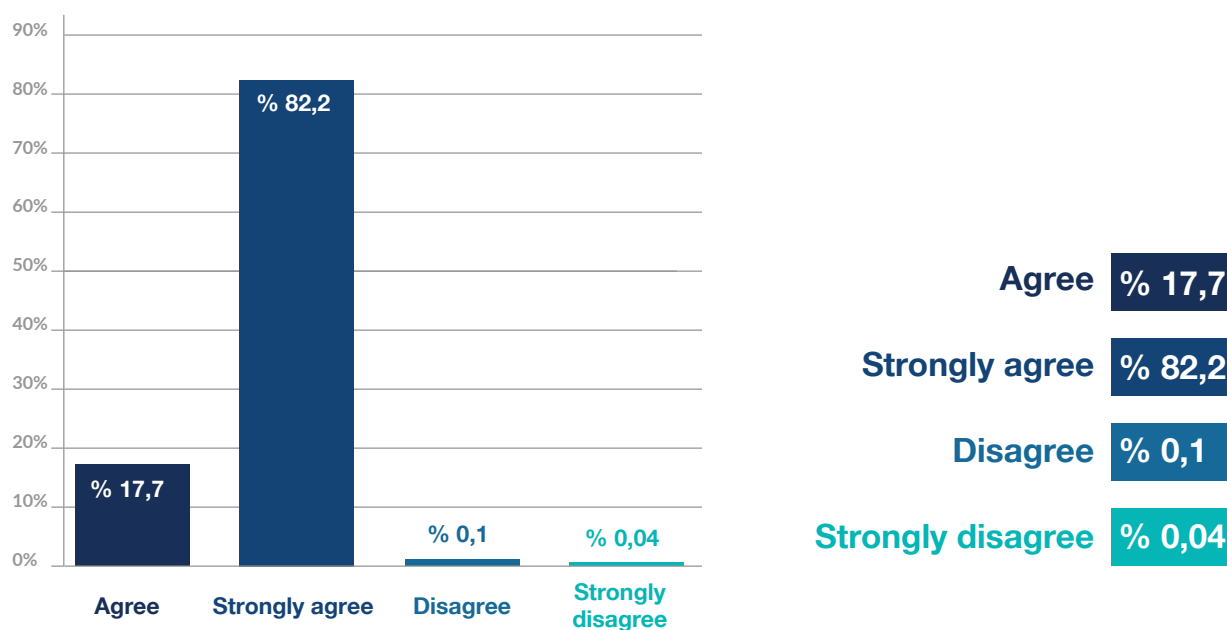


Figure 44: Women's right to access primary and secondary education

Women have the right to access secondary education

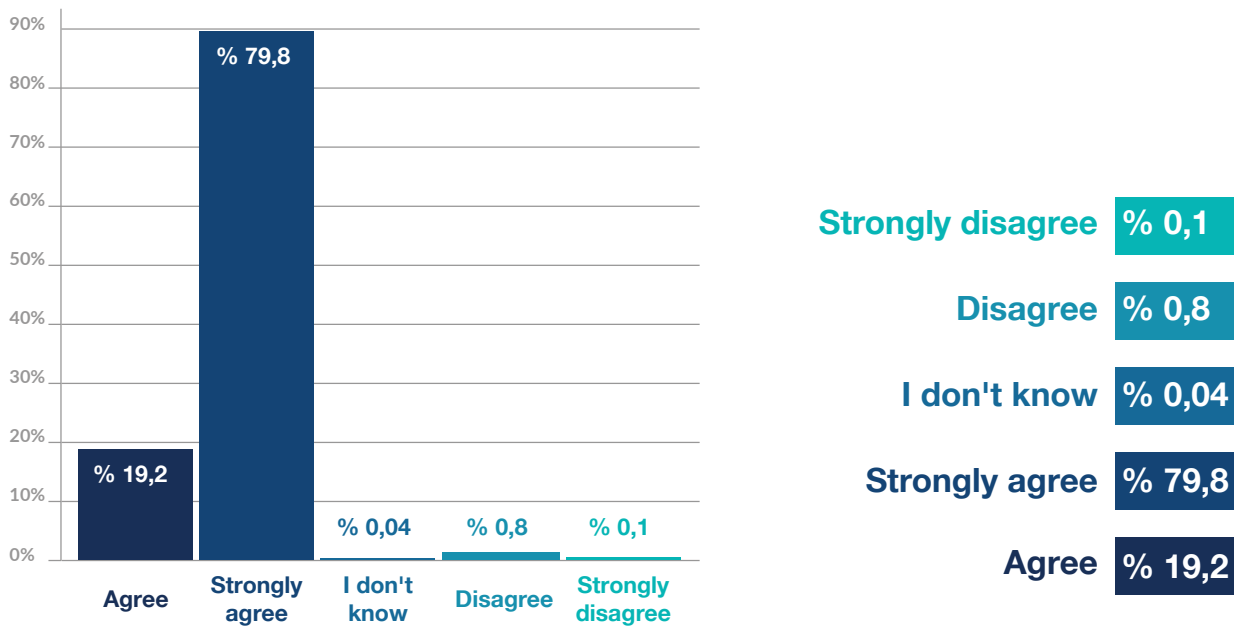


Figure 45: Women’s right to access high school education.

Women have the right to access higher education (institutes or universities)

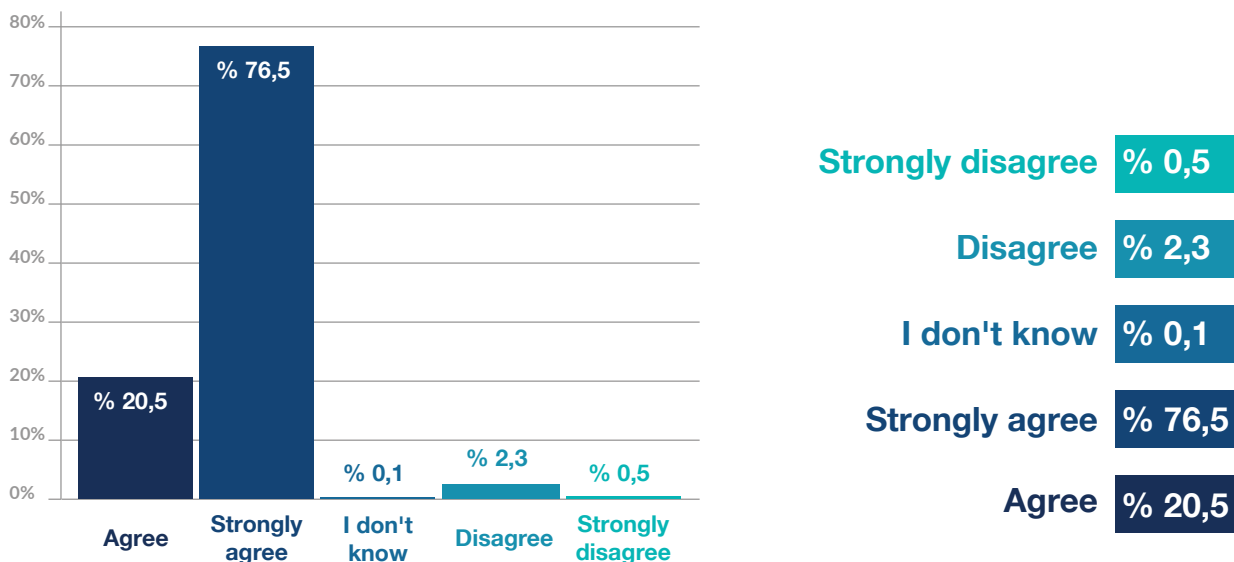


Figure 46: Women’s right to access higher education (institutes or universities).

Women have the right to access postgraduate studies (Masters/PhD)

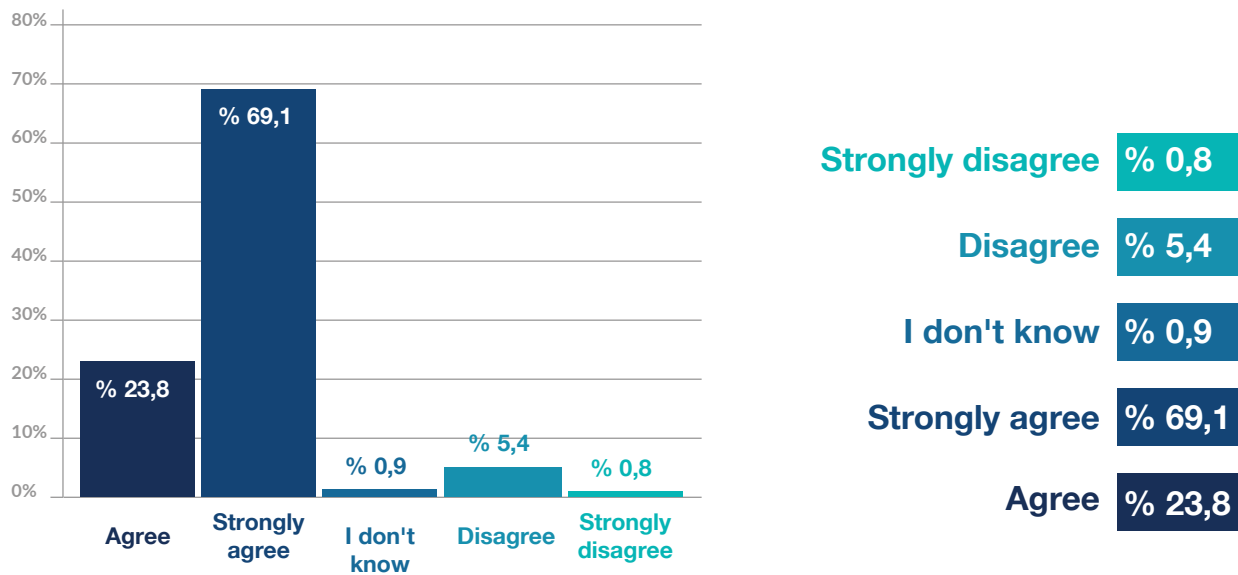


Figure 47: Women’s right to access postgraduate studies (Master’s or Ph.D.).

When intersecting the previous rates with the gender distribution of the sample, especially with regard to higher education and higher studies, figures (48) and (49) show that the rate of disapproval was generally low among women and men; 4.7% of men expressed their refusal to pursue higher education for women, compared to 1.2% of women surveyed. This rate rose to nearly 10% for the sample of men (compared to 3% for women) when they were asked about women’s right to pursue their post-university education. Here, the low disapproval rates in general may be a positive indicator of the existence of broad societal acceptance for women to pursue their higher education. These rates of disapproval can be explained by the presence of a number of negative social traditions in Syrian society, that are of a patriarchal nature, which standardizes the societal role of women in caring for and managing the family, thus limiting the ability of Syrian women to complete their education, especially for postgraduate studies, particularly for master’s and doctoral degrees. Moreover, these numbers may indicate that there is a general impression among the male sample, that women’s access to secondary education, and even university to some extent, may be in their interest; because it may bring economic benefit to the family, while they find in higher studies for women an obstacle to carrying out their typical tasks.

Women have the right to access higher education (institutes or universities) (gender)

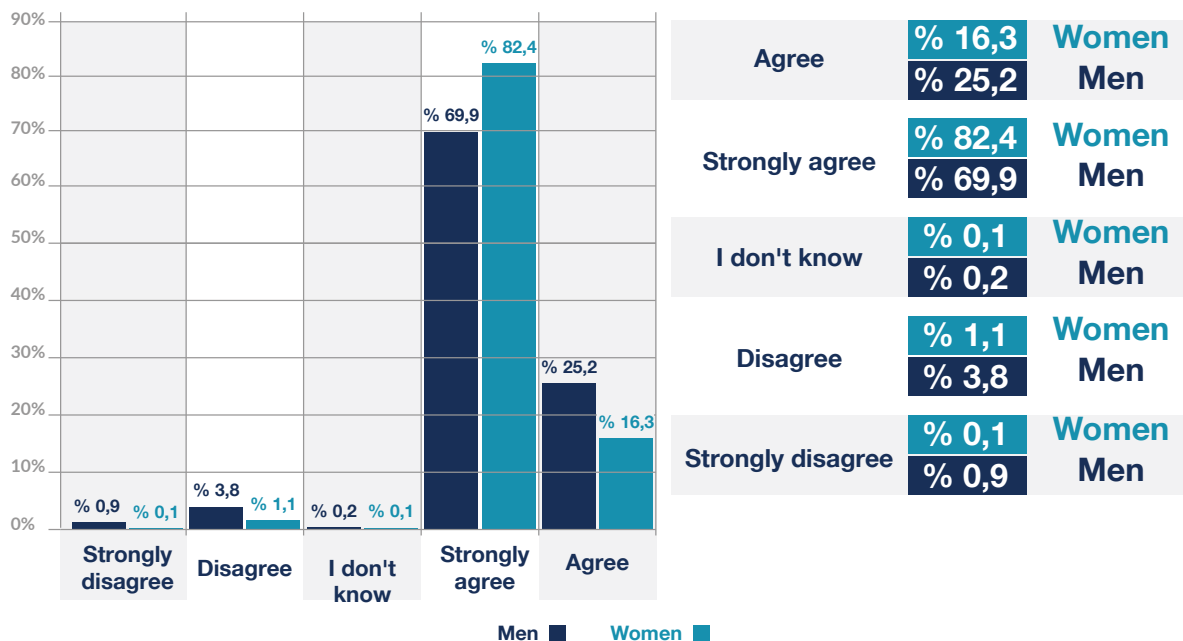


Figure 48: Women’s right to access higher education (institutes or universities) - gender distribution of the sample.

Women have the right to access postgraduate studies (Masters/PhD) (gender)

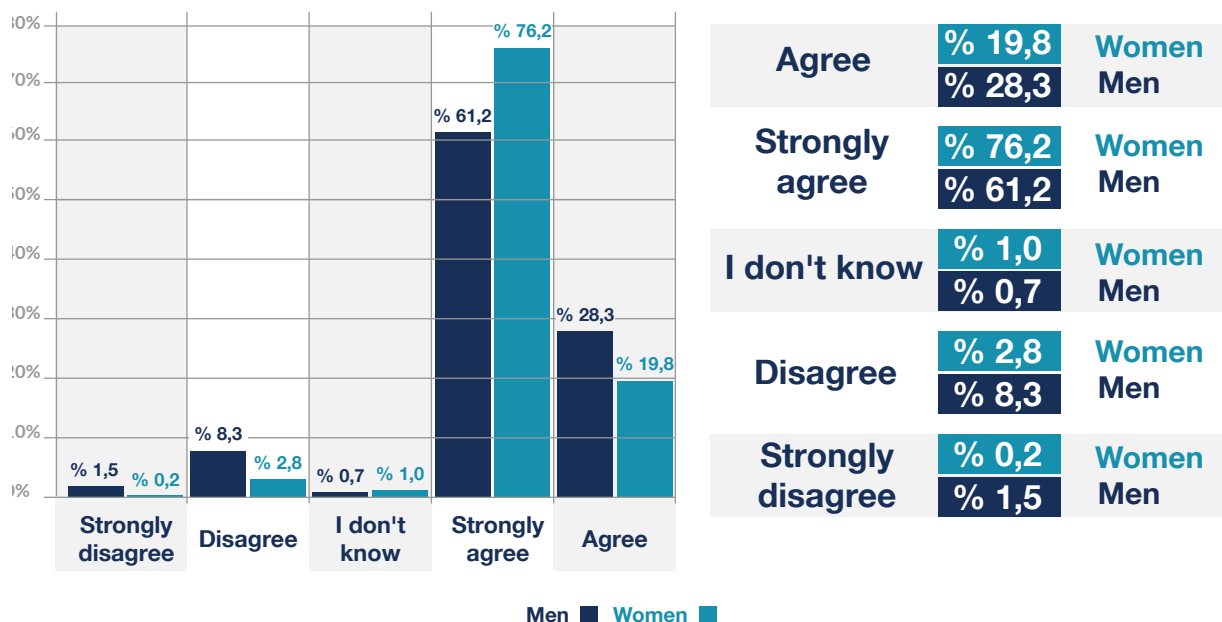


Figure 49: Women’s right to access postgraduate studies (Master’s or PhD) - Gender distribution of the sample.

As for the geographic distribution of the sample, Figures (50) and (51) show that the rates of disapproval of women completing their university education and higher studies were the highest in Idlib, with 7% disapproval of women’s university education, and 34.2% disapproval of postgraduate studies. Areas in northern and western Aleppo countryside came next, with a rate of 6% disapproval of higher education and 7.8% of graduate studies. Then in areas under the control of the Syrian regime, the rates of disapproval amounted to 2% for higher education and 5.5% for higher studies. While the sample in northeastern Syria had the least rejection, with a disagreement rate of 1.5% with regard to university education, and 4.7% with regard to post-university studies.

Women have the right to access higher education (institutes or universities) (geographical distribution)

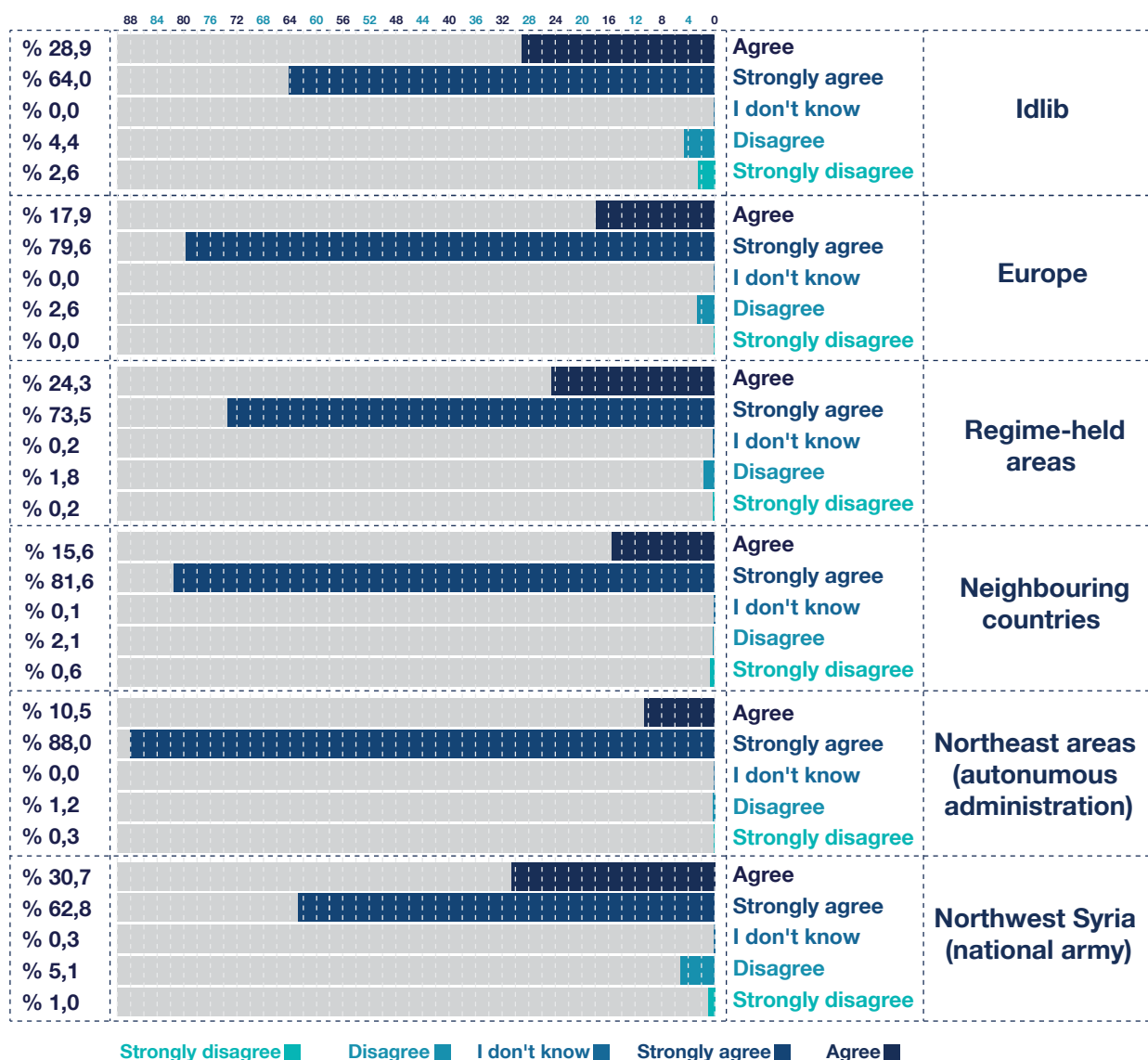


Figure 50: Women’s right to access higher education (institutes or universities) - Geographical distribution of the sample.

Women have the right to access postgraduate studies (Masters/PhD) (geographical distribution)

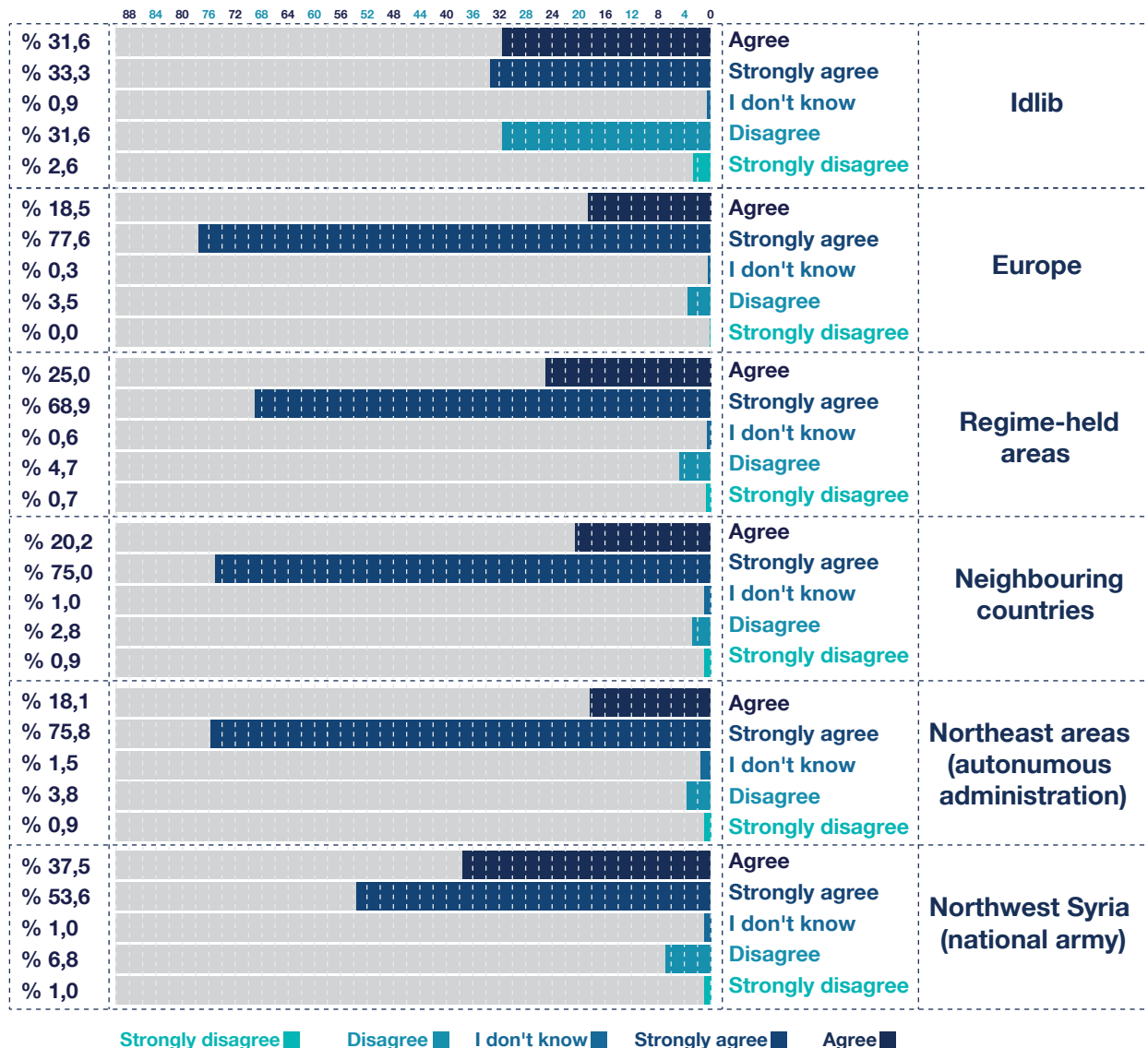


Figure 51: Women’s right to access postgraduate studies (Master’s or PhD) - Geographical distribution of the sample.

4.2.2.2. Sample of the unemployed

Similar to the results of the total sample, there is a consensus among the sample of the unemployed on the equal right of women and girls to access elementary, secondary and university educational stages. However, this consensus declined when asking about equal access to graduate studies (Master’s and Ph.D.), as Figure (52) shows that 9.3% of the sample of unemployed men, and about 5% of unemployed women, expressed their disapproval of women’s right to education after university.

Women have the right to access postgraduate studies (Masters/PhD) (gender)

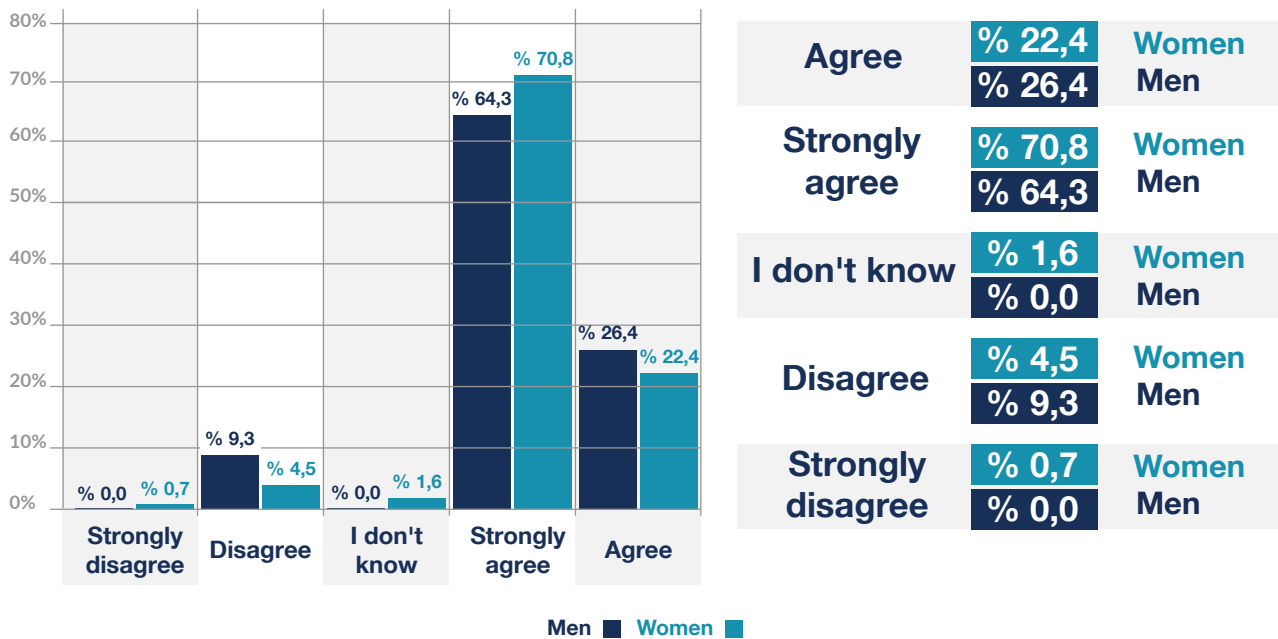


Figure 52: Women’s right to access postgraduate studies (Master’s or PhD) - sample of the unemployed.

4.2.2.3. NGOs Sample

Similar to the results of the total sample, there was unanimity among the sample of male and female workers in Syrian NGOs on the equal right of women and girls to access elementary, secondary, and university educational stages. In contrast to the category of unemployed men and women, this consensus remained high when asked about equal access to postgraduate studies (Masters and PhD), as Figure (53) shows that the rate of disapproval of women’s access to postgraduate studies did not exceed 1.6%. Among the sample of female workers in Syrian non-governmental institutions, the rate is 4.3% for the male sample.

Women have the right to access postgraduate studies (Masters/PhD) (gender)

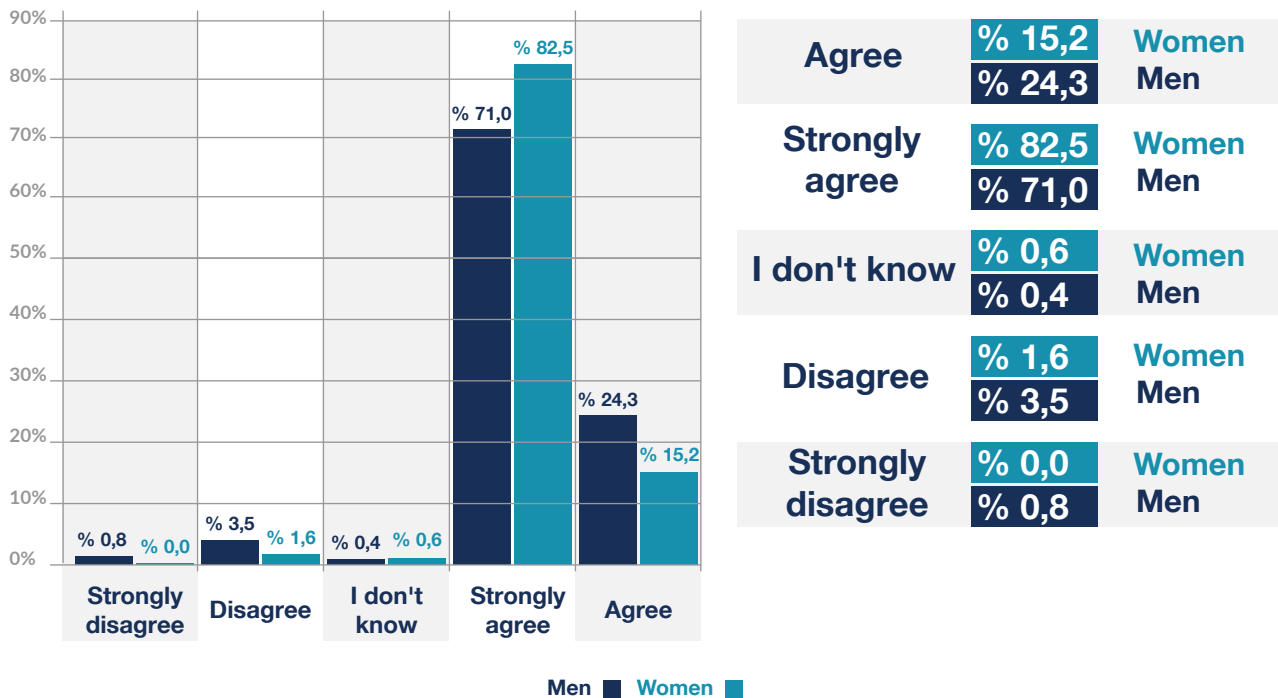


Figure 53: Women’s right to access postgraduate studies (Master’s or Ph.D.) - NGOs sample.

4.2.2.4. Sample of government and semi-governmental institutions

There was almost complete unanimity among the sample of male and female workers in Syrian government and semi-governmental institutions on the right of women to equal access to elementary, secondary and university stages. However, the previous approval rates decreased when asked about access to the post-university stages (Masters and Ph.D.); About 9% of the men in this sub-sample expressed their disapproval of women completing their post-university education (Figure 54).

Women have the right to access postgraduate studies (Masters/PhD) (gender)

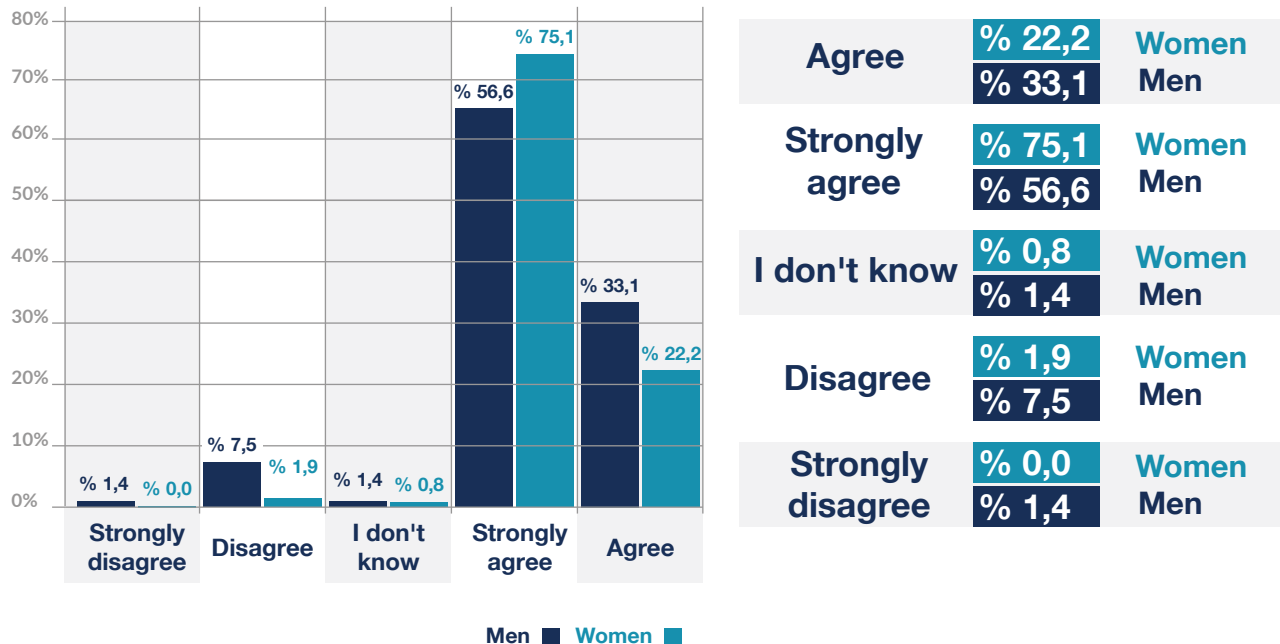


Figure 54: Women’s Right to Access Postgraduate Studies (Master’s or Ph.D.) - Sample of Government and Semi-Governmental Institutions.

4.2.2.5. The private sector sample

This sample agreed on the necessity of gender parity in accessing various educational levels, especially in the pre-university levels, while the rate of approval decreased when asked about the right of women to access post-graduate studies, such as masters and doctoral studies (Figure 55). About 13.2% of men working in the private sector answered that they did not agree with women pursuing higher education.

Women have the right to access postgraduate studies (Masters/PhD) (gender)

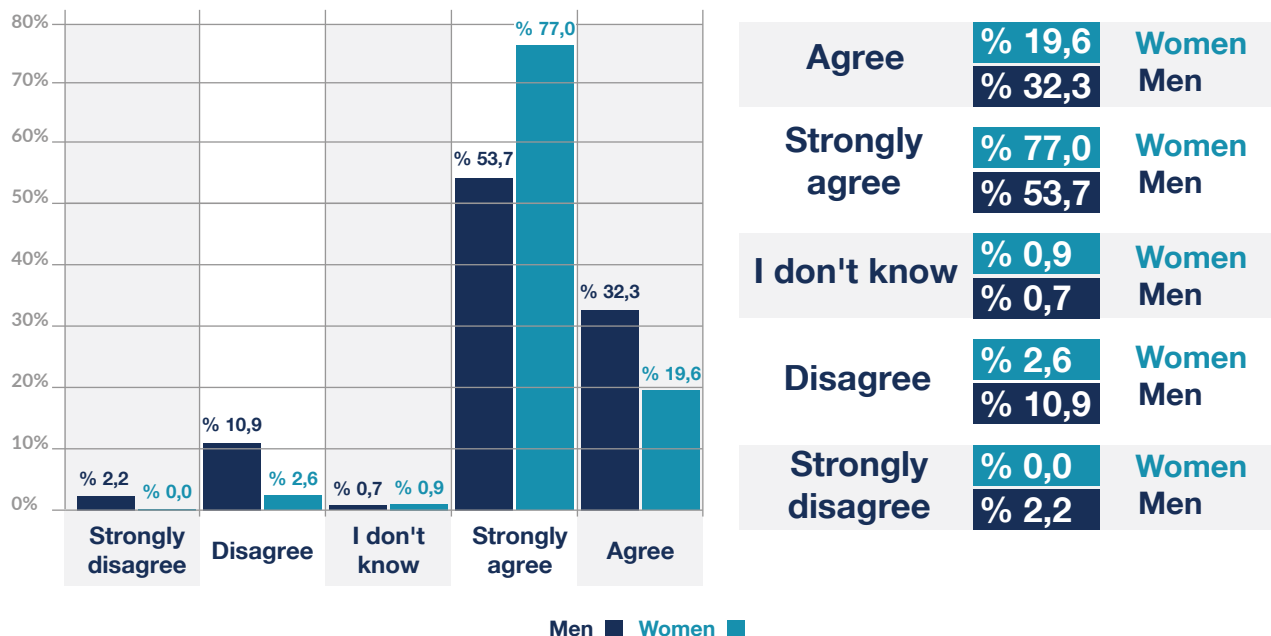


Figure 55: Women’s Right to Access Postgraduate Studies (Master’s or PhD) - Private Sector Sample.

4.2.3. Mixing in schools

4.2.3.1. Total sample

The majority of the sample, 85.4%, agreed that elementary schools should be mixed between males and females (Figure 56), while this approval rate decreased to about 60% with regard to middle schools (Figure 57), and continued to decline to 50.4% with regard to mixing in secondary schools (Fig. 58), then it rose again to 76.3% of those who expressed their approval of mixing in institutes and universities (Fig. 59).

Do you agree that primary schools should be mixed between boys and girls?

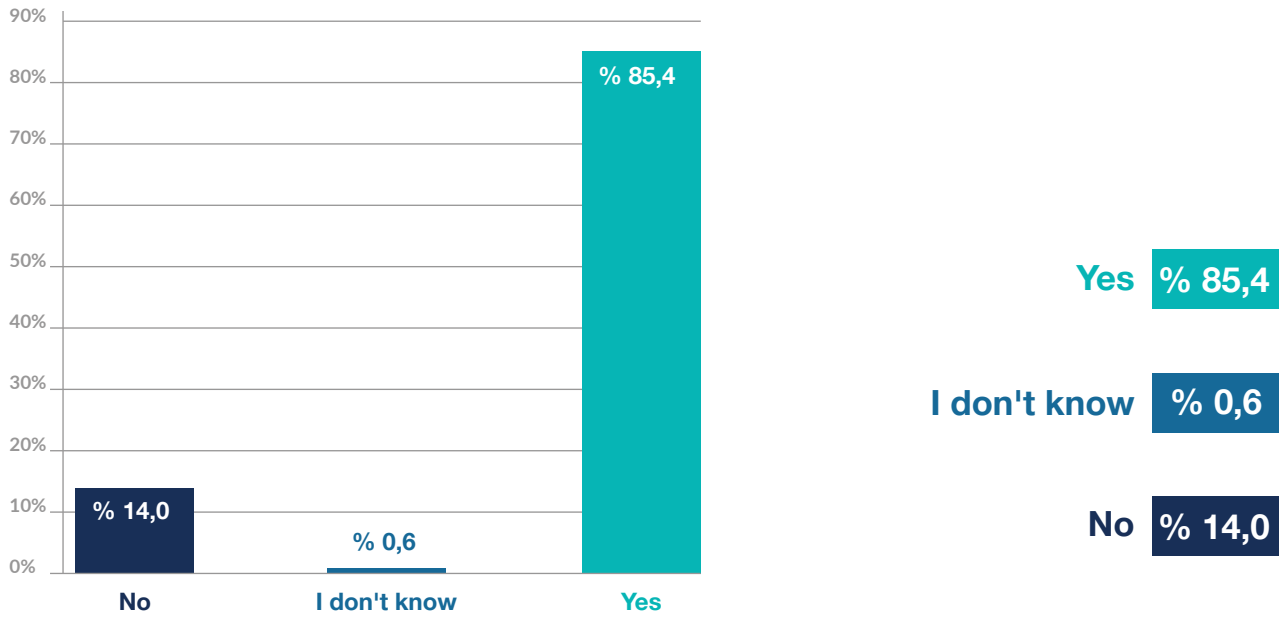


Figure 56: Mixing of males and females in primary schools

Do you agree that middle schools should be mixed between boys and girls?

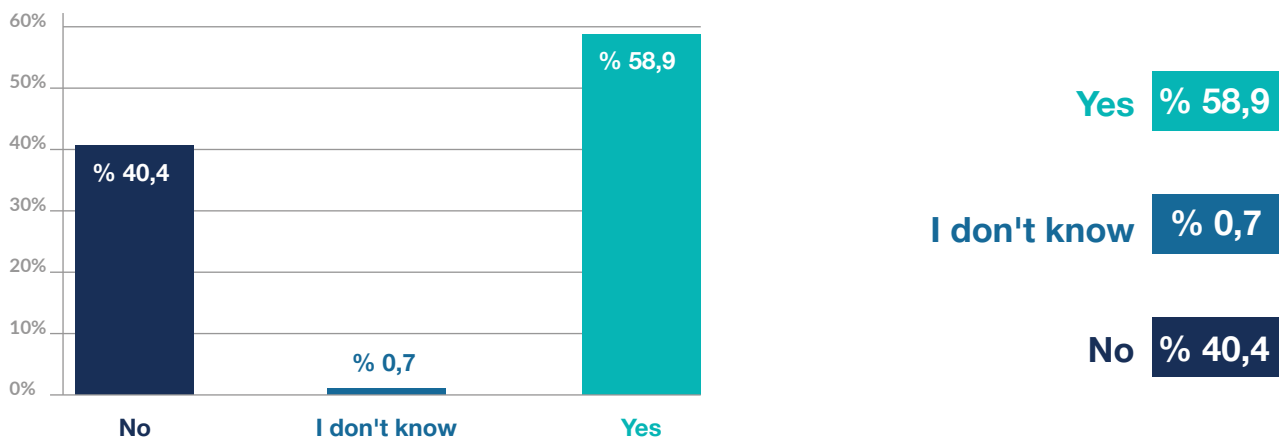


Figure 57: Mixing of males and females in middle schools

Do you agree that secondary schools should be mixed between boys and girls?

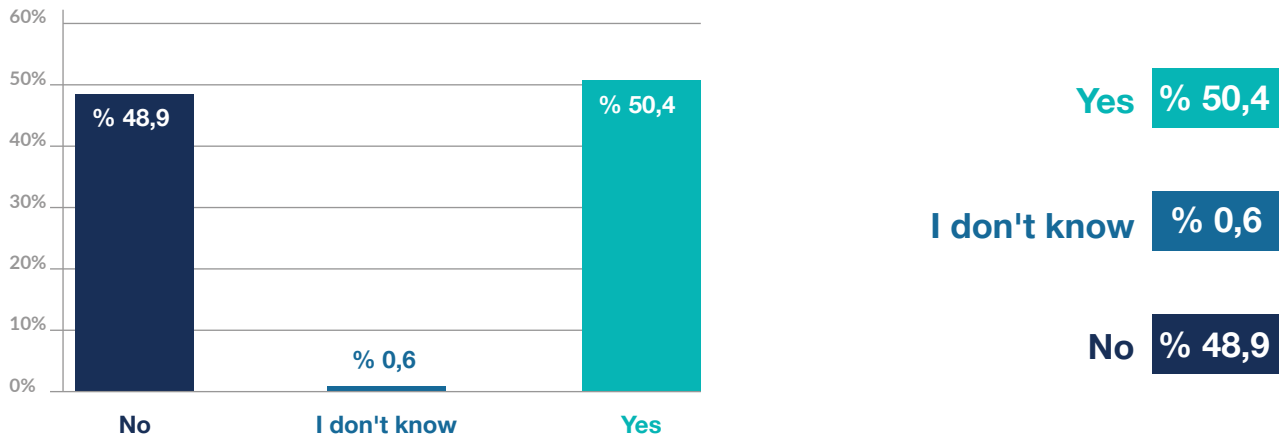


Figure 58: Mixing of males and females in secondary schools

Do you agree that institutes and universities should be mixed between males and females?

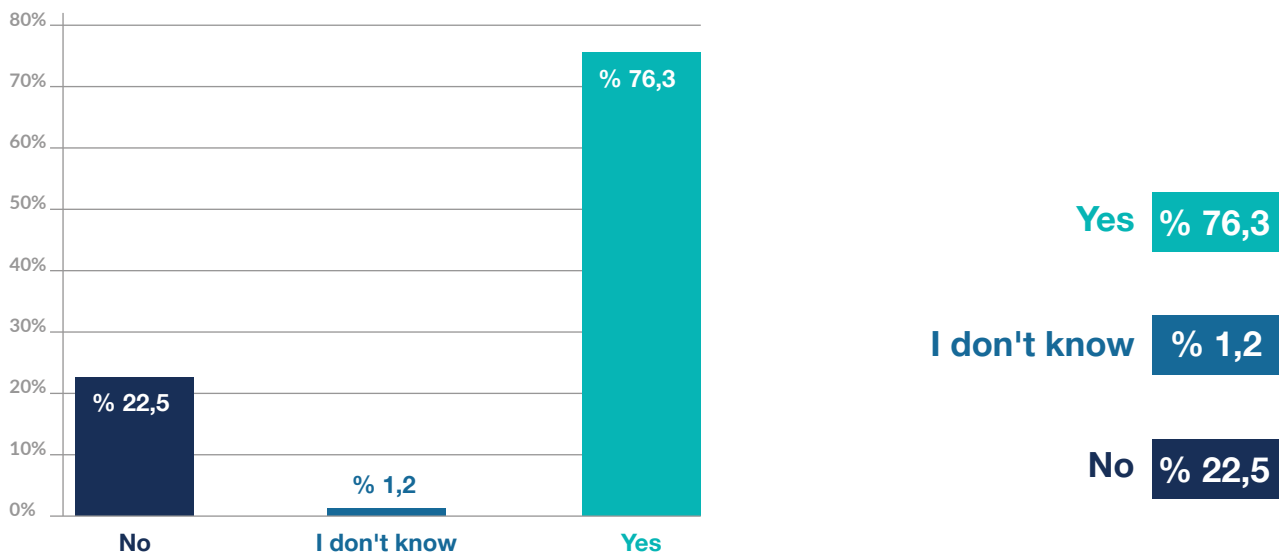


Figure 59: Mixing of males and females in institutes and universities.

When intersecting the previous results with the gender distribution of the sample, Figures (60), (61), (62) and (63) showed that the rates of rejection of mixing between males and females in the elementary and secondary stages were high for both men and women. Similar to the results of the general sample, the rates of disapproval of the two groups decreased with regard to mixing in universities and institutes. This may be explained by the presence of the surveyed respondents' desire to keep the situation of mixing in educational stages as it currently exists in the Syrian educational system, which has been in place for decades, and is based on mixing in elementary schools, then segregate the sexes in the secondary and high school stages, and then return to mixing genders in undergraduate stages.

Do you agree that primary schools should be mixed between boys and girls? (gender)

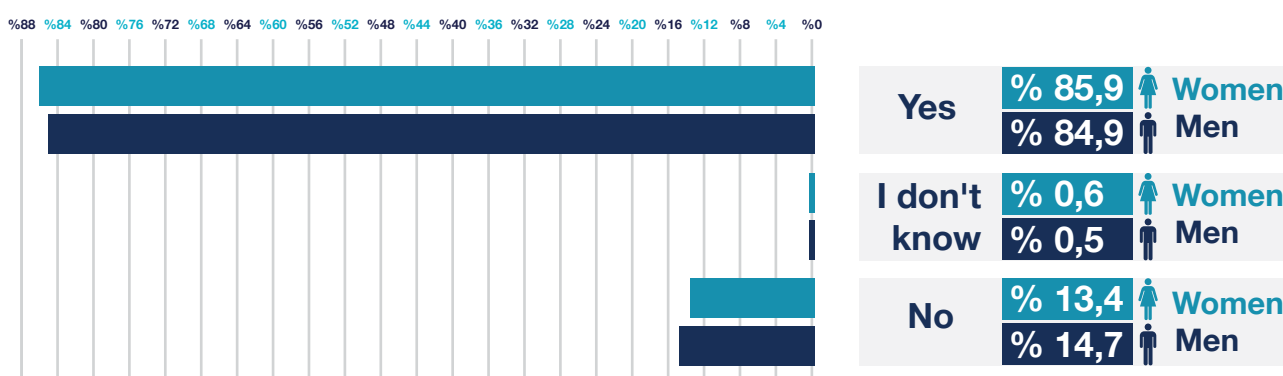


Figure 60: Mixing of males and females in primary schools - the gender distribution of the sample.

Do you agree that middle schools should be mixed between boys and girls? (gender)

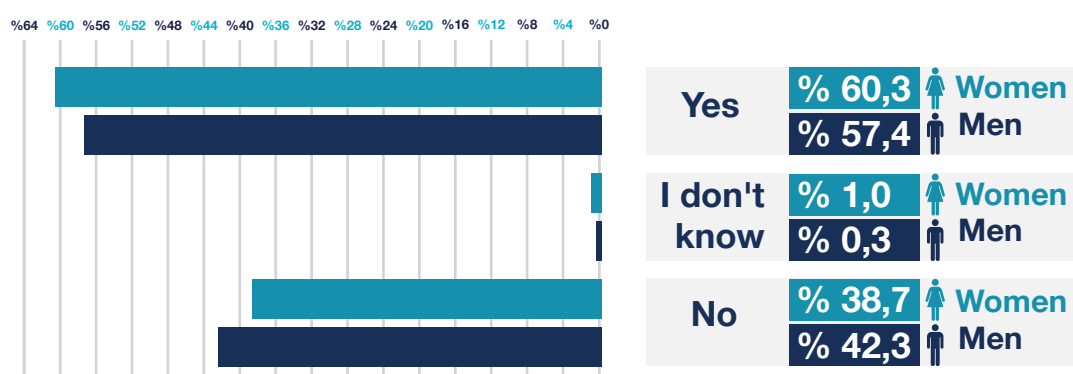


Figure 61: Mixing of males and females in middle schools - the gender distribution of the sample.

Do you agree that secondary schools should be mixed between boys and girls? (gender)

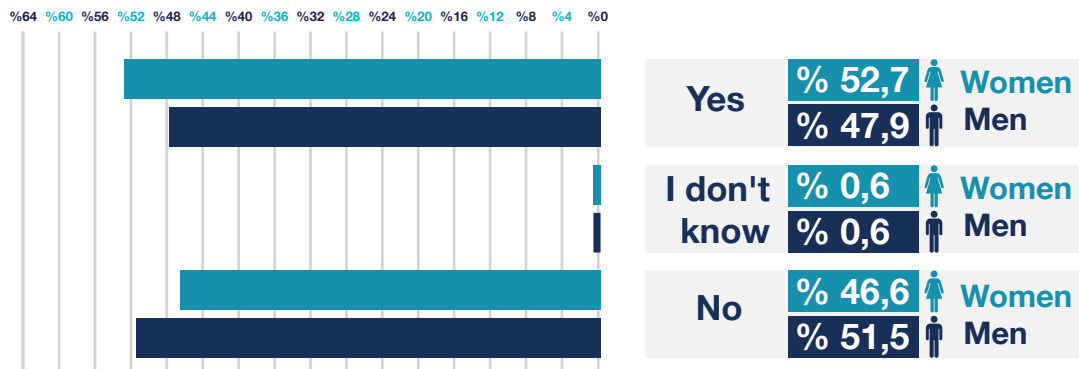


Figure 62: Mixing of males and females in secondary schools - the gender distribution of the sample.

Do you agree that institutes and universities should be mixed between males and females? (gender)

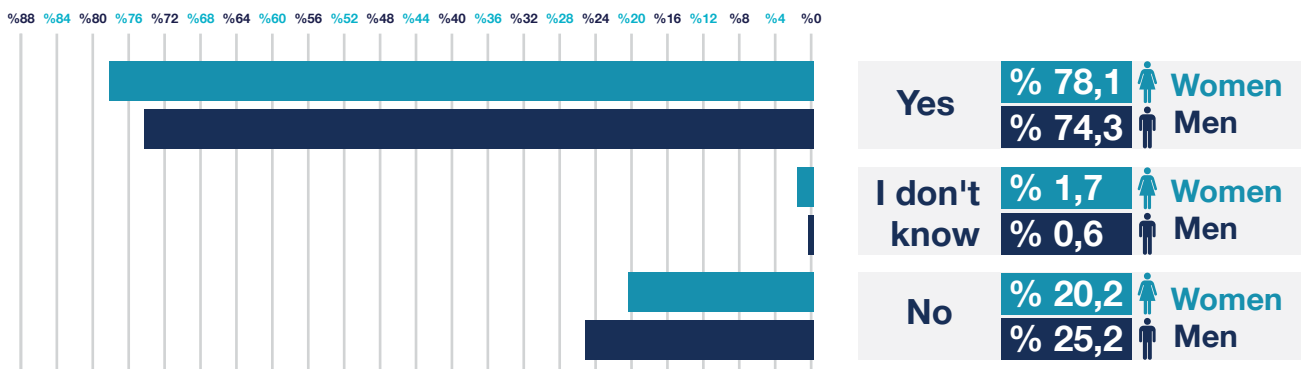


Figure 63: Mixing of males and females in institutes and universities - the gender distribution of the sample.

When intersecting the previous results with the geographical distribution of the sample, especially with regard to mixing in elementary, secondary and university levels, Figures (64), (65) and (66) show high rejection rates of mixing between the sexes in these educational stages, for most of the sample inside Syria, differing in their distribution in the various spheres of influence.

The highest rejection rates were among the members of the survey sample located in Idleb and the regions of north and west Aleppo, as 86% of the Idleb sample, and 79.5% of the northern and western Aleppo sample expressed their refusal to mix between the sexes in the elementary stage, and these refusal rates increased significantly with regard to mixing in secondary schools, reaching 99% of the Idleb sample and 85.7% of the northern and western Aleppo countryside sample, in addition to its increase in northeastern Syria at 49.3%, and in areas controlled by the Syrian regime to 35.2%. Likewise, the rate of refusal to mix in secondary schools was about 57% among the sample of neighboring countries.

Despite the decrease in the rate of the sample that refused to mix when asked about universities and institutes among most of the surveyed samples inside Syria, it remained high among the Idleb sample, most of whose members expressed their rejection of this mixing, at a rate of 84%. These high rejection rates may be attributed to the conservative nature in those areas, which adhere to social norms and traditions that prefer to not mix between male and female adolescents in areas of northern Syria in general. These customs are not necessarily religious in origin. However, at the same time, due to logistical difficulties, and the inability to establish gender-segregated universities and institutes, we find that there may be a somewhat higher acceptance by the local community in those areas to mix in university stages.

It is also worth noting the ideological influence of the de-facto forces in the different areas of influence - regardless of their different affiliations and political positions - on the opinions of the surveyed sample in their areas of control. This influence may play a key role in influencing the answers of the sample.

Do you agree that middle schools should be mixed between boys and girls? (geographical distribution)

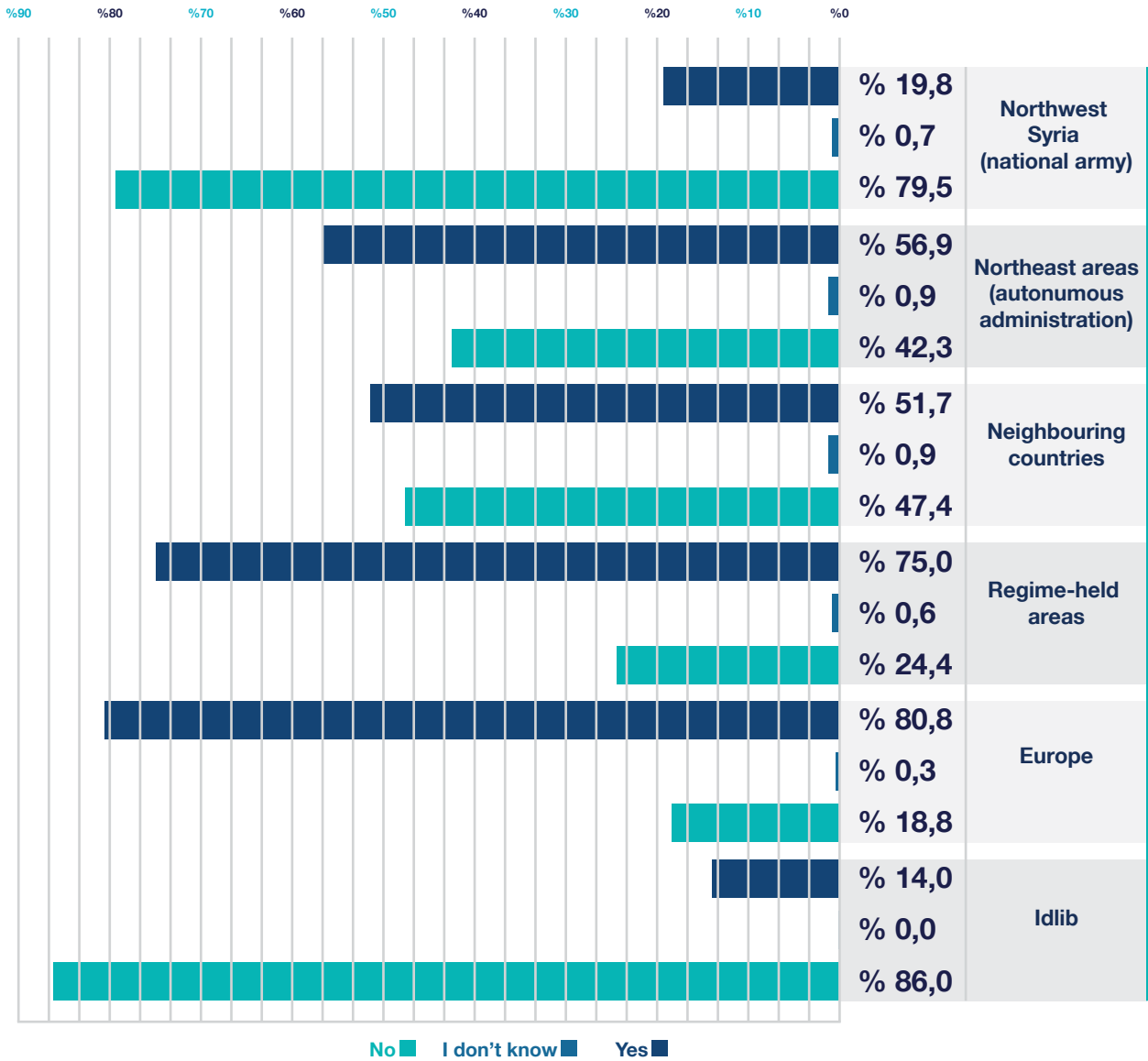


Figure 64: Mixing of males and females in middle schools - Geographical distribution of the sample.

Do you agree that secondary schools should be mixed between boys and girls? (geographical distribution)

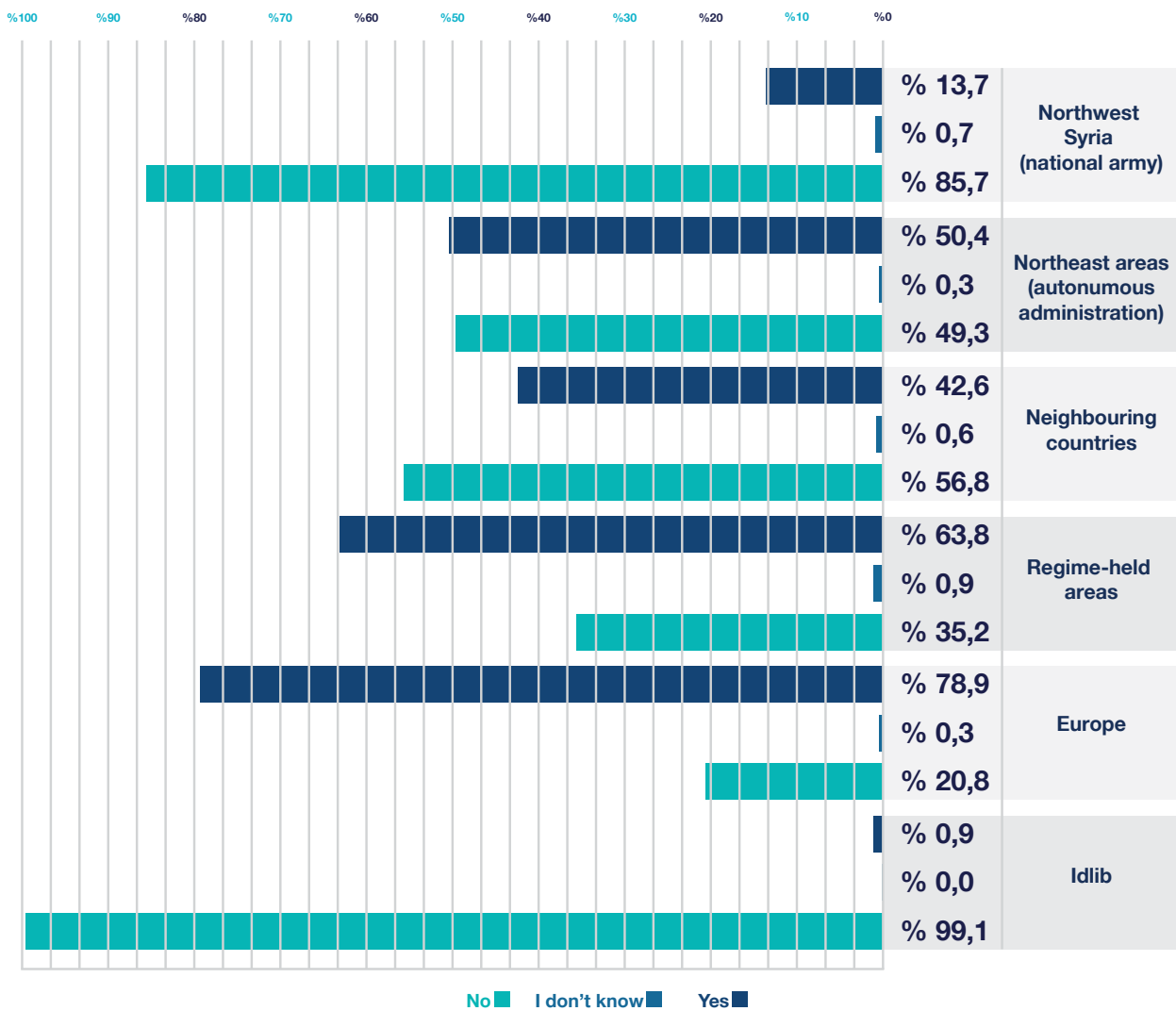


Figure 65: Mixing of males and females in secondary schools - Geographical distribution of the sample.

Do you agree that institutes and universities should be mixed between males and females? (geographical distribution)

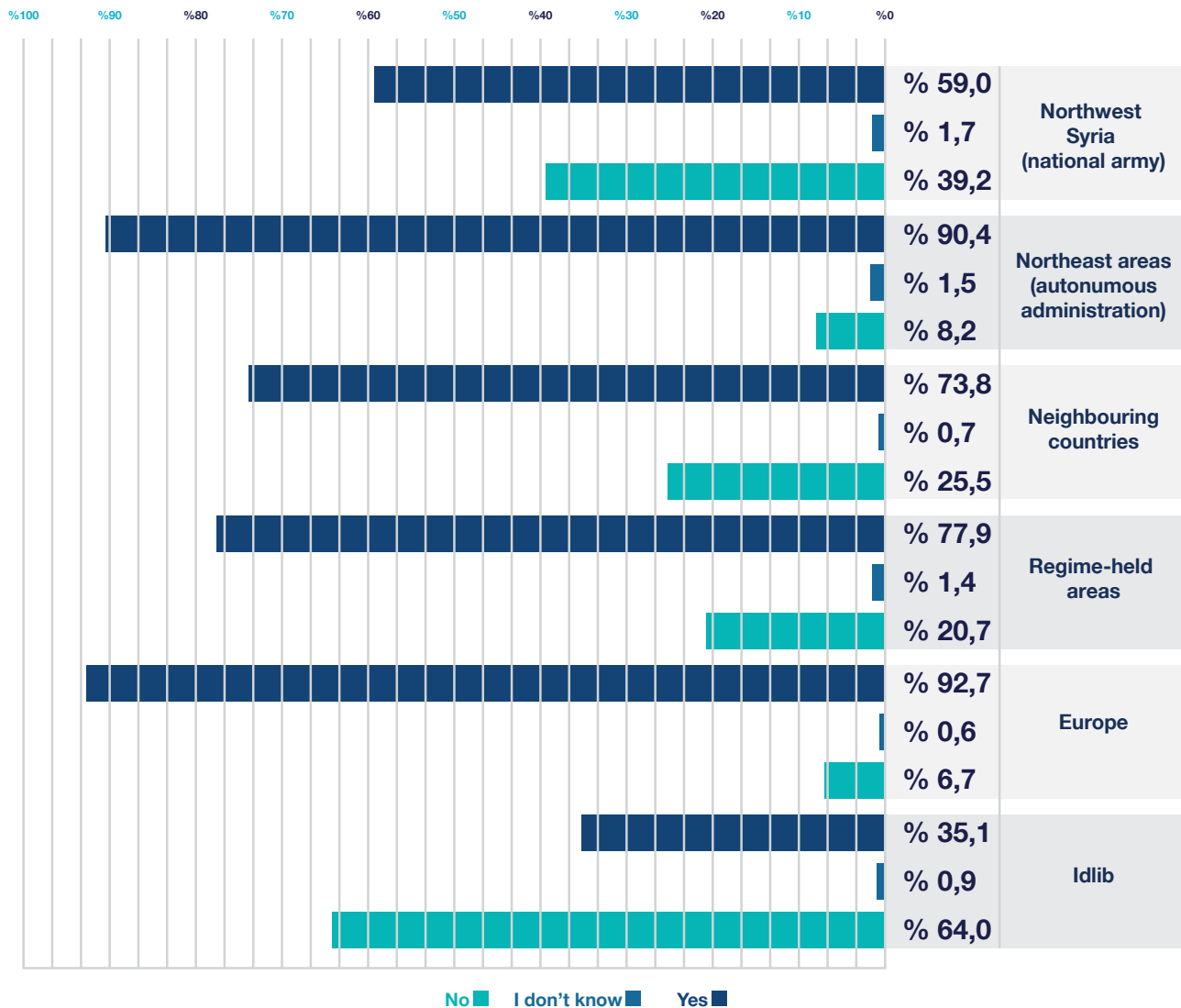


Figure 66: Mixing between males and females in institutes and universities - Geographical distribution of the sample.

4.2.3.2. Sample of the unemployed

The results of the sample of the unemployed respondents largely agreed with the results of the total sample, and there was a unanimity on mixing between the sexes in the elementary stage, then the rates of approval of mixing in the secondary stages decreased, and then rose again with regard to university education. For example, Figure (67) shows the answers of this sample with regard to mixing at the secondary level.

Do you agree that secondary schools should be mixed between boys and girls? (gender)

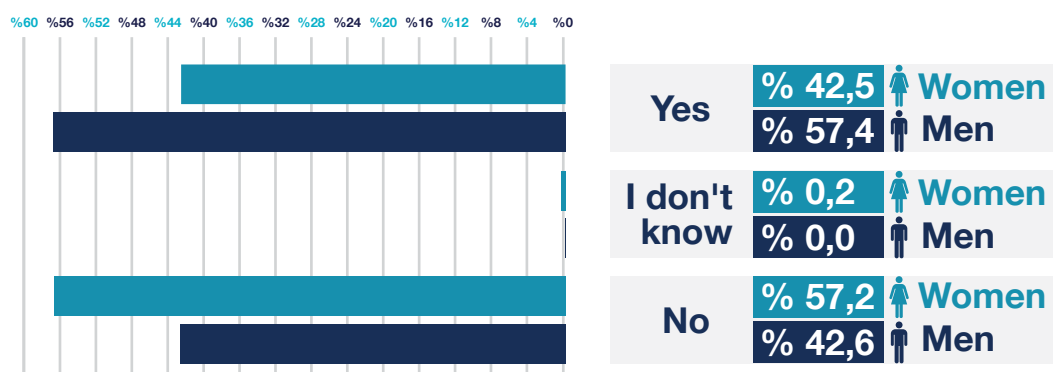


Figure 67: Mixing of males and females in secondary schools - sample of the unemployed.

4.2.3.3. NGOs Sample

When the results intersected with the sample of male and female workers in Syrian NGOs, the rates were very close to the rate of the total sample, meaning that there is agreement on mixing between the sexes at the elementary level, with a decrease in the rates of approval of mixing in the secondary stages, to rise again in the university stages. Noting that the rate of disapproval of this sub-sample was the lowest compared to the sample of the unemployed, or male and female workers in government institutions or the private sector. For example, Figure (68) shows the answers of this sample with regard to mixing at the secondary level.

Do you agree that secondary schools should be mixed between boys and girls? (gender)

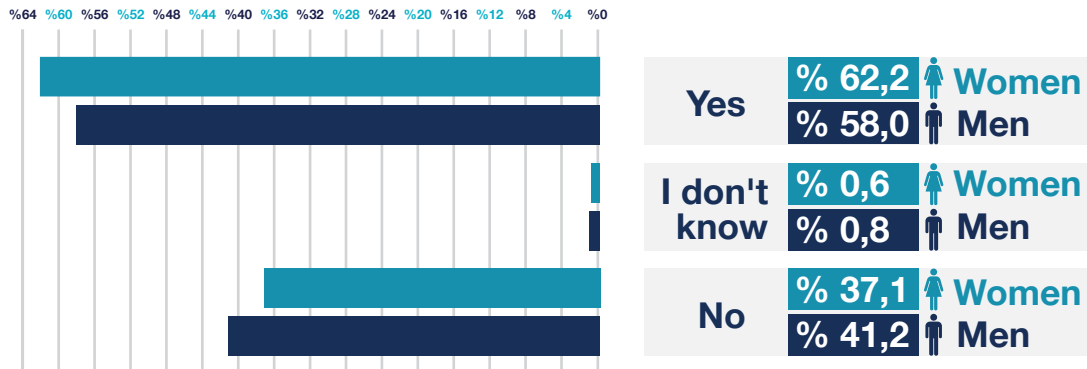


Figure 68: Mixing of males and females in secondary schools - NGOs sample

4.2.3.4. Sample of government and semi-governmental institutions

As is the case with the entire sample, the approval rates of the subsample of male and female workers in Syrian government and semi-governmental institutions regarding mixing between the sexes in the primary stages were high, then began to decline with regard to preparatory and secondary education, then returned and rose with regard to mixing in institutes and universities. Figure (69) shows the percentages of approval and rejection between the sexes from this sub-sample with regard to secondary education.

Do you agree that secondary schools should be mixed between boys and girls? (gender)

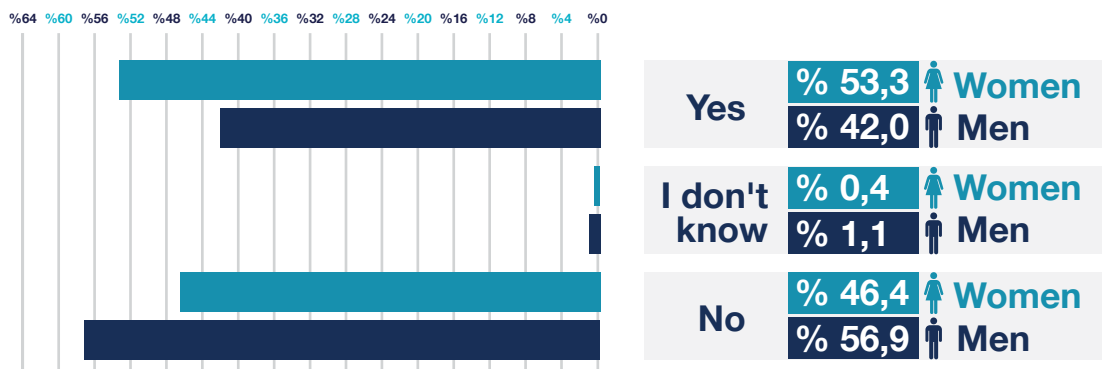


Figure 69: Mixing of males and females in secondary schools - a sample of government and semi-governmental institutions.

4.2.3.5. Private Sector sample

The rates of approval of mixing the genders were high among the sample of male and female workers in the private sector, especially mixing at the elementary level. Similar to the behavior that we observed across the entire sample, the approval rates decreased when asked about mixing in secondary and high school education, and returned to rise at the university levels. Figure (70) shows the distribution of answers about mixing males and females in the secondary stages.

Do you agree that secondary schools should be mixed between boys and girls? (gender)

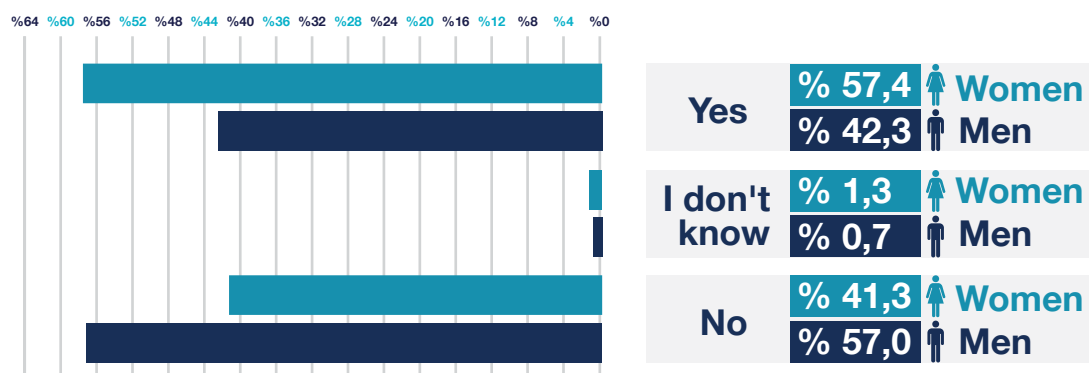


Figure 70: Mixing of males and females in secondary schools - a sample of the private sector.

4.3. In Civil Rights

In this section of the questionnaire, we asked questions to understand the opinions of the respondents about the civil rights of women in Syria. In order for the questions to be clearer, we chose three areas that result in indicators on the reality of women's civil rights, namely: the right of women to pass on their nationality to their children, equal inheritance shares, and polygamy.

One of the reasons that prompted us to choose these fields is due to the absence of any statistical indicators about the tendencies of Syrians with regard to the personal status law in force in Syria from most studies - quantitative and qualitative - related to

the Syrian context. Thus, in this section, we have tried to build some statistical indicators, with limitations, that can be used in the future to probe into the reality of the personal status law in Syria.

4.3.1. The right to nationality for Syrian women

Syrian legislation and laws - political, economic, and civil - have tended to be discriminatory and exclusionary towards women in various areas of public life. Over the past decades, a number of human rights movements led by women have emerged, which sought and still seek to change their reality and include constitutional and legal provisions that oblige the state to recognize and guarantee their rights to equal citizenship. However, the totalitarian and exclusionary nature of the ruling authority in Syria, which completely monopolizes all available spaces in the public sphere, led to the restriction and marginalization of these movements, and prevented them from bringing any real change, neither at the community level nor within the legal structure regulating the work of state institutions.

Perhaps one of the clearest examples of legalized exclusion of Syrian women's rights was Legislative Decree No. 276 of 1969, known as the (Syrian Arab Nationality Law), which gives men the absolute, unconditional right to pass on their Syrian nationality to their sons and daughters, while depriving women of this right. Paragraph (b) of this law stipulates that a Syrian mother is not entitled to grant her nationality to her children, unless three conditions are met: 1) that the mother has been a holder of Syrian nationality since birth, 2) that the birth incident took place exclusively within Syrian territory 3) The paternity of the newborn is not legally proven. These discriminatory restrictions and conditions deprived a large number of Syrian women, including those who married husbands of non-Syrian nationalities, of their right to pass their nationality on to their sons and daughters, which prompted many workers in the Syrian civil and political space to demand a change to these unfair laws.

4.3.1.1. Total sample

At the beginning of this section on civil rights, we measured the sample's knowledge of the discriminatory situation in the Syrian nationality law by asking them about their knowledge of whether Syrian law allows Syrian women to pass their nationality to their children. Figure (71) shows that 10.7% of the entire sample believes that it is allowed to do so, while about a quarter of the sample, 26.7%, answered (I don't know). When intersecting the results with the gender distribution of the sample (Figure 72), we saw that the

rate of women who believe that Syrian law gives them the right to pass their nationality to their sons and daughters was higher than that of men; It reached 11.8% of the sample of women, compared to 9.5% of men. Similarly, the rate of women who answered “I don’t know” was higher than men, reaching 28.8%, compared to 24.3% of men.

According to your knowledge, does Syrian law allow a Syrian woman to pass her nationality to her children?

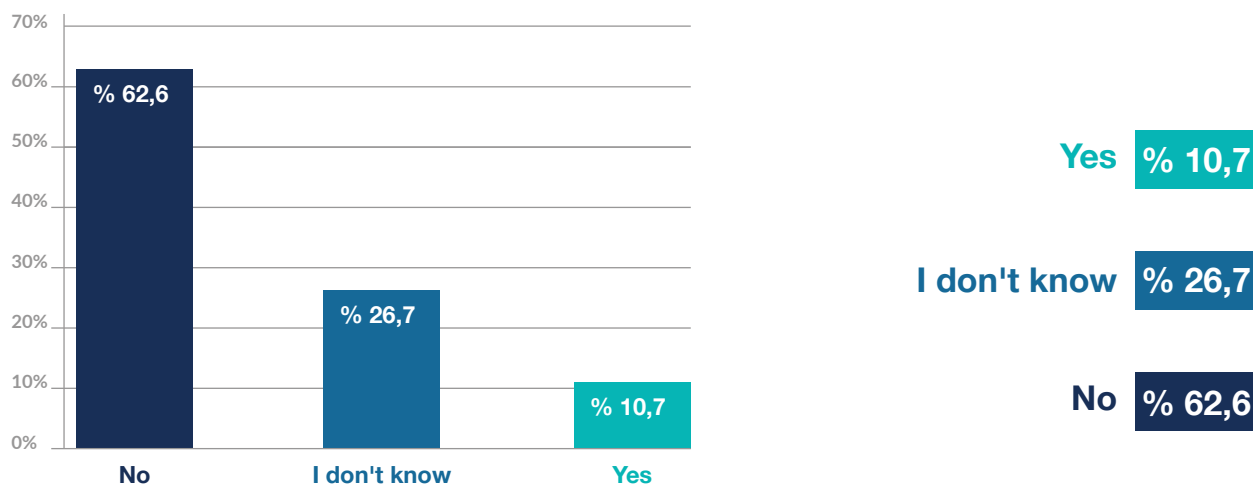


Figure 71: Perceptions on the current Syrian law allowing Syrian women to pass their nationality to their children.

According to your knowledge, does Syrian law allow a Syrian woman to pass her nationality to her children? (gender)

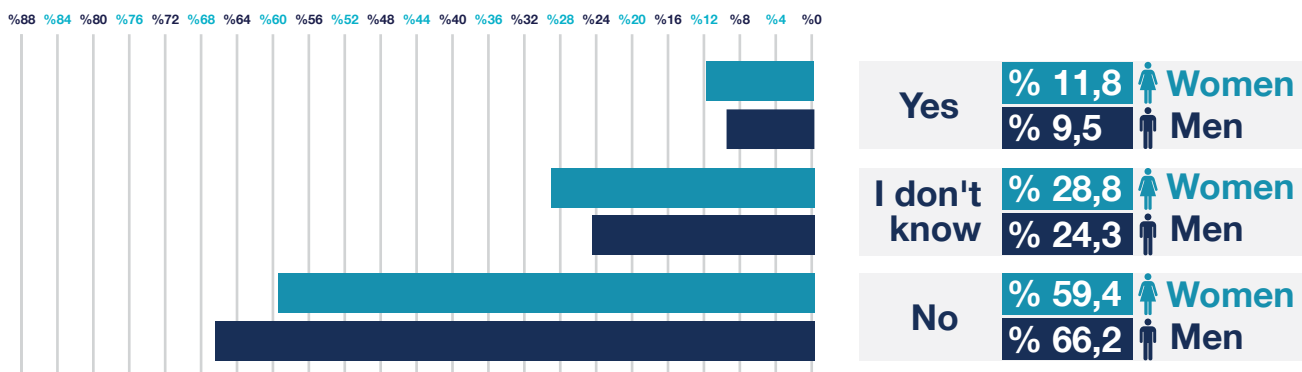


Figure 72: Perceptions on the current Syrian law allowing Syrian women to pass their nationality to their children, according to the sample’s gender distribution.

We note from Figure (73), which shows the geographical distribution of the sample answers, the following main points:

- Although we can consider the surveyed sample as a sample with a high level of education, as the proportion of male and female university graduates of it is about 53.7%, the statistical indicators show a significant lack of knowledge of the Syrian Nationality Law and its exclusion of the right of women to grant their nationality to their sons and daughters, and this transcends the different spheres of influence in Syria.
- The highest rating among those who did not know the gender exclusionary of the Syrian Nationality Law was in Idleb, as the respondents there constituted 69.3% of those who answered (I do not know).
- Samples from neighboring countries, Turkey, Lebanon, Jordan, and the EU, were second and third among the groups that answered (I don't know), with a rate of 30.7% and 25.6%, respectively. Finally, there are those in the northern and western rural areas of Aleppo, of which 25.3% answered (I don't know).
- Despite the northeastern Syrian sample having the highest rate of those who answered "No", as their rate reached 72.9% compared to the rest of the samples, the rate of those who answered "I don't know" remained relatively high, reaching 19.2%.

According to your knowledge, does Syrian law allow a Syrian woman to pass her nationality to her children? (geographical distribution)

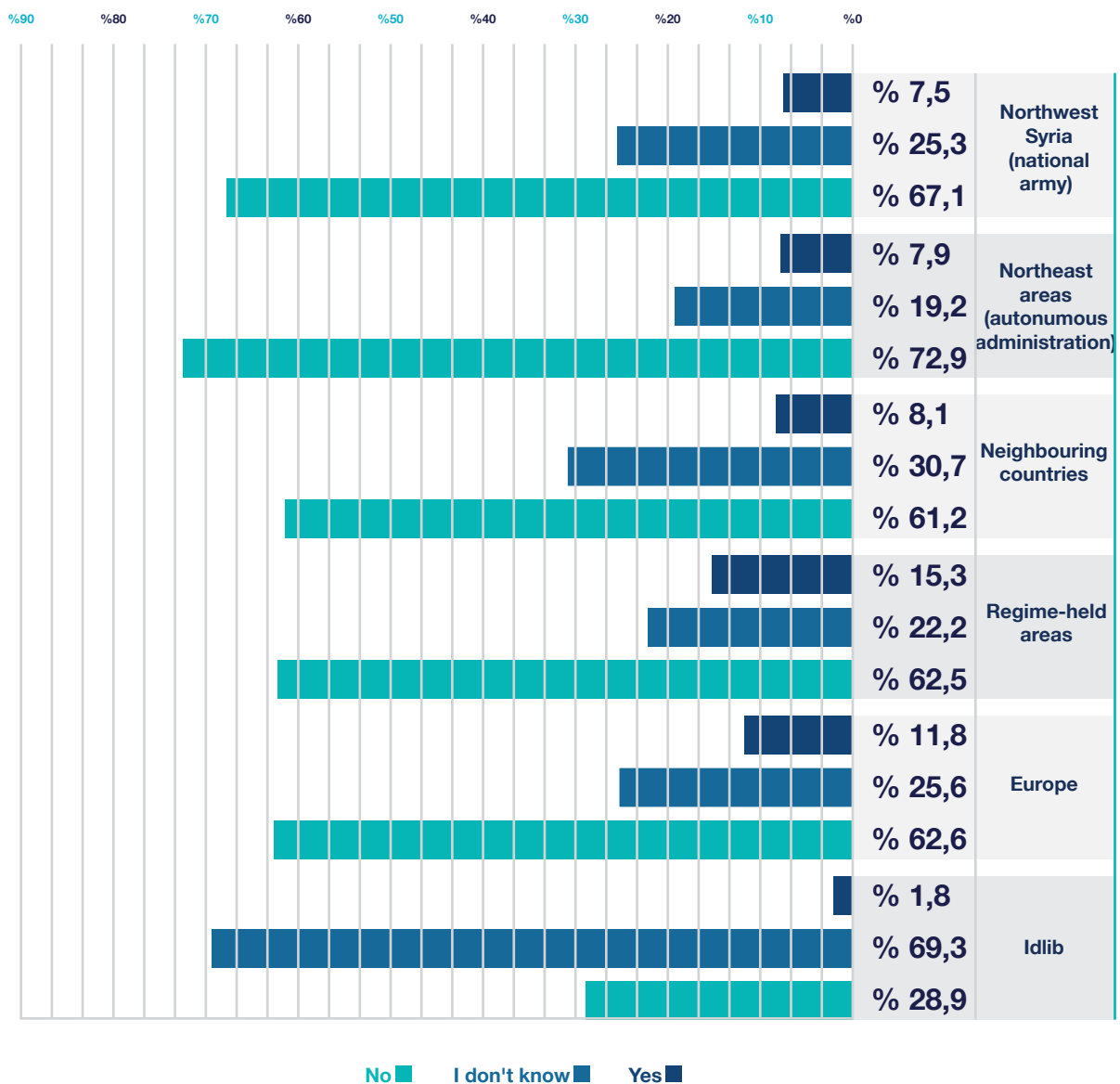


Figure 73: Perceptions on the current Syrian law allowing Syrian women to pass their nationality to their children, according to the sample's geographical distribution.

In the second section of the questionnaire related to the right of Syrian women to grant their nationality to their children, we asked those who answered “no” to the previous question about their opinion that women should be given this right, so 85.7% agreed that Syrian women should have this right (of whom 55.7% strongly agreed), while 12.3% of them expressed their disagreement with this (Figure 74). The rate of women who agreed was 92.2% (63.9% of them strongly agreed), compared to 79.2% of men (47.5% of them strongly agreed), as shown in Figure (75).

Syrian women have the absolute right to pass on their nationality to their children

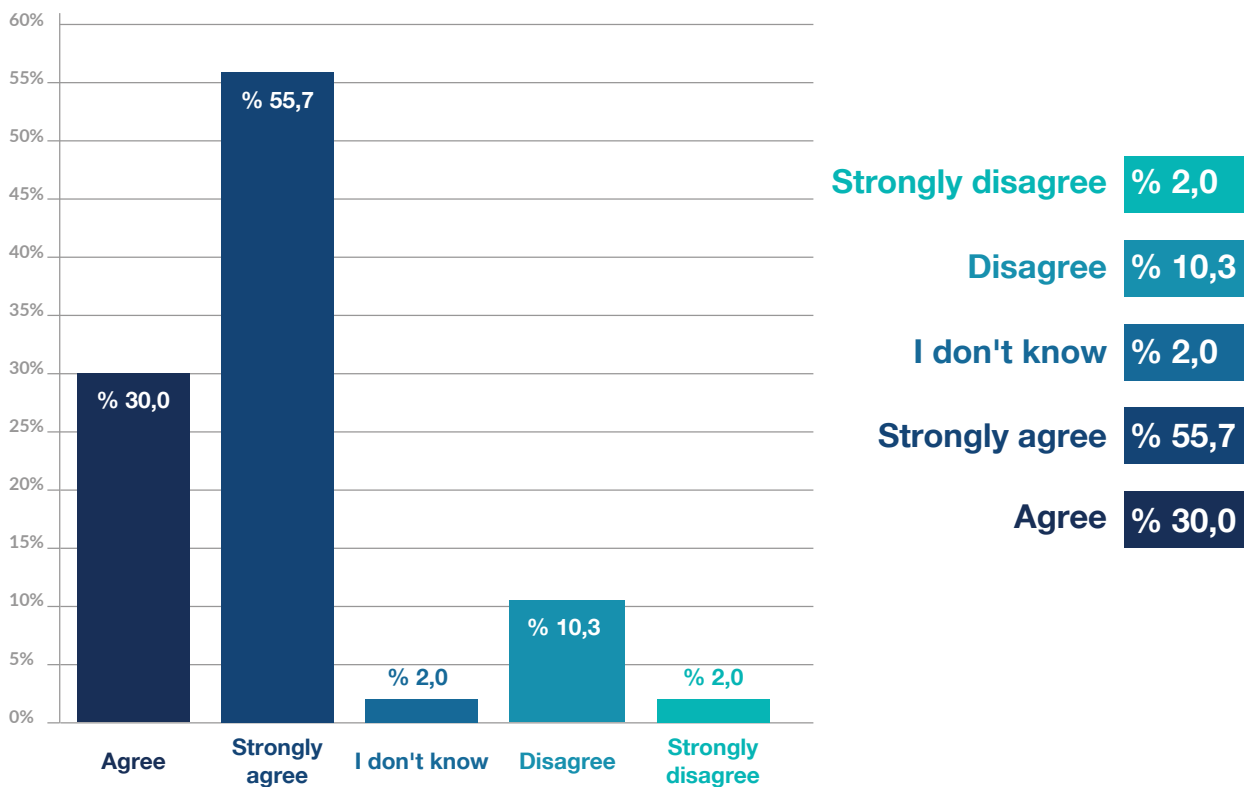


Figure 74: Perceptions on the necessity of giving Syrian women the right to pass on their nationality to their children.

Syrian women have the absolute right to pass on their nationality to their children (gender)

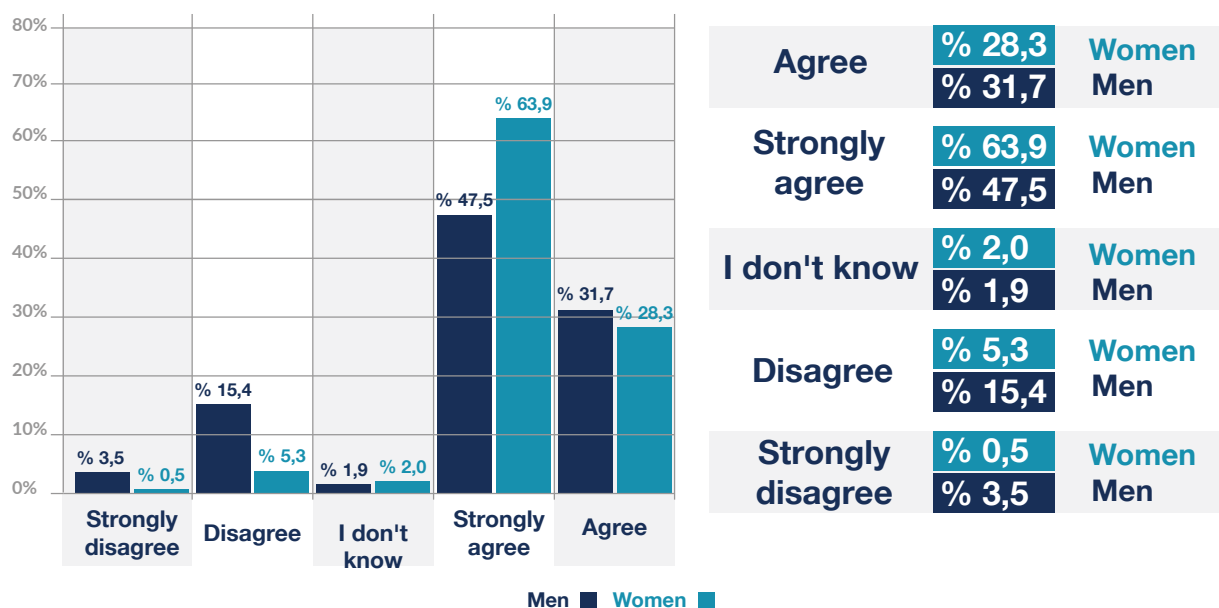


Figure 75: Perceptions on the necessity of giving Syrian women the right to pass on their nationality to their children, according to the sample's gender distribution.

As for the geographical distribution of the sample (Figure 76), we note that the rate of disapproval was highest in Idleb (36.3%), then in the northern and western countryside of Aleppo (23%), then in northeastern Syria, with a disagreement rate of 16.4%, while those in the Syrian regime-controlled areas were the least disapproving of the samples in the areas distributed inside Syria, with a disapproval rate of 11%.

Syrian women have the absolute right to pass on their nationality to their children (geographical distribution)

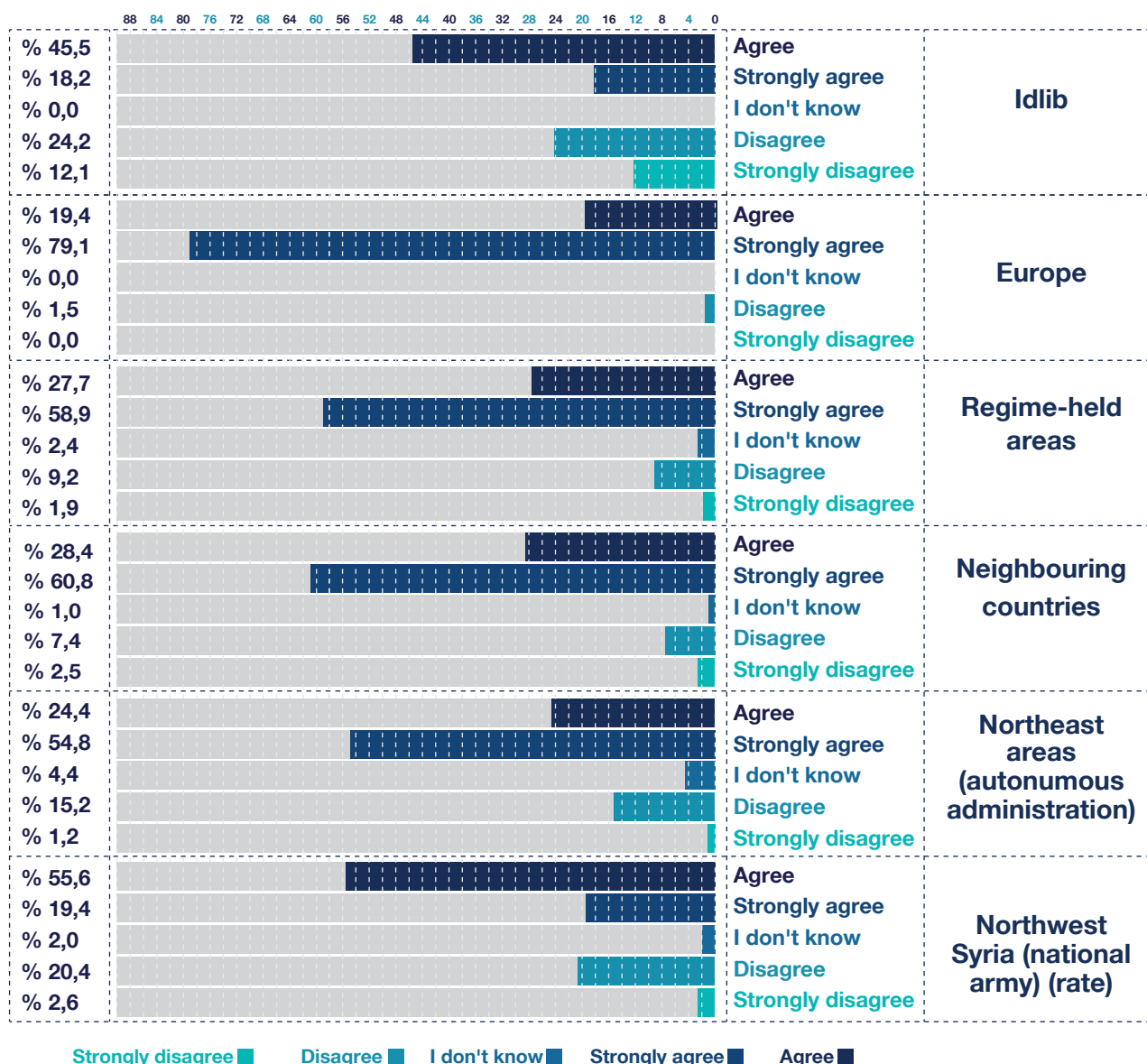


Figure 76: Perceptions of the sample on the necessity of giving Syrian women the right to pass on their nationality to their children, according to the geographical distribution of the sample.

4.3.1.2. Sample of the unemployed

Figure (77) shows that the largest rate of the sample of non-working women does not know whether the current Syrian law grants women the absolute right to pass their nationality to their children, with a rate of 46.4% of them. We also note that the rate of non-working men was more familiar with the Syrian law, as the rate of those who answered “no” was 13.5% higher than that of women.

According to your knowledge, does Syrian law allow a Syrian woman to pass her nationality to her children? (gender)

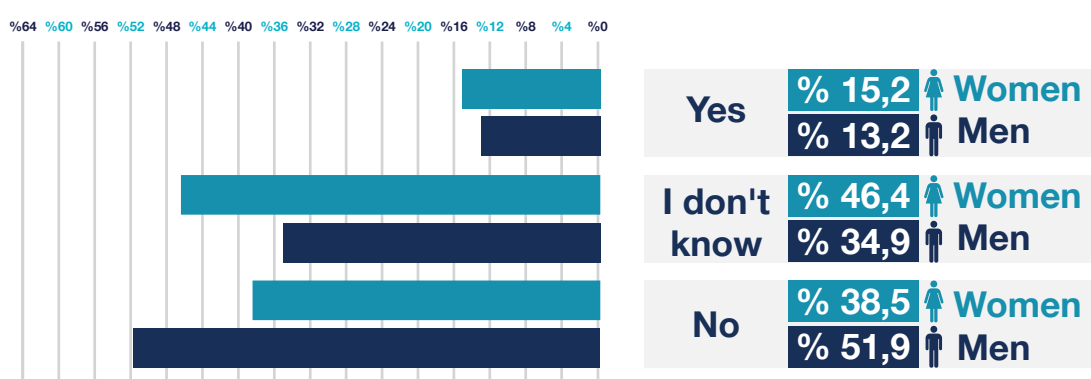


Figure 77: Perceptions on the current Syrian law allowing Syrian women to pass their nationality to their children - a sample of the unemployed.

When this sub-sample was asked about its opinion that Syrian women should have the absolute right to pass their nationality to their children, we found from Figure (78) that there is unanimity of approval, reaching 90% of women respondents (60.6% of them strongly agreed) and 83.6% of men (55.2% strongly agreed).

According to your knowledge, does Syrian law allow a Syrian woman to pass her nationality to her children? (gender)

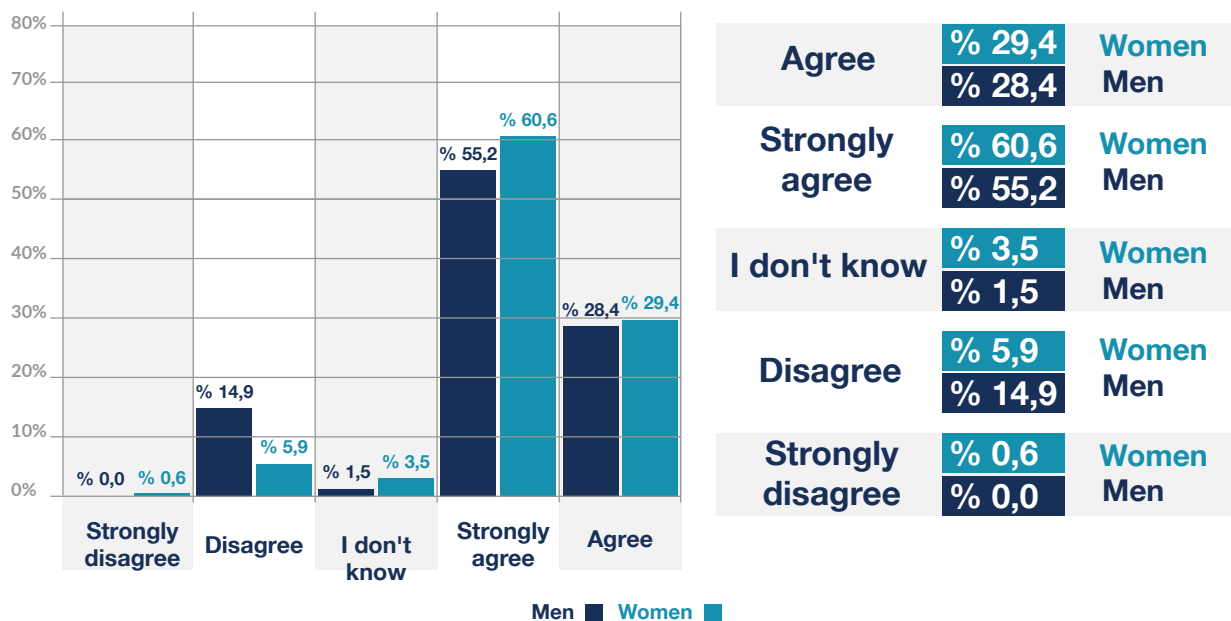


Figure 78: Perceptions on the necessity of giving Syrian women the right to pass on their nationality to their children - a sample of the unemployed.

4.3.1.3. NGOs Sample

There is close consensus among the sample of male and female workers in Syrian NGOs that the current Syrian law does not give the Syrian woman the absolute right to pass her nationality on to her children in the same way as men, with 76% of men and 75.5% of women (Figure 79). Noting that there is a high rate in this sample of those who answered (I do not know), which reached approximately 16% of women and 15% of men. When those who answered “no” to the previous question were asked about their opinion of the absolute right of Syrian women to grant their nationality, 95.8% of women working in Syrian non-governmental institutions expressed their approval of this, compared to an approval rate of 84% in the sample of men, noting the high rate of men who did not agree to 13.4% compared to 3% of the women sample (Figure 80).

According to your knowledge, does Syrian law allow a Syrian woman to pass her nationality to her children? (gender)

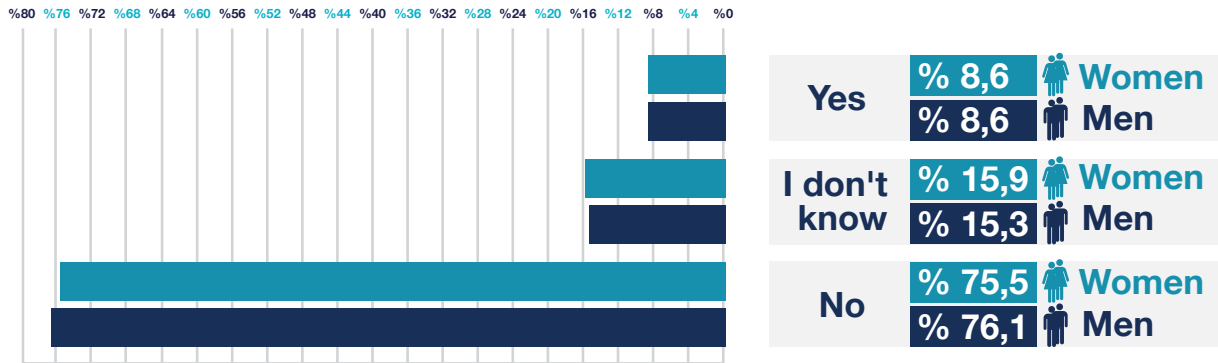


Figure 79: Perceptions on the current Syrian law allowing Syrian women to pass their nationality to their children - a sample of non-governmental organizations.

Syrian women have the absolute right to pass on their nationality to their children (gender)

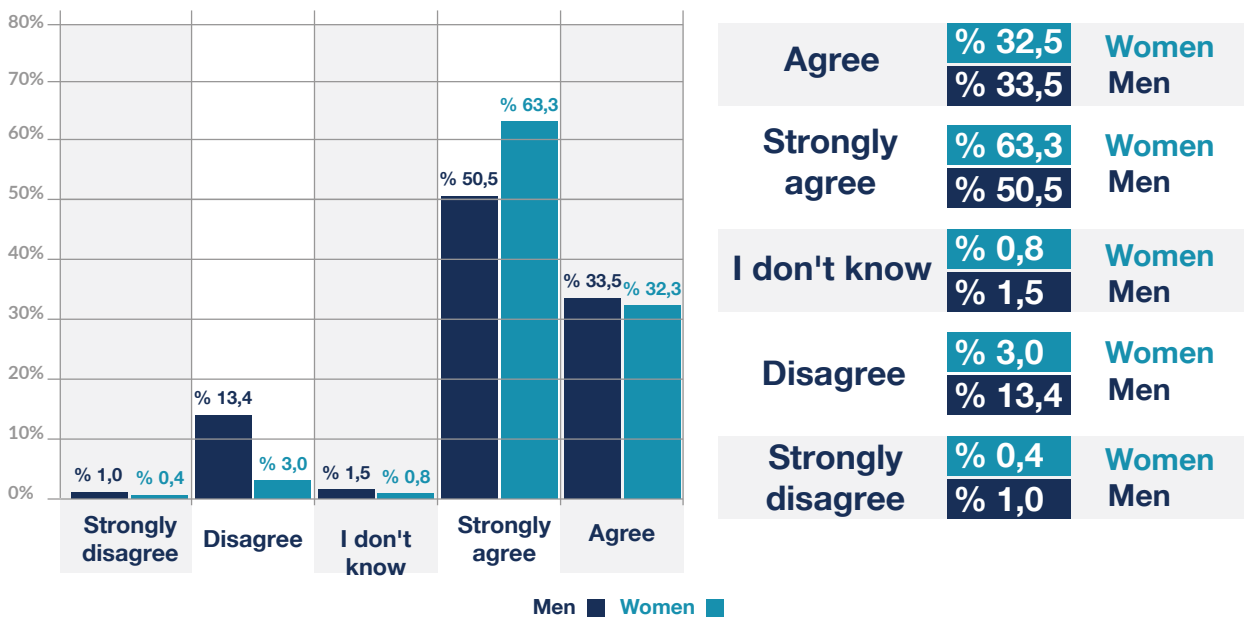


Figure 80: Perceptions on the necessity of giving Syrian women the right to pass on their nationality to their children - sample of non-governmental organizations.

4.3.1.4. Sample of government and semi-governmental institutions

We also see here a near consensus among the sample of male and female workers in Syrian government or semi-governmental institutions that the current Syrian law does not give the Syrian woman the absolute right to pass her nationality on to her children in the same way as men, with 75.6% of men and 70.4% of women (Figure 81).), i.e. slightly less than the sample of male and female workers in Syrian non-governmental institutions. Noting that about 18% of this sub-sample answered (I don't know) to the previous question. When those who answered "no" were asked about their opinion of a woman's right to grant her nationality, about 89% of women and 78.2% of men answered in agreement (Figure 82).

According to your knowledge, does Syrian law allow a Syrian woman to pass her nationality to her children? (gender)

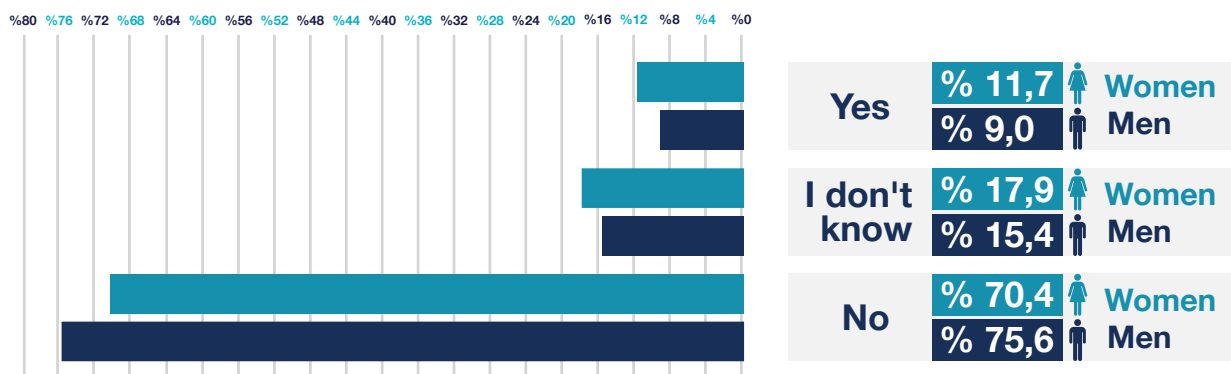


Figure 81: Perceptions on the current Syrian law allowing Syrian women to pass their nationality to their children - a sample of government and semi-governmental institutions.

Syrian women have the absolute right to pass on their nationality to their children (gender)

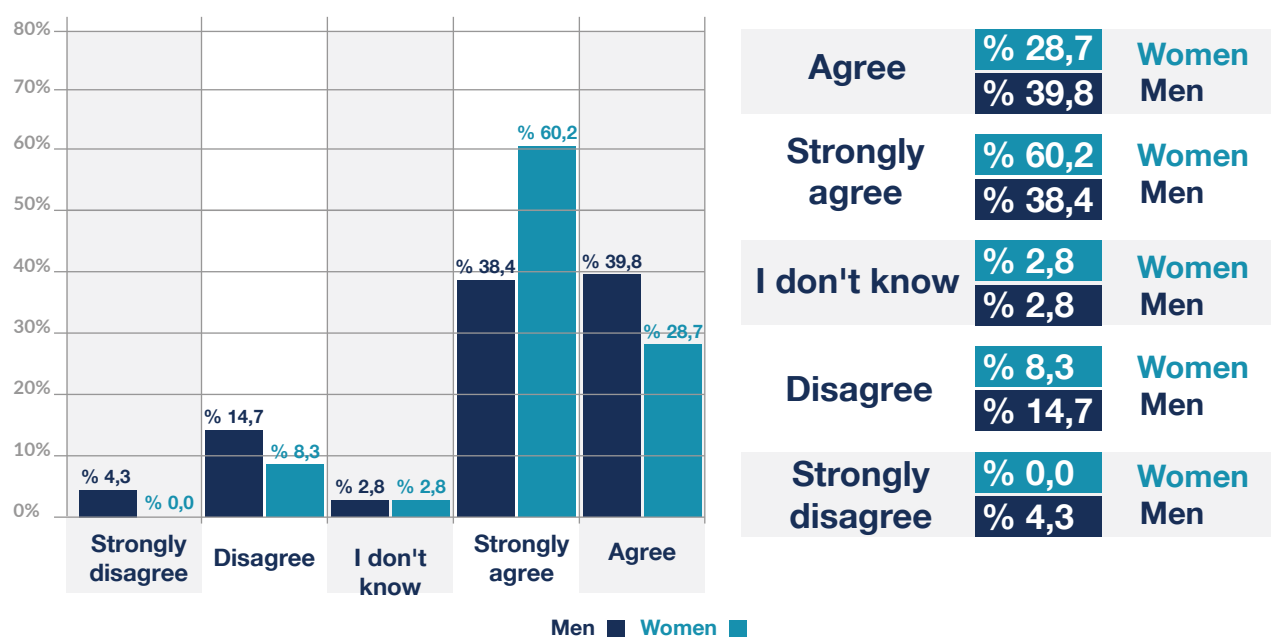


Figure 82: Perceptions on the necessity of giving Syrian women the right to pass on their nationality to their children - a sample of government and semi-governmental institutions.

4.3.1.5. Private Sector sample

The largest proportion of the sample of male and female workers in the private sector answered that the current Syrian law does not allow a woman to pass her Syrian nationality to her children in the same way as men, with 60.2% of men and 59.2% of women (Figure 83). Note that there is a near unanimity among the members of this sub-sample on the necessity of giving this right to women, with an approval rate of 71.5% of men and 91% of women (Figure 84).

According to your knowledge, does Syrian law allow a Syrian woman to pass her nationality to her children? (gender)

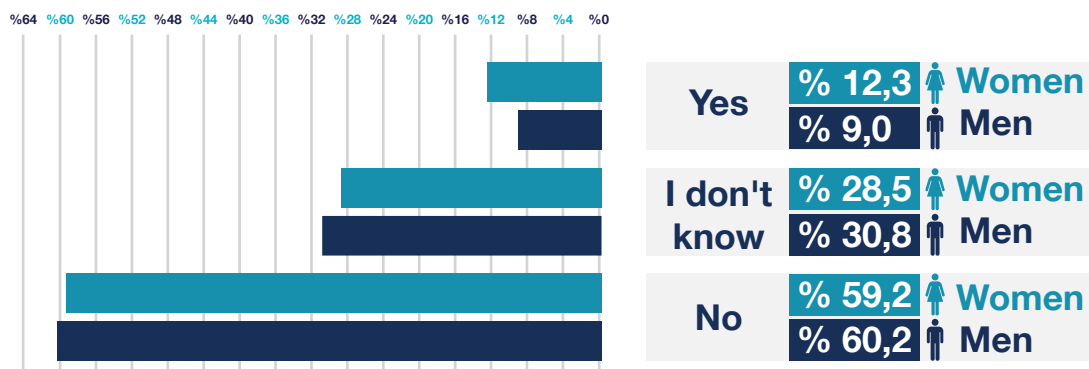


Figure 83: Perceptions on the current Syrian law allowing Syrian women to pass their nationality to their children - a sample of the private sector.

Syrian women have the absolute right to pass on their nationality to their children (gender)

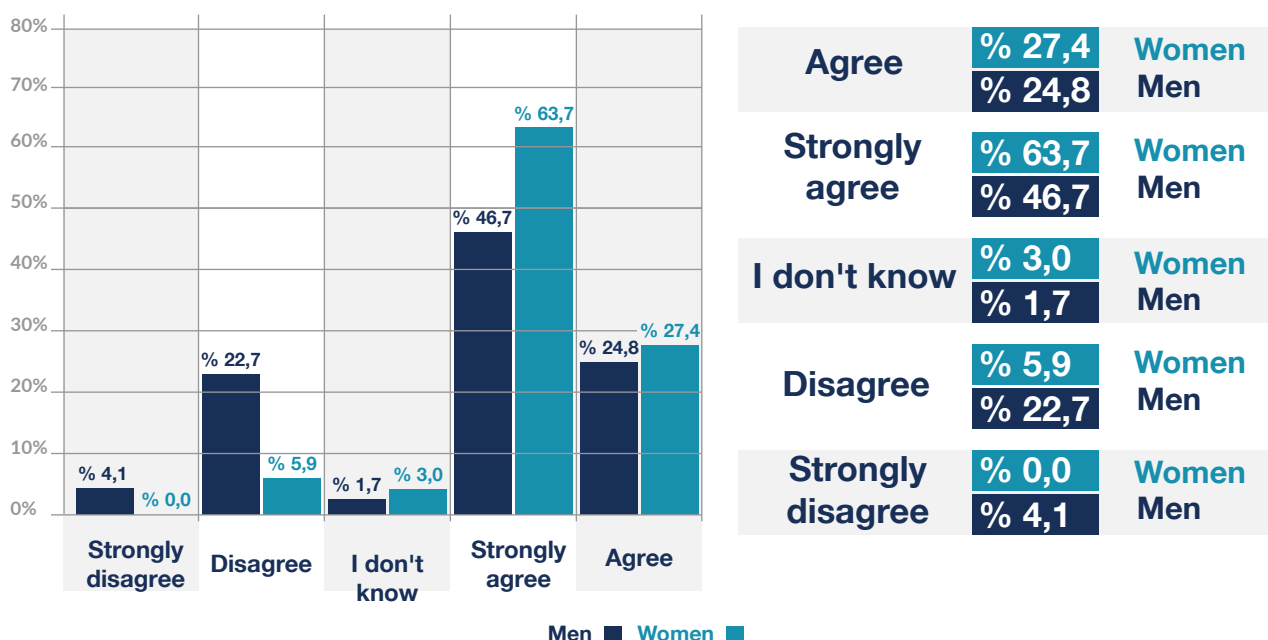


Figure 84: Perceptions on the necessity of giving Syrian women the right to pass on their nationality to their children - a sample of the private sector.

4.3.2. Equality of inheritance shares

4.3.2.1. Total sample

In our attempt to probe opinions about some other aspects related to civil rights, we asked respondents about their opinion of amending the Personal Status Law to ensure equality between men and women in inheritance quotas, regardless of religious and sectarian reference. Figure (85) shows a clear polarization of opinion, with a slightly higher tendency, towards approval of this change. 52% of the respondents expressed their agreement with this amendment (of whom 30% strongly agree), compared to 46.2% who rejected it (of whom 19.5% strongly disagree).

Inheritance laws should be amended to ensure that women are equal with men in inheritance shares (inheritance)

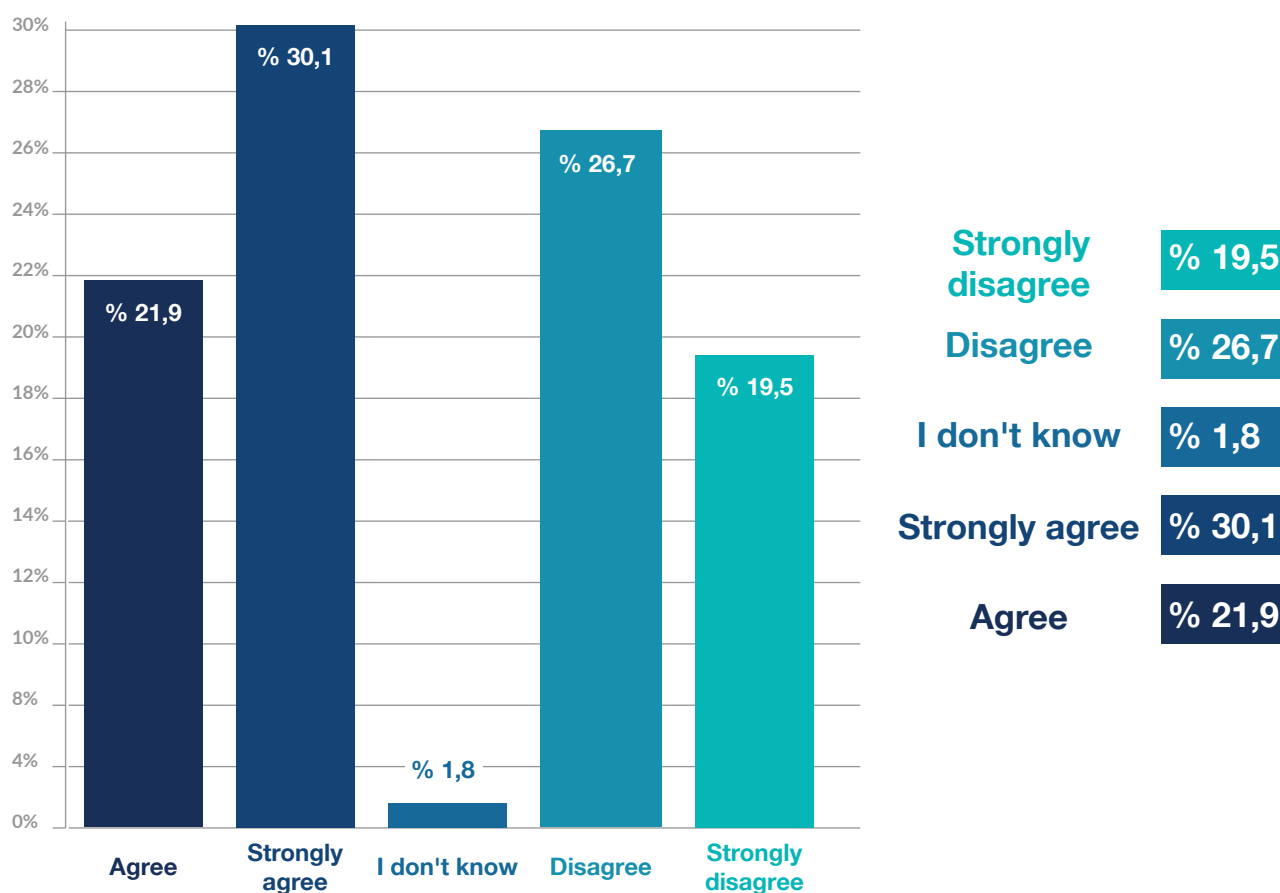


Figure 85: Perceptions on amending inheritance laws to ensure equality between women and men in inheritance quotas.

The gender distribution of the previous answers (Figure 86) shows a clear tendency among women to agree to a legal amendment that guarantees equal inheritance shares, with an approval rate of 62.7% of them, while men rejected this amendment with a rate of 58.7% (of whom 29.8% strongly disagree). This disparity between men and women can be explained by laws stipulated by contemporary Islamic jurisprudence in this regard, or by the desire of men to preserve their current gains that give them entitlement to inheritance shares.

Inheritance laws should be amended to ensure that women are equal with men in inheritance shares (inheritance) (gender)

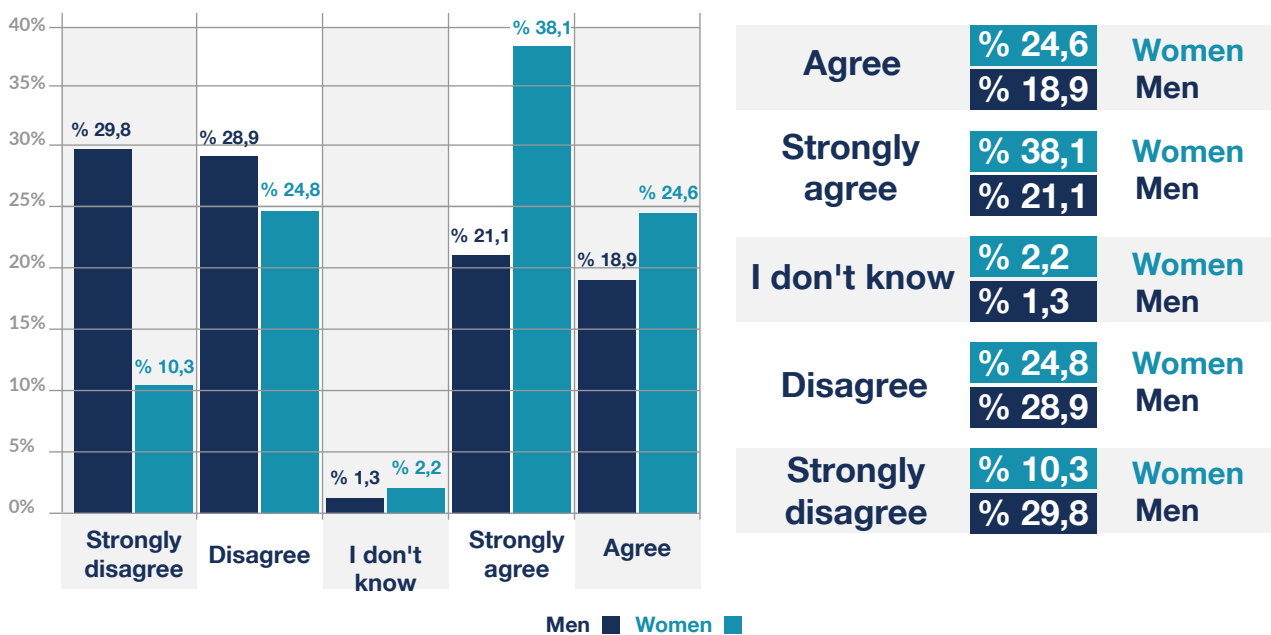


Figure 86: Perceptions on amending inheritance laws to ensure equality between women and men in inheritance quotas, according to the sample's gender distribution.

The highest rate of disapproval of equality between men and women in the inheritance shares was among the sample members who are in Idlib, reaching 93% (Figure 87), then those in north and west Aleppo, with a rate of 71.6%, then those in northeastern Syria, with a rate of 41.4%. The sample in the Syrian regime-controlled areas was the least opposed to equality in inheritance among the samples distributed inside Syria, with a rejection rate of 32.8%.

Of course, the non-representative nature of the sample means looking at the previous ratios as general indicators that can be used to produce in-depth qualitative research papers that are directly related to the opportunities and challenges related to the Syrian inheritance law and its implications on the ground.

Inheritance laws should be amended to ensure that women are equal with men in inheritance shares (inheritance) (geographical distribution)

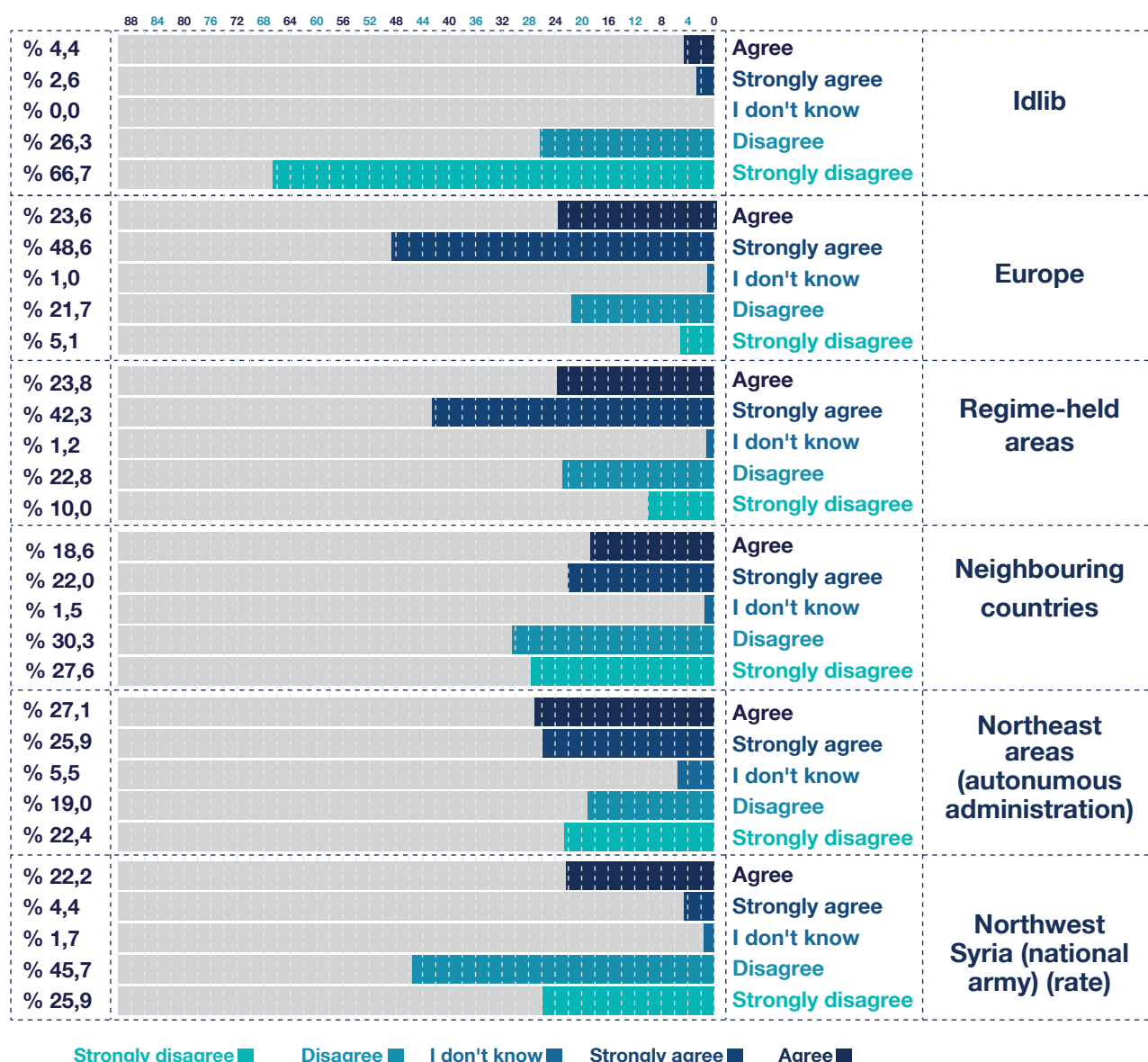


Figure 87: Perceptions on amending inheritance laws to ensure equality between women and men in inheritance quotas, according to the sample's geographical distribution.

4.3.2.2. Sample of the unemployed

54.6% of non-working women answered that they agreed to equal inheritance shares between men and women, compared to 46.5% of men (Figure 88). The rates of disapproval were higher for men; reaching about half of them (49.7%).

Syrian women have the absolute right to pass on their nationality to their children (gender)

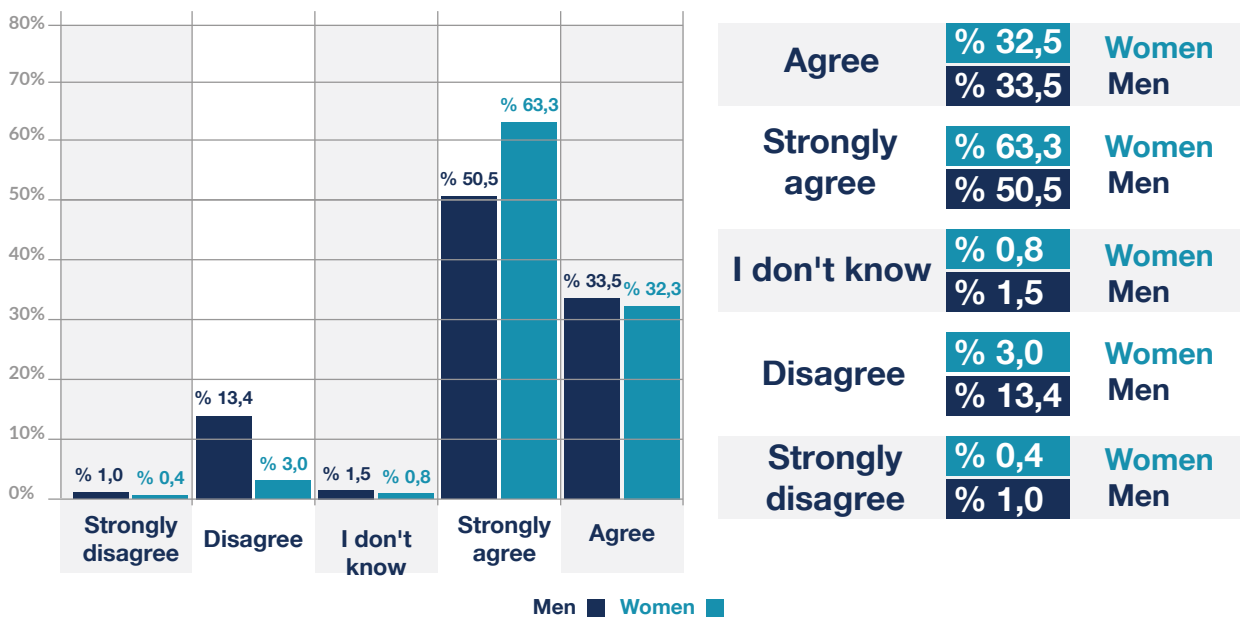


Figure 88: Perceptions on amending inheritance laws to ensure equality between women and men in inheritance quotas, sample of the unemployed.

4.3.2.3. NGOs Sample

The approval rates for equal inheritance shares between men and women among the sample of male and female workers in Syrian non-governmental institutions decreased significantly. As 64.7% of women and 46.6% of men responded with agreement, compared to a significant increase in the rate of both men and women who did not agree (Figure 89).

Inheritance laws should be amended to ensure that women are equal with men in inheritance shares (inheritance) (gender)

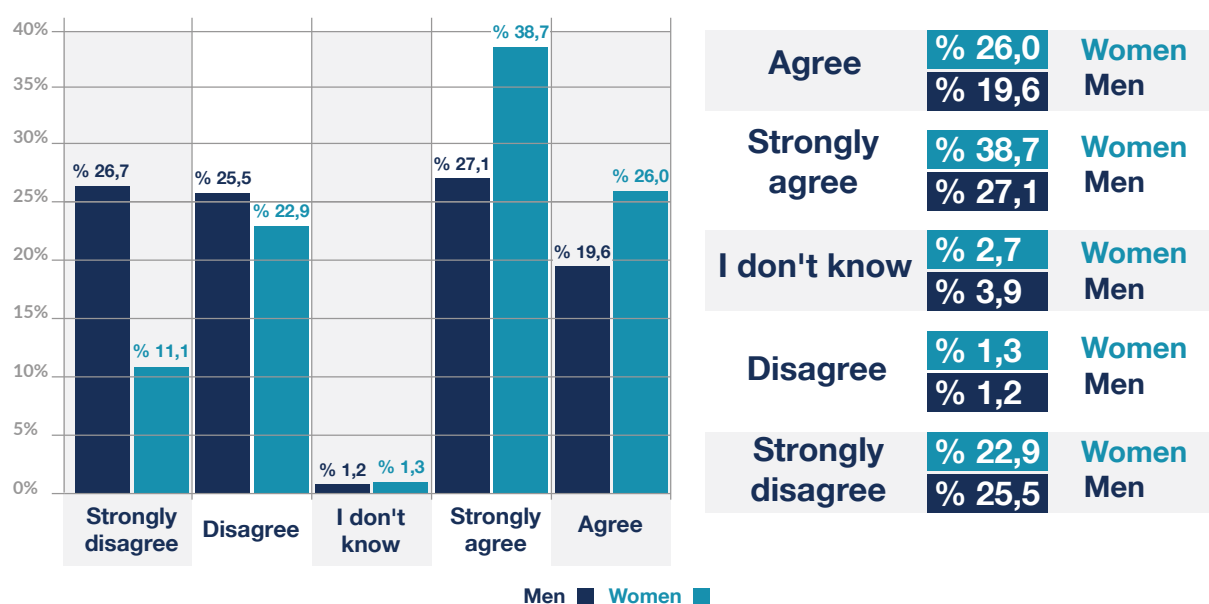


Figure 89: Perceptions on amending inheritance laws to ensure equality between women and men in inheritance quotas - a sample of non-governmental organizations.

4.3.2.4. Sample of government and semi-governmental institutions

We find in (Fig. 90) a large disparity in the rates of approval between men and women from a sample of male and female workers in Syrian government or semi-governmental institutions regarding gender equality in inheritance. As a percentage of 68.6% of women agreed (38% of them strongly agreed), compared to 33% of the men sample. In other words, the approval rates were slightly lower, especially among men, compared to the sample of male and female workers in Syrian non-governmental institutions.

Inheritance laws should be amended to ensure that women are equal with men in inheritance shares (inheritance) (gender)

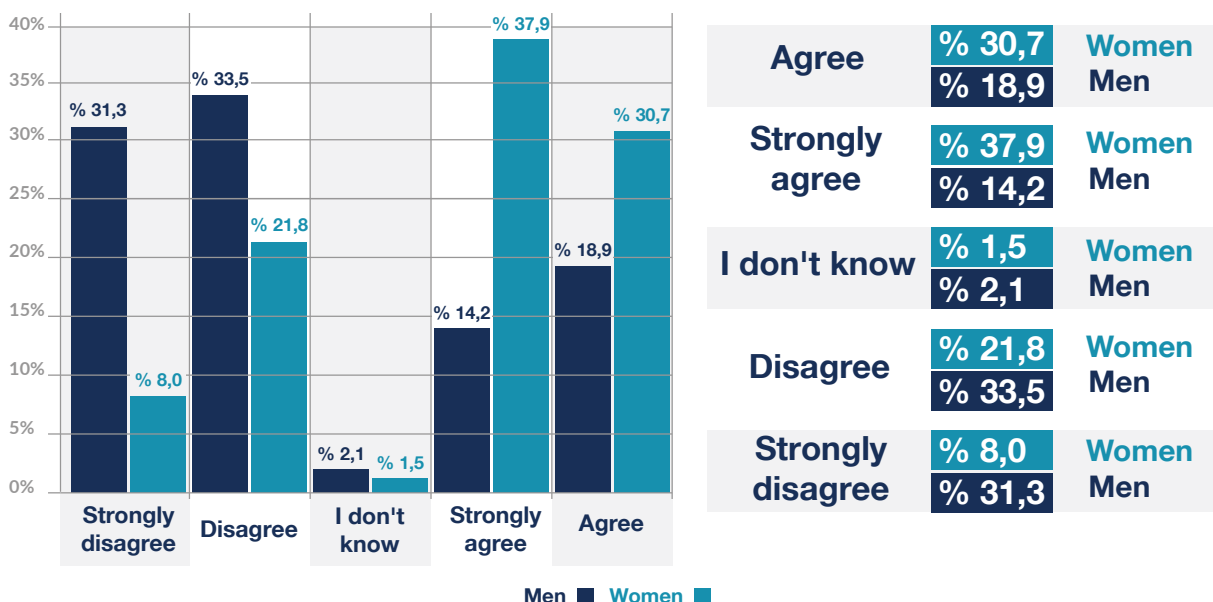


Figure 90: Perceptions on amending inheritance laws to ensure equality between women and men in inheritance quotas - a Sample of government and semi-governmental institutions

4.3.2.5. Private sector sample

Figure 91 shows a large disparity in the Perceptions of men and women regarding gender equality in inheritance shares; 70% of women supported the need to change the law and allow this equality, while most men rejected the notion, with a rate of 63.7%.

Inheritance laws should be amended to ensure that women are equal with men in inheritance shares (inheritance) (gender)

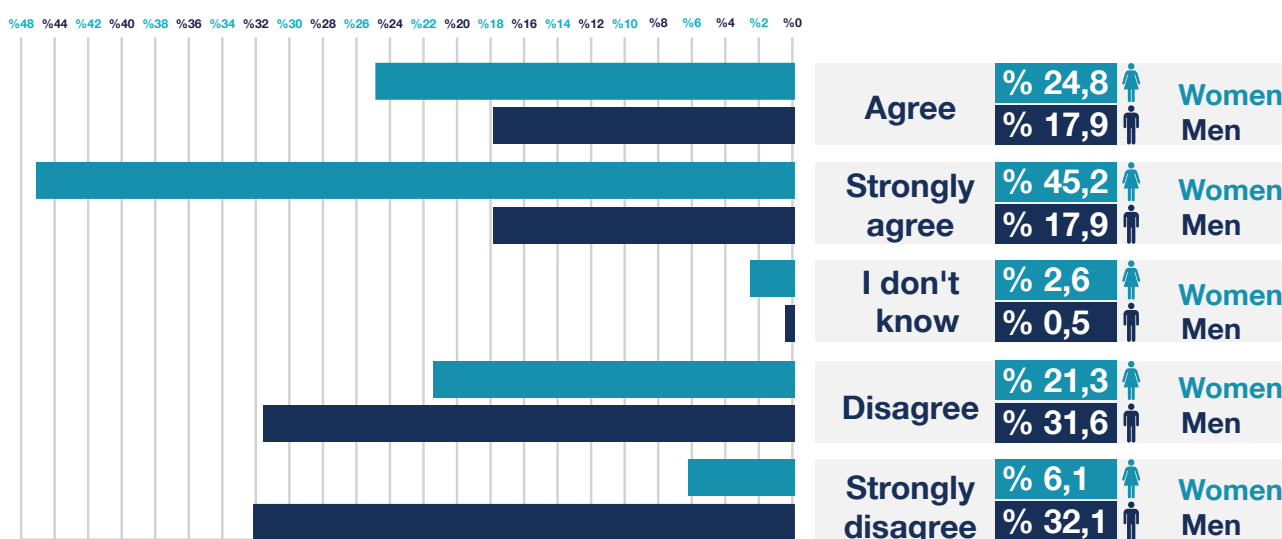


Figure 91: Perceptions on amending inheritance laws to ensure equality between women and men in inheritance quotas - a sample of the private sector.

4.3.3. Polygamy

4.3.3.1. Total sample

In this section of the questionnaire, we attempted to highlight the opinions of the sample members regarding the amendment of the Syrian Personal Status Law to a form in which polygamy is prohibited. Similar to the question related to inheritance, the sample was remarkably polarized, with a relatively limited tendency towards approval, as the rate of those who agreed was 52.8% of the entire sample, compared to 42.4% of those who refused (Figure 92).

Most of the women supported banning polygamy, at a rate of 69%, compared to 34.6% of men (Figure 93).

The Personal Status Law should be amended to prevent polygamy

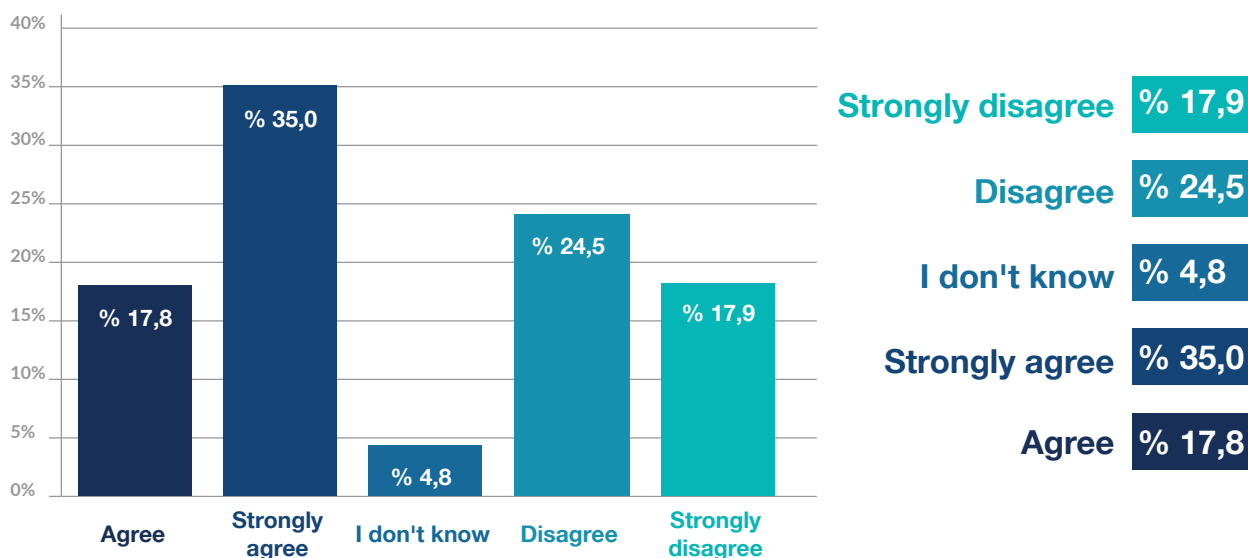


Figure 92: Perceptions on amending personal status laws to prevent polygamy.

The Personal Status Law should be amended to prevent polygamy (gender)

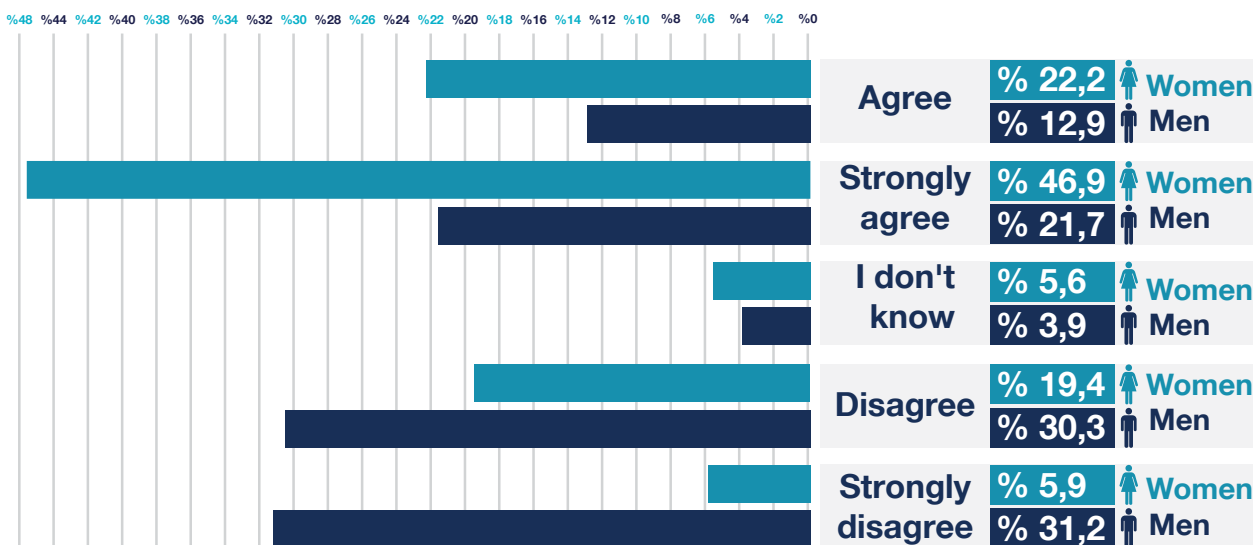


Figure 93: Perceptions on amending personal status laws to prevent polygamy, according to the sample's gender distribution.

The geographical distribution of the sample (Figure 94) shows that respondents in Idlib were the most opposed to preventing polygamy, with a rate of disapproval of 84.2%, followed by those in the countryside of Aleppo with 60.4% of those who did not agree, then those in northeastern Syria, by 40.5%, and those in the Syrian regime-controlled areas were the least opposed among the samples distributed inside Syria, with a rate of 32.7%.

The Personal Status Law should be amended to prevent polygamy (geographical distribution)

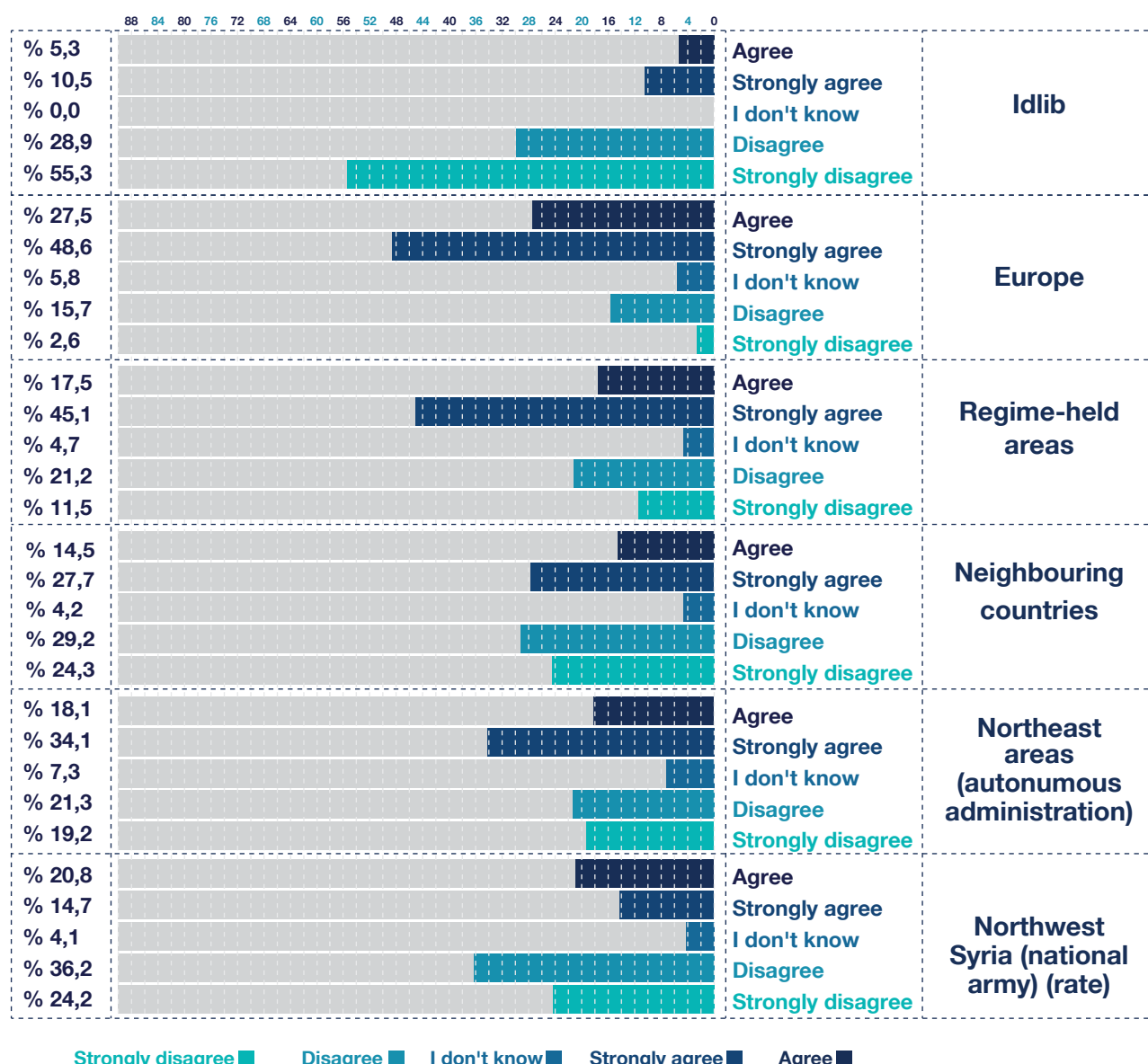


Figure 94: Perceptions on amending personal status laws to prevent polygamy, according to geographical distribution.

4.3.3.2. Sample of the unemployed

The disparity among the answers of the respondents of non-working women compared to the men was more clear when asked about the prevention of polygamy. Figure (95) shows that most of the women in this sample agreed to prevent polygamy, with a rate of 64.2% (40.7% of them strongly agreed), compared to an approval rate of 40.3% among unemployed men. We also note a difference of about 14% in the severity of disagreement between men and women together.

The Personal Status Law should be amended to prevent polygamy (gender) (geographical distribution)

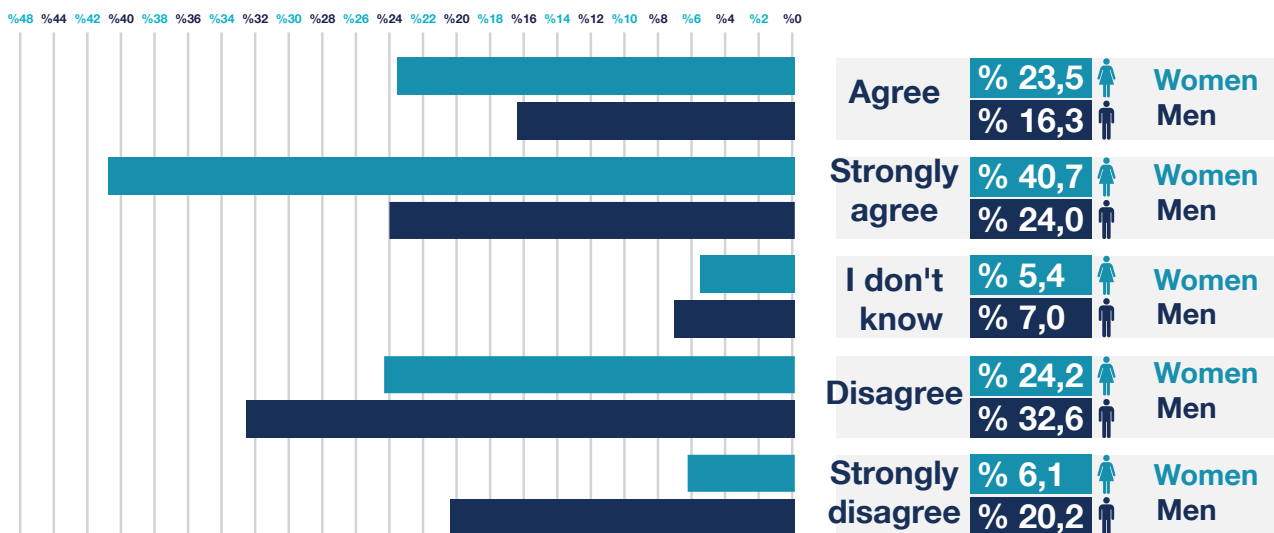


Figure 95: Perceptions on amending personal status laws to prevent polygamy - sample of the unemployed.

4.3.3.3. NGOs Sample

The gender divide between the sample of male and female workers in Syrian NGOs on the issue of polygamy was clear, if we compare it with the rest of the questions related to civil rights. While the majority of women in this sample agreed to the necessity of amending the law to prevent polygamy, at 72.3%, more than half of the men, at 59.6%, did not agree (Figure 96).

The Personal Status Law should be amended to prevent polygamy (gender) (geographical distribution)

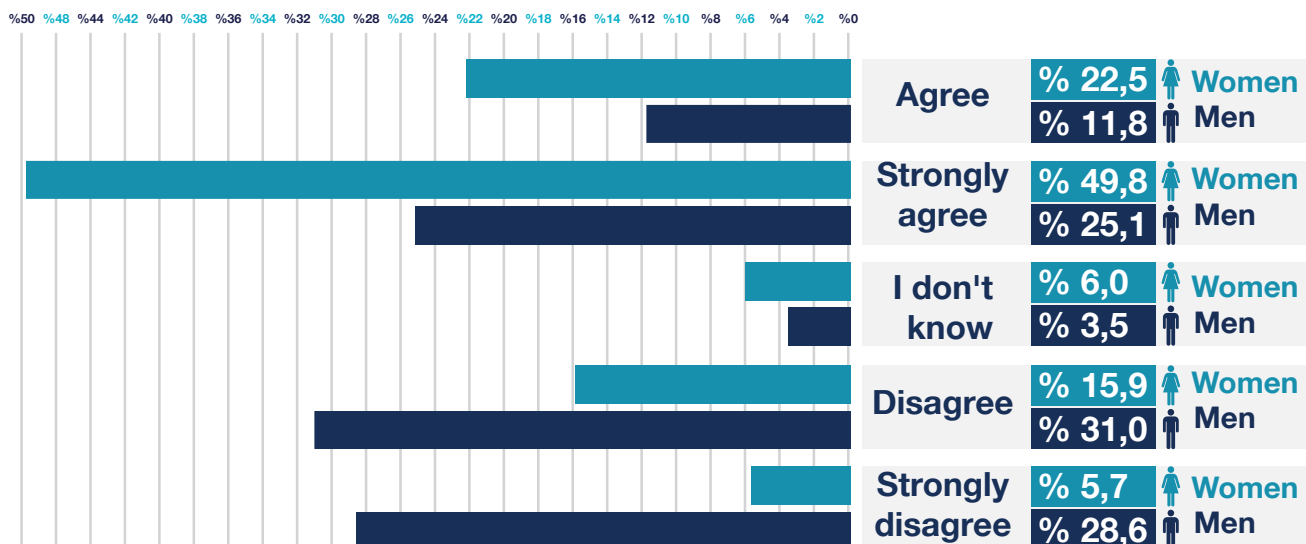


Figure 96: Perceptions on amending personal status laws to prevent polygamy - NGOs.

4.3.3.4. Sample of government and semi-governmental institutions

Similar to the rest of the sample's sub-distribution based on the job status of the respondents, we find a clear discrepancy between the answers of the sample of men and women working in Syrian government or semi-governmental institutions regarding the prevention of polygamy. Figure (97) shows that 74.3% of the women sample were against polygamy, while 66.2% of the men sample refused to change the law related to polygamy.

The Personal Status Law should be amended to prevent polygamy (gender) (geographical distribution)

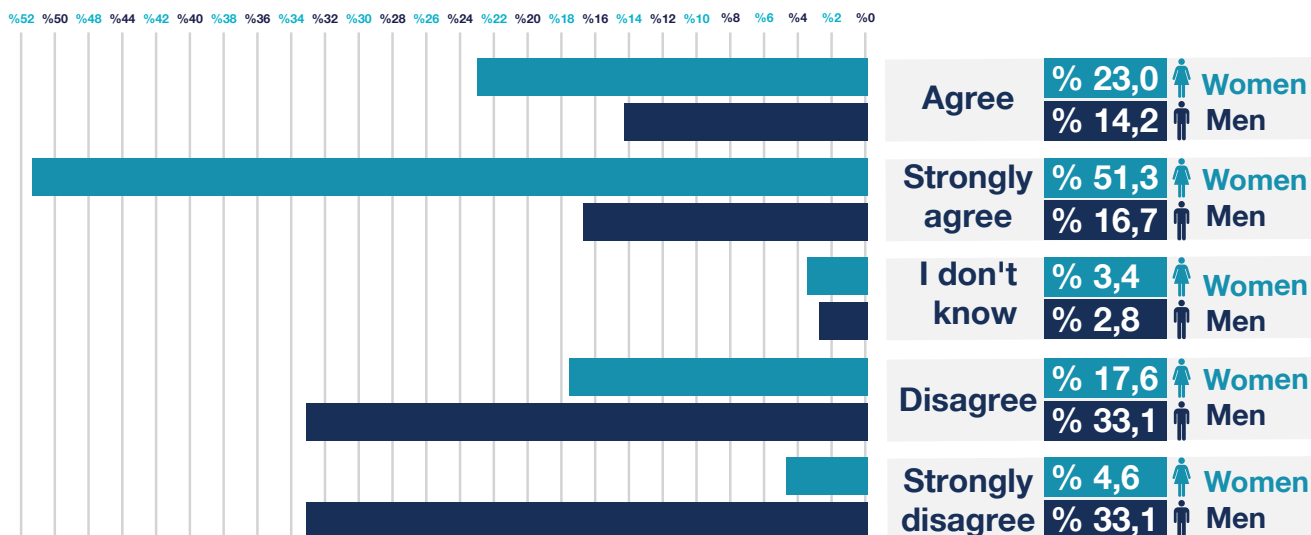


Figure 97: Perceptions on amending personal status laws to prevent polygamy - a sample of government and semi-governmental institutions.

4.3.3.5 Private sector sample

Similar to the answers of this sub-sample to the question of gender equality in inheritance, we notice from Figure (98) a discrepancy in the answers of the two samples of men and women. Most of the women, at a rate of 71.7%, responded with their approval of changing the Personal Status Law to ensure that there is no polygamy, while the largest rate of men, 63.6%, did not agree with that.

The Personal Status Law should be amended to prevent polygamy (gender) (geographical distribution)

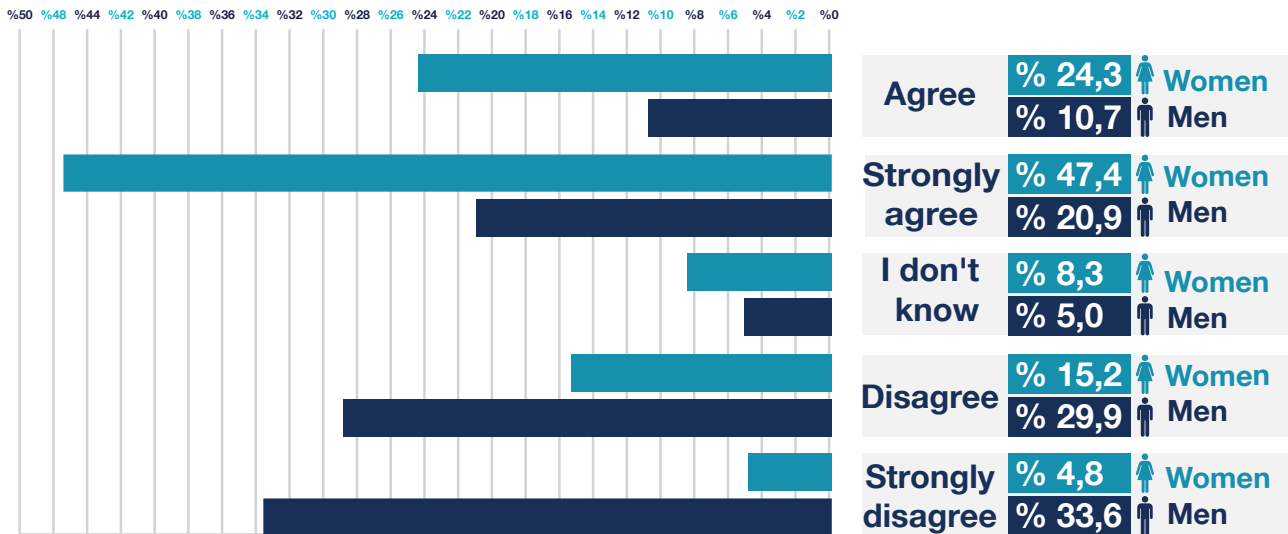


Figure 98: Perceptions on amending personal status laws to prevent polygamy - a sample of the private sector.

4.4 In political rights

This section of the questionnaire covers the opinions of the surveyed sample of Syrians, regardless of their geographical distribution and identities, on some aspects of women's political rights, especially with regard to their right to run for various political positions, whether they are positions in local councils and the People's Assembly / Parliament, in addition to the presidency of the republic. Moreover, we asked the respondents for their opinion on the issue of women's quota/seats reserved for women in elected councils at the local and national levels.

4.4.1. The right of women to run for political office

4.4.1.1. Total sample

87.6% of the entire sample expressed approval of the right of women to run for local councils (municipalities, city councils and governorates). Similarly, 89% of the entire sample agreed on the right of women to run for Parliament/People’s Assembly. However, this rate decreased significantly with regard to women’s right to run for the presidency, reaching 64.9% only (Figures 99, 100 and 101).

Women have the right to run for local councils (municipalities, city councils, governorate councils)

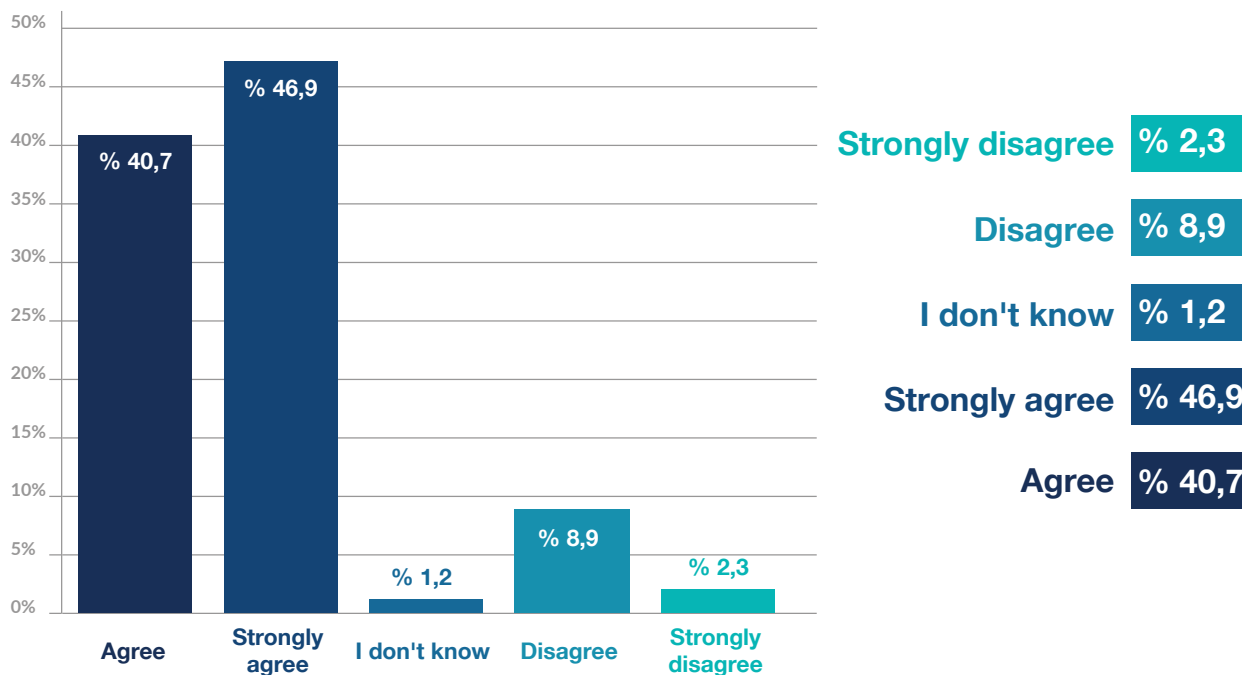


Figure 99: Perceptions of the sample on the right of women to run for local councils.

Women have the right to run for Parliament

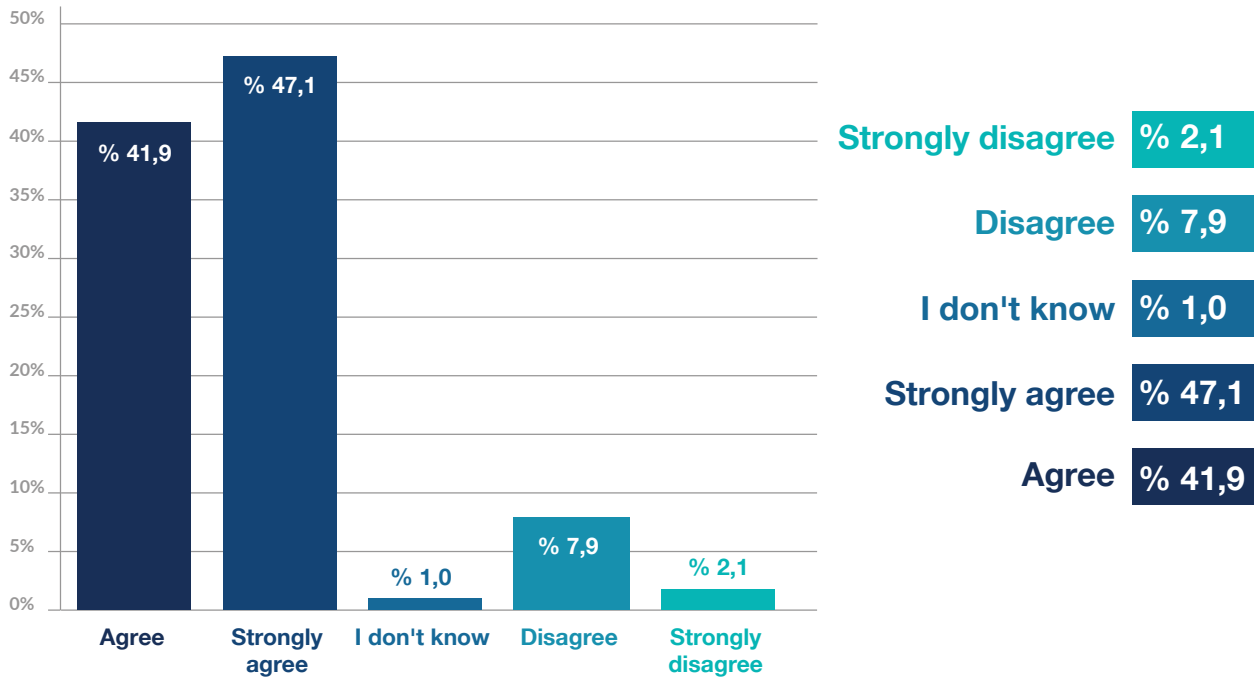


Figure 100: Perceptions on the right of women to run for Parliament/People's Assembly.

Women have the right to run for the presidency

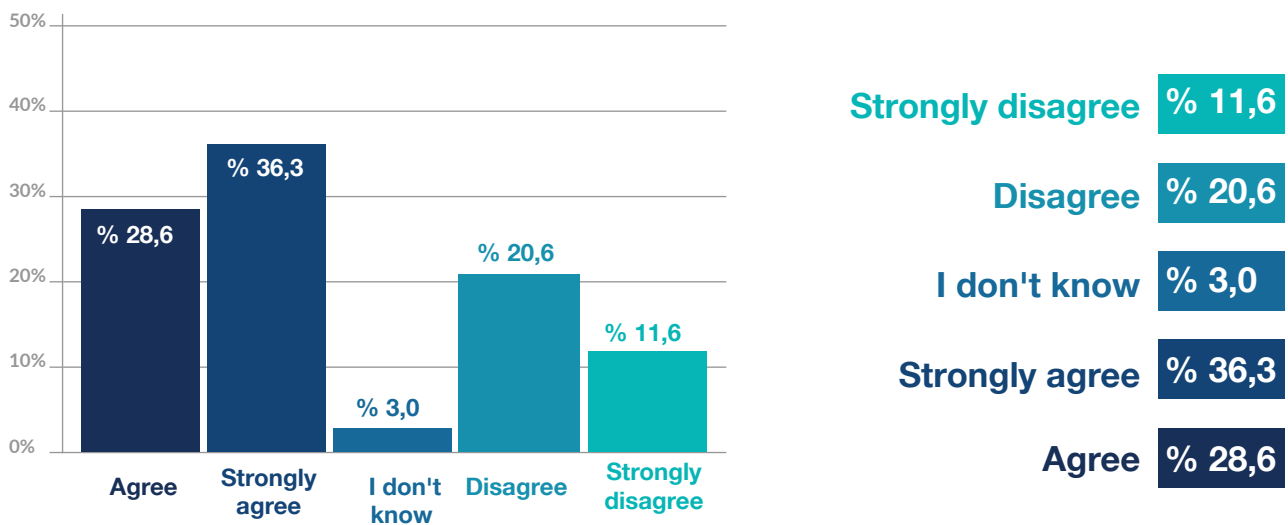


Figure 101: Opinions on the right of women to run for the presidency.

The rate of disapproval of a woman’s candidacy for the presidency was relatively high among both men and women, as shown in Figure (102). Almost a quarter of women, 24%, expressed their disapproval (including 17.6% who strongly disagree). 41.1% of men rejected the idea of a woman becoming the head of state (23.9% of them strongly disagree).

Women have the right to run for the presidency (gender)

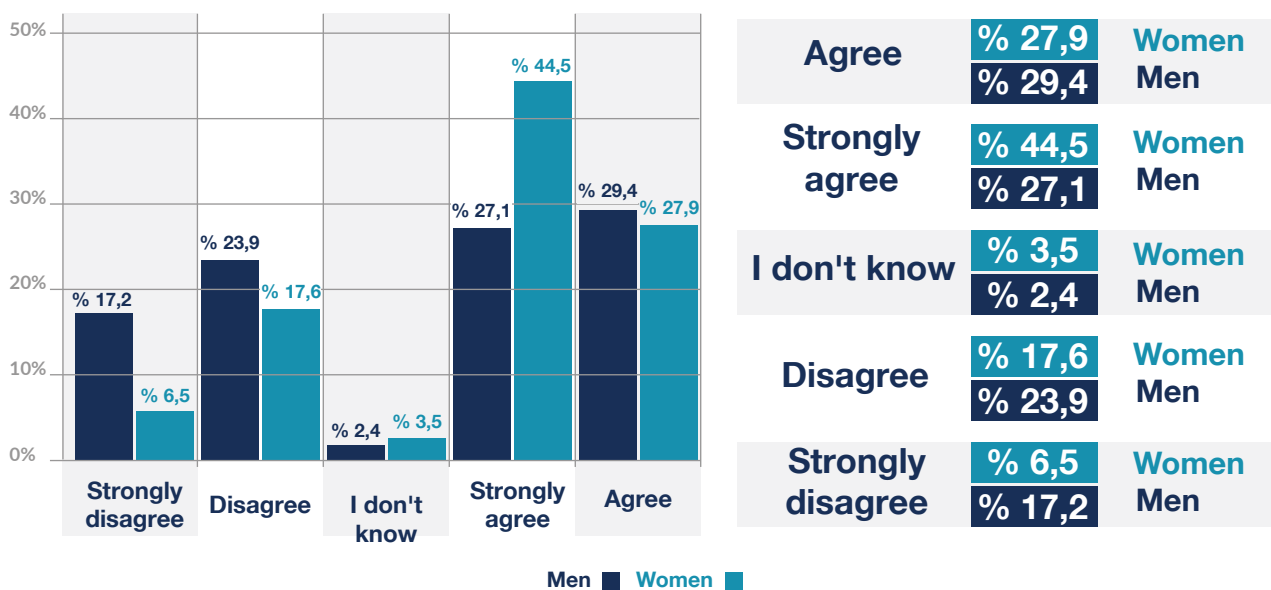


Figure 102: Opinions on the right of women to run for the presidency, according to the sample’s gender distribution.

The geographical distribution of the sample (Figure 103) shows that the rejection rate of women’s candidacy for the presidency was the highest among respondents in Idleb, reaching 86.8%. The rate was also relatively high among those in the northern and western countryside of Aleppo, reaching 45%, and the rate decreased among those in the areas controlled by the Syrian regime, and those in northeastern Syria to 30% and 26.2%, respectively. It is worth mentioning once again the ideological influence of the various de-facto forces on the answers of the sample in their areas of control, despite ensuring the confidentiality of the personal information of the respondents, the security considerations of the respondents may have played a role in their selection of answers, to ensure their personal safety.

Women have the right to run for the presidency (geographical distribution)

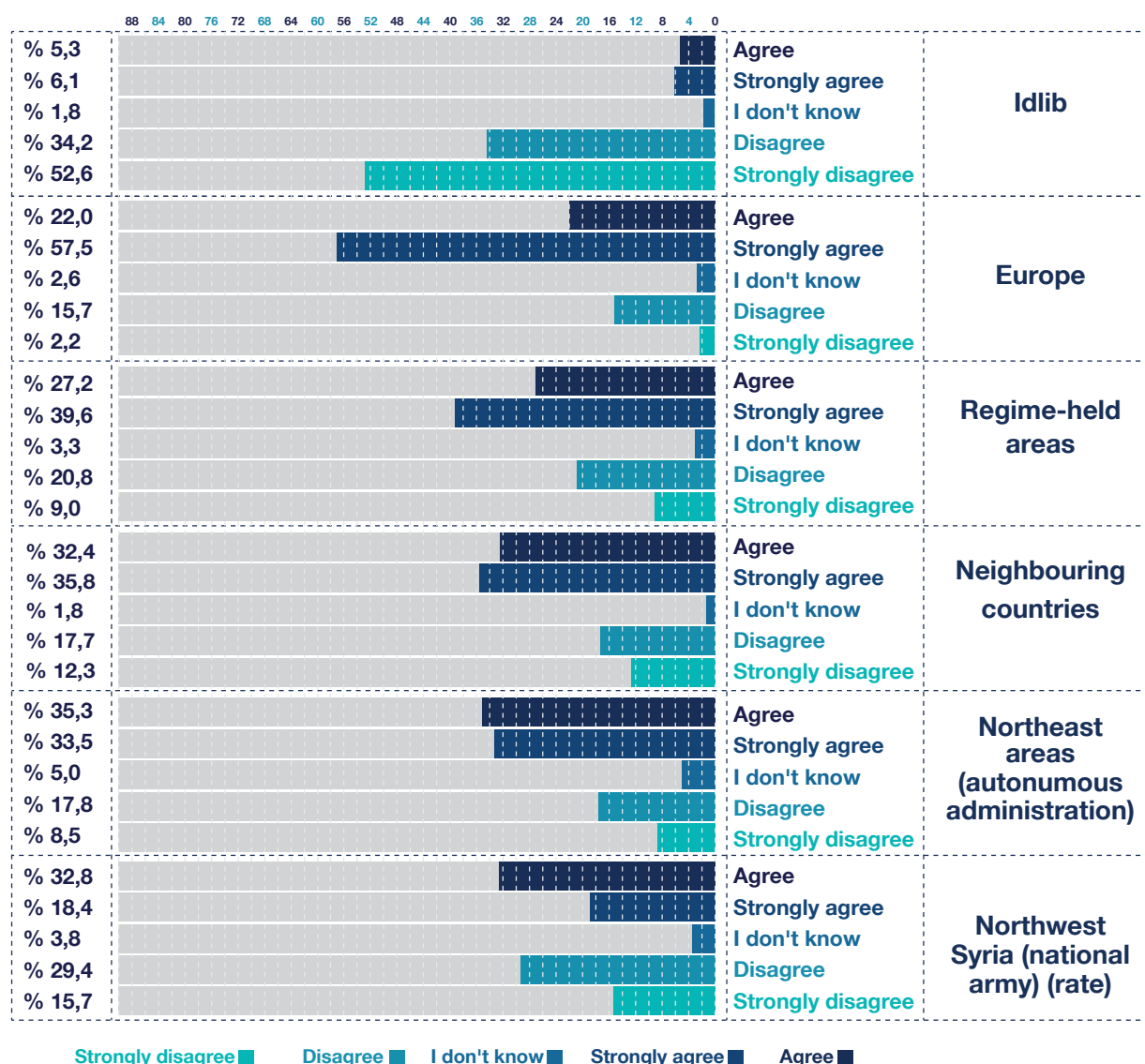


Figure 103: Opinions on the right of women to run for the presidency, according to the sample's geographical distribution.

4.4.1.2. Sample of the unemployed

Figures (104) and (105) show a clear tendency among the sample of the unemployed to agree on the right of women to run for local councils and Parliament, with approval rates reaching 84.5% and 86.6%, respectively. However, this approval rate drops to 61.8% when asked about women's candidacy for the presidency.

Women have the right to run for local councils (municipalities, city councils, governorate councils)

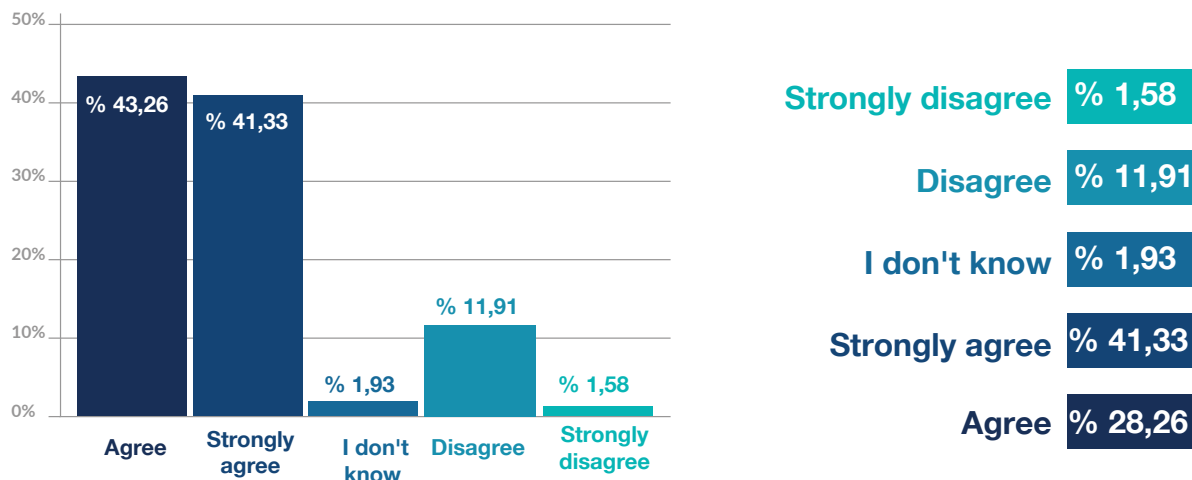


Figure 104: Perceptions on women’s right to run for local councils - sample of the unemployed.

Women have the right to run for Parliament

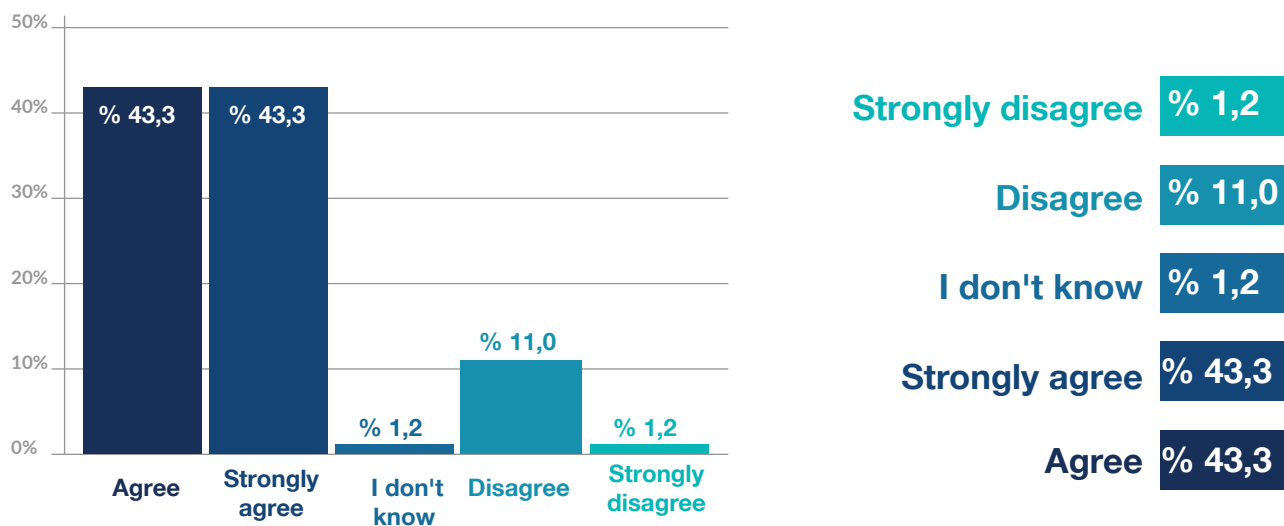


Figure 105: Opinions on the right of women to run for Parliament - a sample of the unemployed.

This decrease in approval rates was evident in both men and women (Fig. 106). Where 34.4% of unemployed women expressed their disapproval of a woman’s candidacy for the presidency of the Republic, while the rejection rate was 36.5% for men.

Women have the right to run for the presidency (gender)

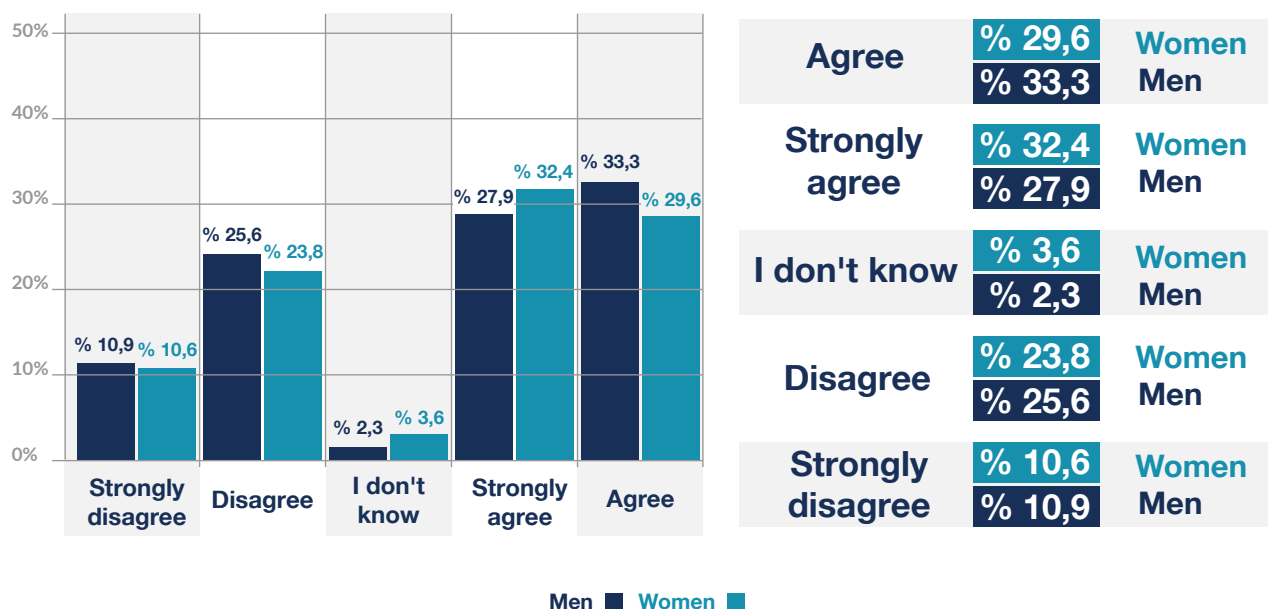


Figure 106: Perceptions of the sample on the right of women to run for the presidency - a sample of the unemployed.

4.1.1.3. NGOs Sample

Most of the sample of male and female workers in Syrian non-governmental institutions agreed on the equal right of women to run for elected local councils and Parliament, with approval rates of more than 93% and 94%, respectively. This approval rate drops to about 75.6% when asked about the right to run for the presidency, especially among men, whose rejection rate reached 31% (Figures 107, 108 and 109).

Women have the right to run for local councils (municipalities, city councils, governorate councils)

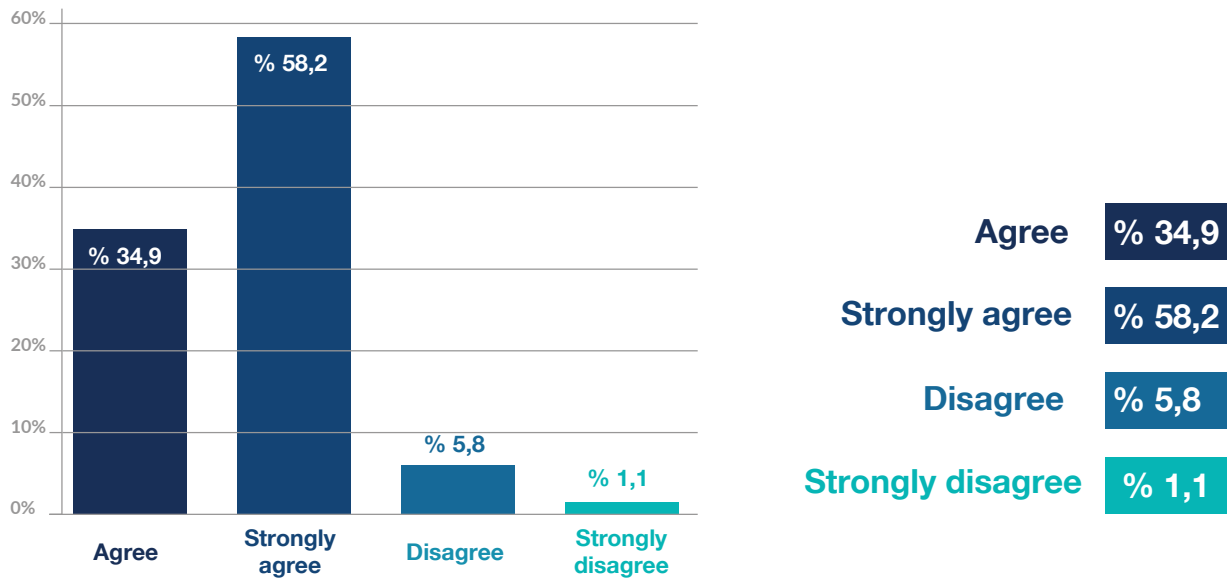


Figure 107: Perceptions on women's right to run for local councils - a sample of NGOs

Women have the right to run for Parliament

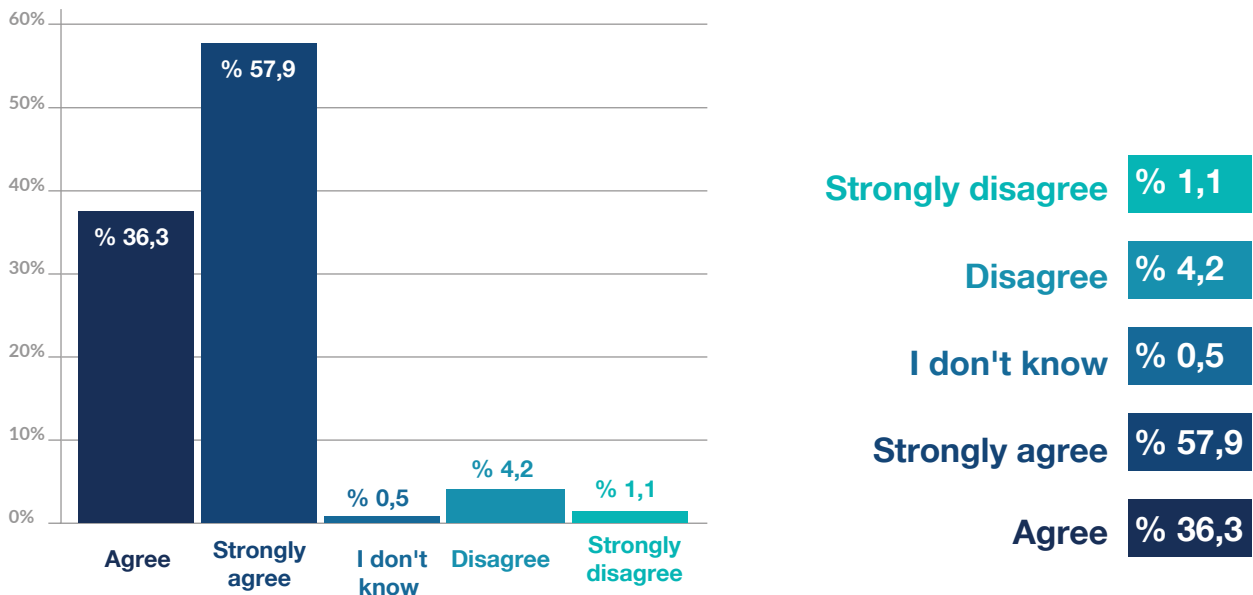


Figure 108: Perceptions on the right of women to run for Parliament - NGOs

Women have the right to run for the presidency (gender)

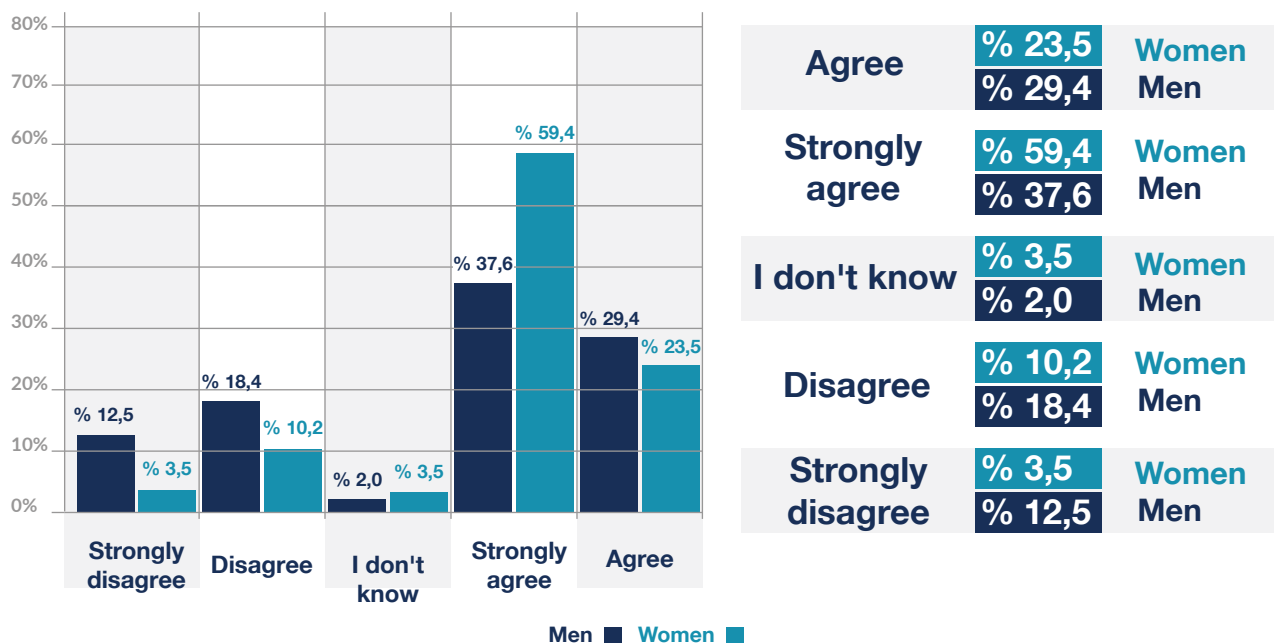


Figure 109: Opinions on the right of women to run for the presidency - a sample of NGOs

4.4.1.4. Sample of governmental and semi-governmental institutions

The sample unanimously agreed on the equal right of women to run for elected councils, whether local councils, municipalities, or Parliament, with rates of 90% and 93.9%, respectively (Figures 110 and 111). However, these approval rates dropped to 66.8% when asked about women's candidacy for the presidency.

The rate of disapproval was higher among workers in Syrian government or semi-governmental institutions, with a rate of 57.2%, where 77% of women agreed, compared to a rejection rate of 21.5% (Figure 112).

Women have the right to run for local councils (municipalities, city councils, governorate councils)

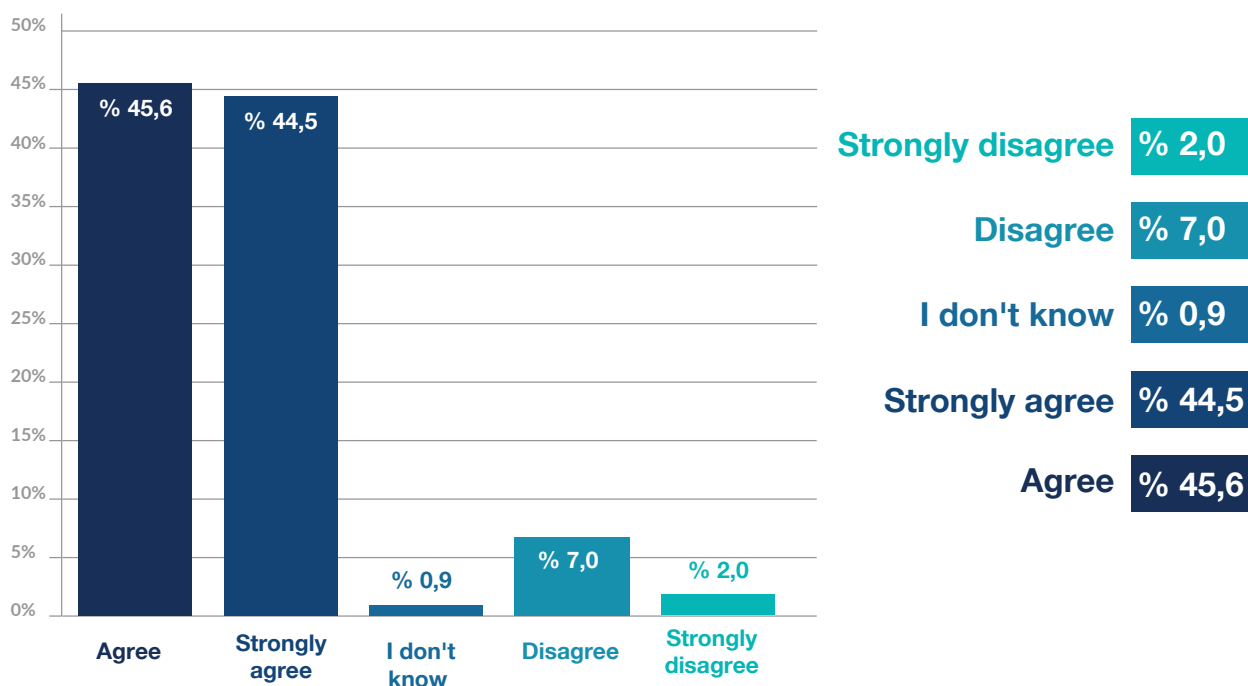


Figure 110: Perceptions on women's right to run for local councils - a sample of governmental and semi-governmental institutions.

Women have the right to run for Parliament

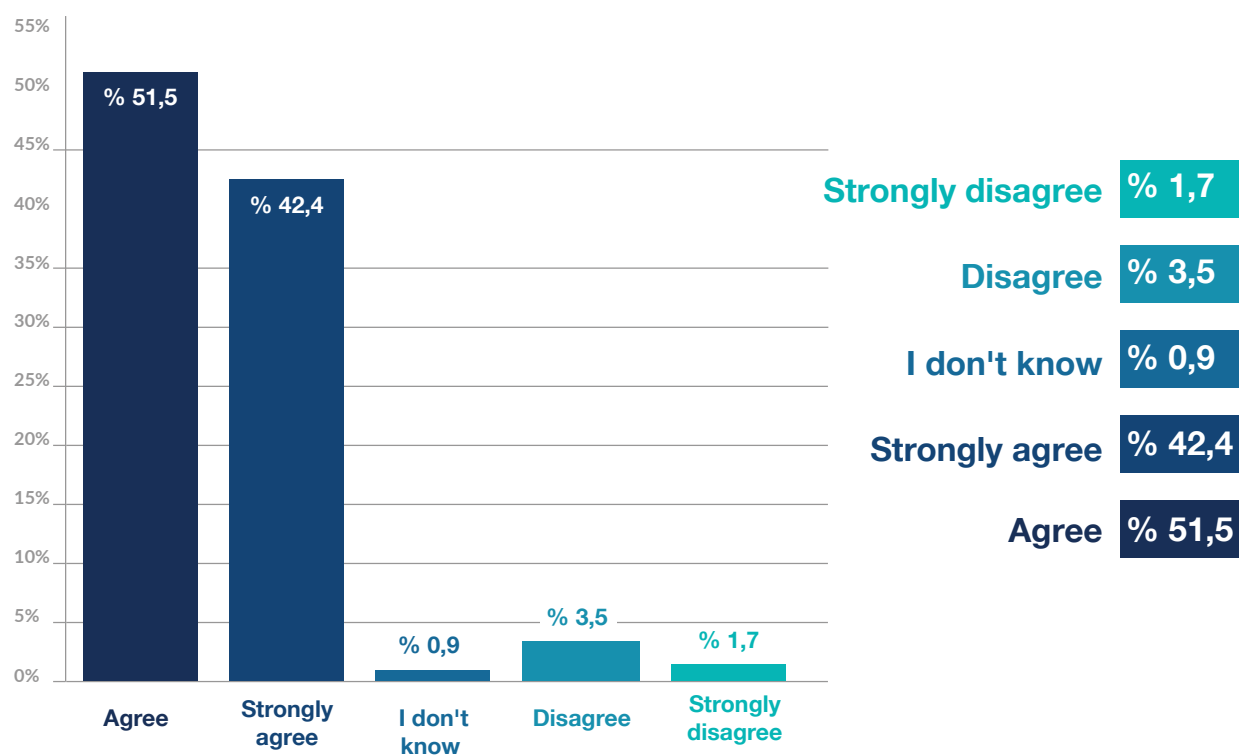


Figure 111: Perceptions on the right of women to run for the People's Assembly (Parliament) - a sample of governmental and semi-governmental institutions.

Women have the right to run for the presidency (gender)

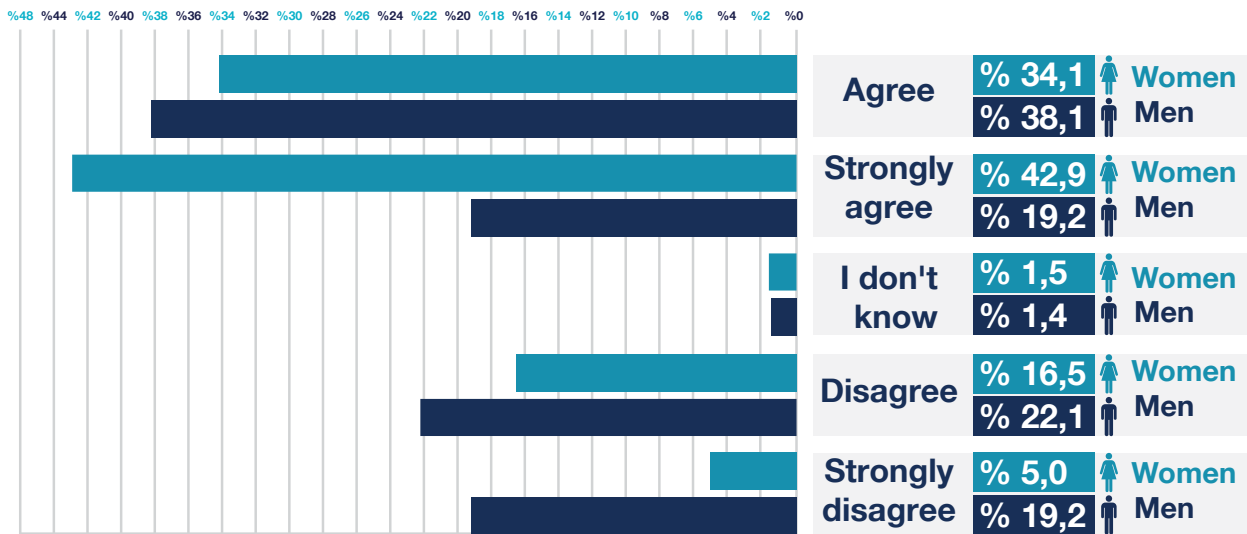


Figure 112: Perceptions on the right of women to run for the presidency - a sample of governmental and semi-governmental institutions.

4.4.1.5. Private Sector sample

The sample of male and female workers in the private sector unanimously agreed on the equal right of women to run for elected councils, at the local and national levels (Figures 113 and 114). Similar to the results obtained from the entire survey sample, this rate of approval decreased when asking about the right of women to run for the position of President of the Republic; Figure (115) shows that the highest rate of men within this sub-sample rejected the notion, with a rate of 52.5% (21% of them strongly disagreed), while women were less disapproving, at a rate of 26.5% (5.2% of them strongly disagreed).

Women have the right to run for local councils (municipalities, city councils, governorate councils)

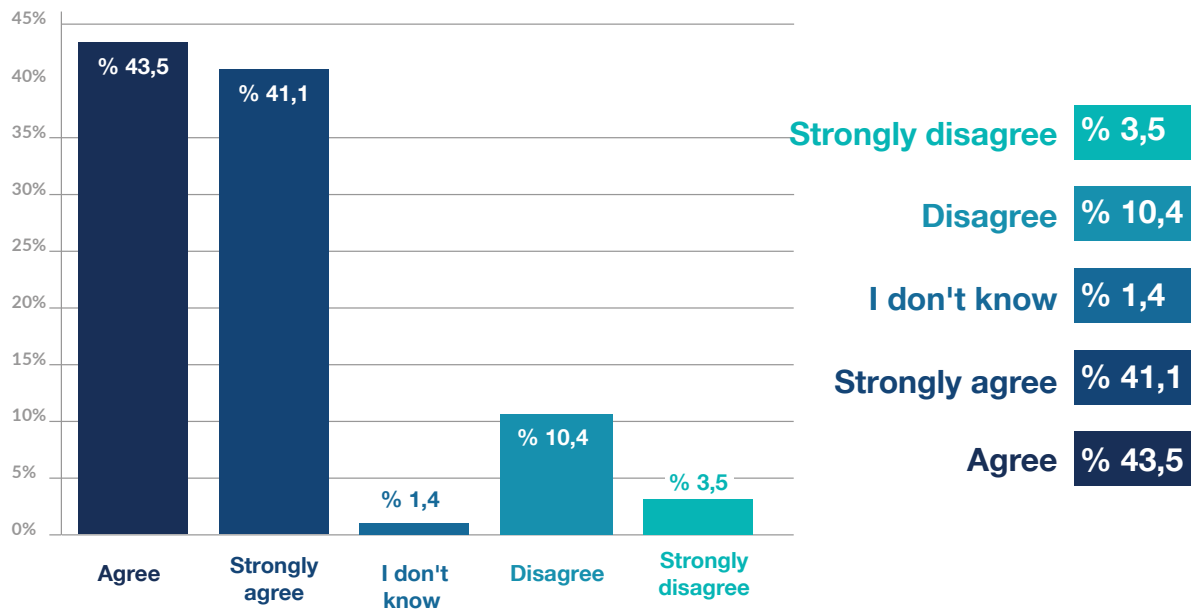


Figure 113: Perceptions on women’s right to run for local councils - a sample of the private sector.

Women have the right to run for Parliament

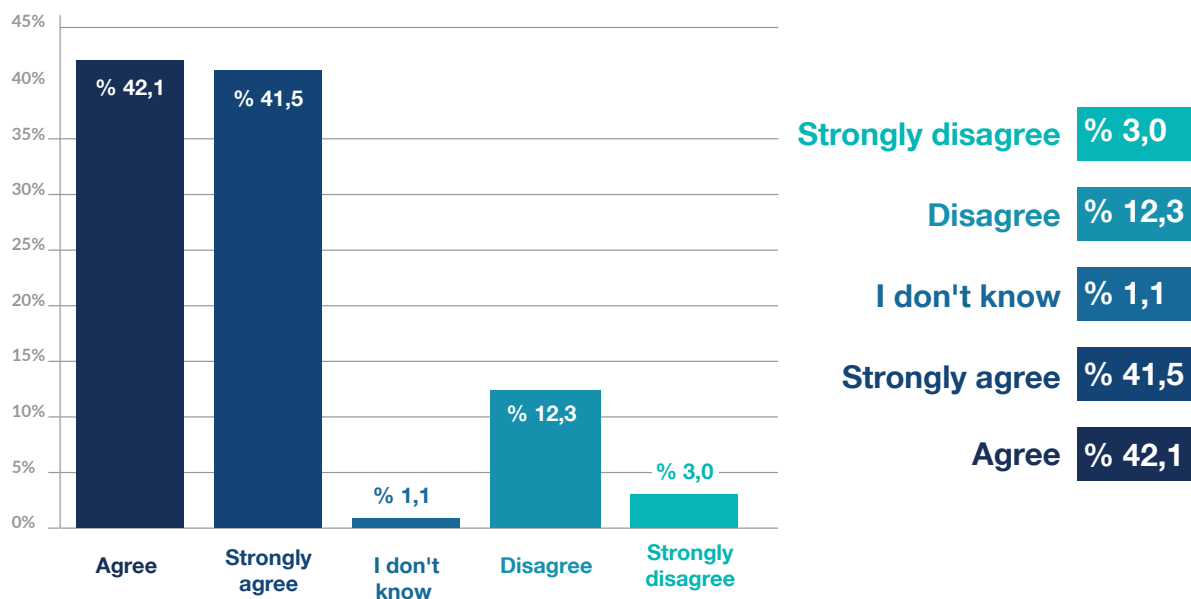


Figure 114: Perceptions on the right of women to run for the People’s Assembly (Parliament) - a sample of the private sector.

Women have the right to run for the presidency (gender)

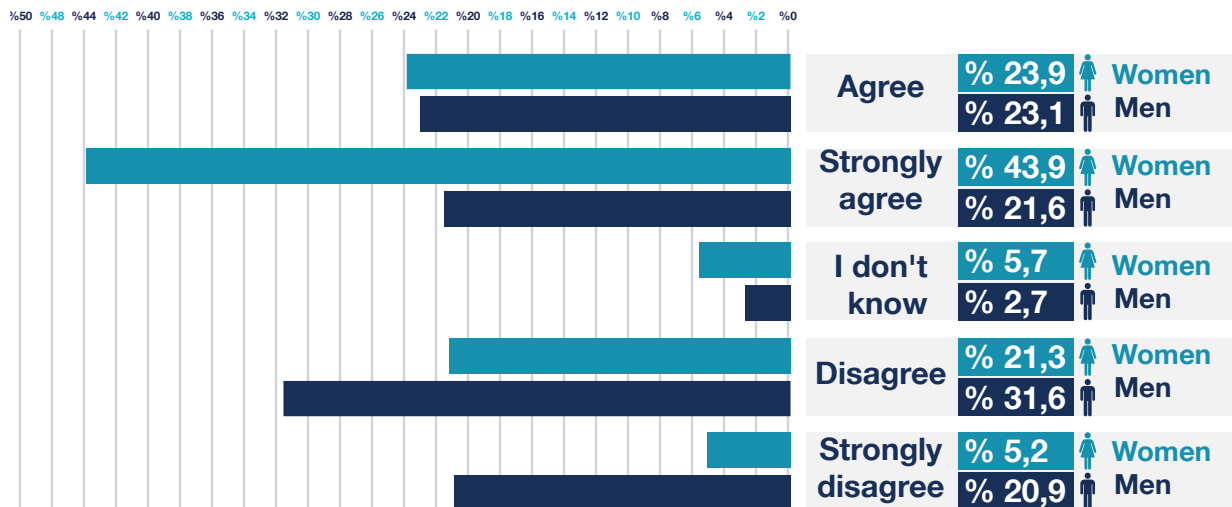


Figure 115: Opinions on the right of women to run for the presidency - a sample of the private sector.

4.4.2. Women’s quota

4.4.2.1. Total sample

The sample showed a clear tendency to agree on the existence of a quota (dedicated seats) for women in the elected local councils or Parliament, with a rate of 66.2%, compared to 29.3% of those who refused. This consent was transient to the gender distribution of the sample; 73.8% of women, and 57.8% of men, expressed their agreement that there must be seats reserved for women in elected councils at the local and national levels (Figures 116 and 117).

Do you agree that there should be quota (reserved seats) for women in the elected local councils or the People's Assembly/Parliament?

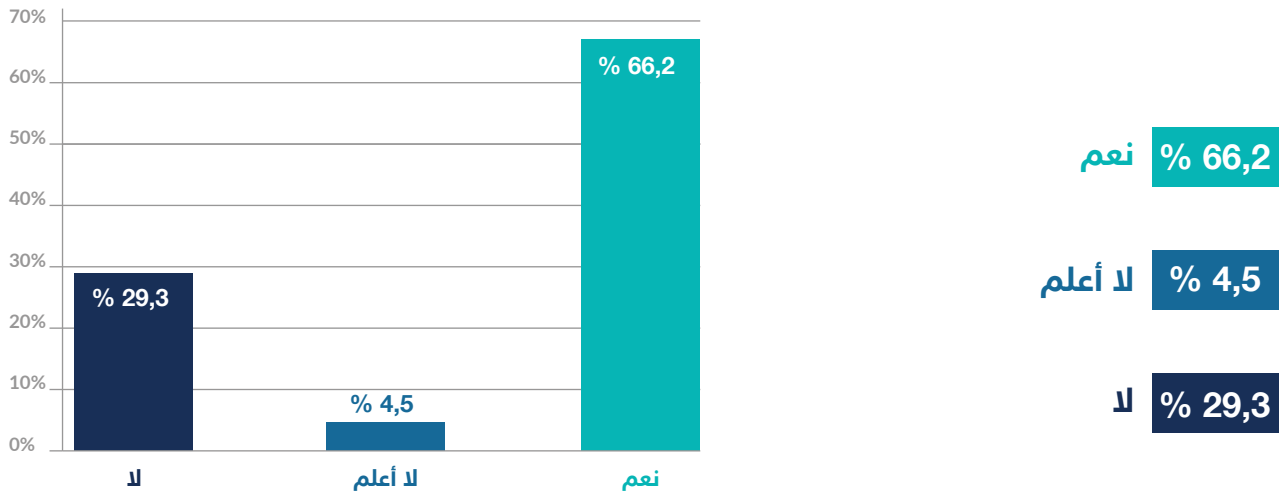


Figure 116: Perceptions on the existence of a quota for women in local councils or Parliament.

Do you agree that there should be quota (reserved seats) for women in the elected local councils or the People's Assembly/Parliament? (gender)

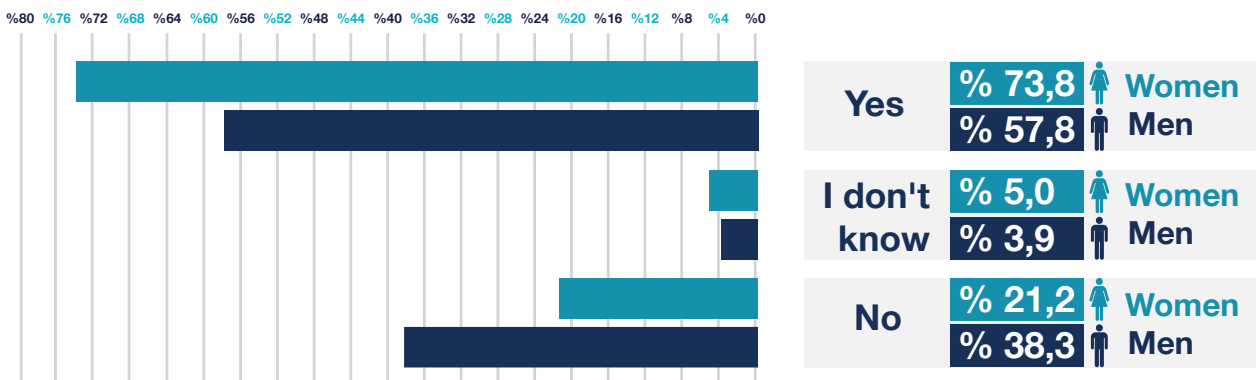


Figure 117: Perceptions on the existence of a quota for women in local councils or the Parliament, according to the sample's gender distribution.

In order to further understand these results, we asked the sample members who answered “no” to the issue of the women’s quota, to choose the most important reason behind their refusal to do so, and the results were as follows (Figure 118):

- 51.5% of women, and 46.3% of men, who rejected the quota, answered that the reason for their refusal was that access to political positions should be based on experience and competence.
- 30% of women and 28.2% of men answered that the quota principle is incompatible with democracy and justice in the distribution of electoral seats.
- When 23.9% of men and 14.7% of women did not agree to the quota, their disapproval came from the fact that they do not see a political role for women in the public space.

What are the reasons behind this (not agreeing with the existence of a quota for women in the elected local councils or the People's Assembly / Parliament)? (gender)

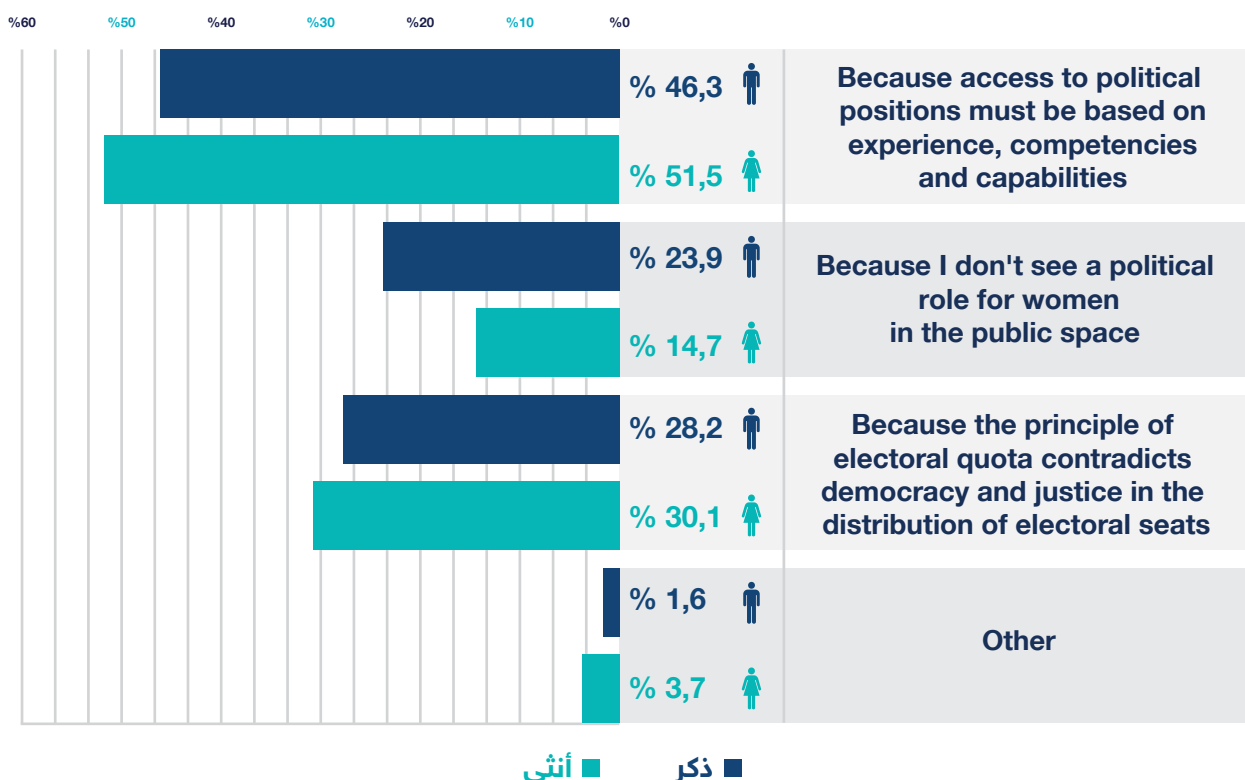


Figure 118: Opinions on the reasons for disapproval of including a women’s quota, according to the sample’s gender distribution.

As for the sub-sample that agreed to include the principle of women’s quota in the elected local councils and the People’s Assembly/Parliament, which constituted 66.2% of the entire sample, we asked them about the type of women’s quota that should be adopted in the elected councils. Figure (119) shows the following results:

- About half of the women 51.4%- and about a quarter of the men 25.2% who agreed to the quota principle, chose parity, meaning that the seats reserved for women constitute 50% of the electoral seats in the elected councils at the local and national levels.
- The highest rate of men who agreed with the quota principle chose that the seats reserved for women must constitute 35% of the electoral seats, at 36.6% of the respondents, then they chose that seats reserved for women must constitute 25% of the electoral seats, at 33.6% of the respondents.
- 15% of women chose to have 25% of the seats in elected councils reserved for women.

In your opinion, what kind of electoral quota should be adopted for women in elected councils (gender) ?(local councils or people's assembly/parliament)

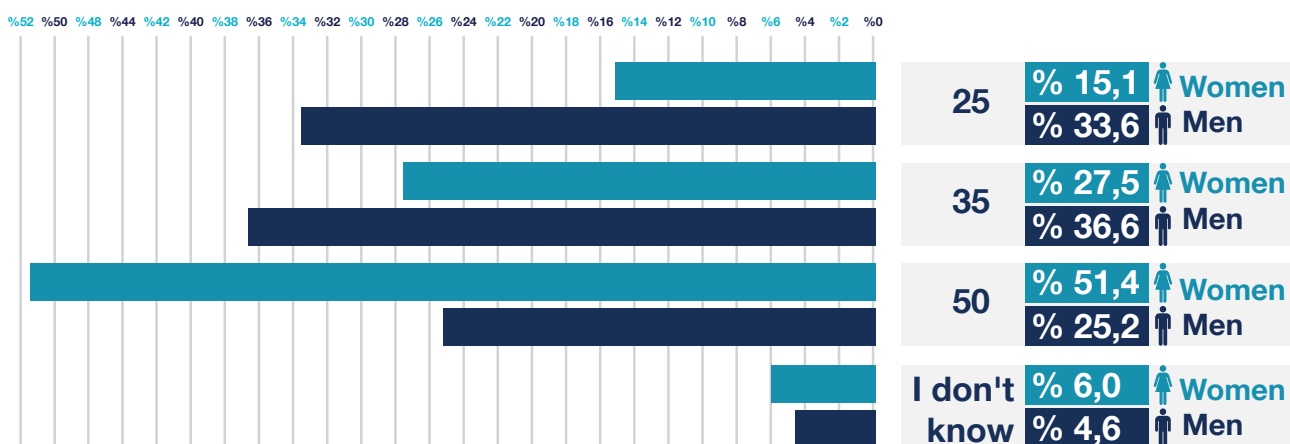


Figure 119: Perceptions of the sample about the type of women’s quota to be adopted in the elected councils.

4.4.2.2. Sample of the unemployed

Most of the unemployed men and women agreed that there should be a women's quota (seats reserved for women) in elected councils at the local and national levels, with 74.4% of men and 72% of women (Figure 120). And the highest rate of this sample (40.3%) chose the equal number of electoral seats between women and men (Figure 121).

Do you agree that there should be a quota (reserved seats) for women in the elected local councils or the People's Assembly/Parliament? (gender)

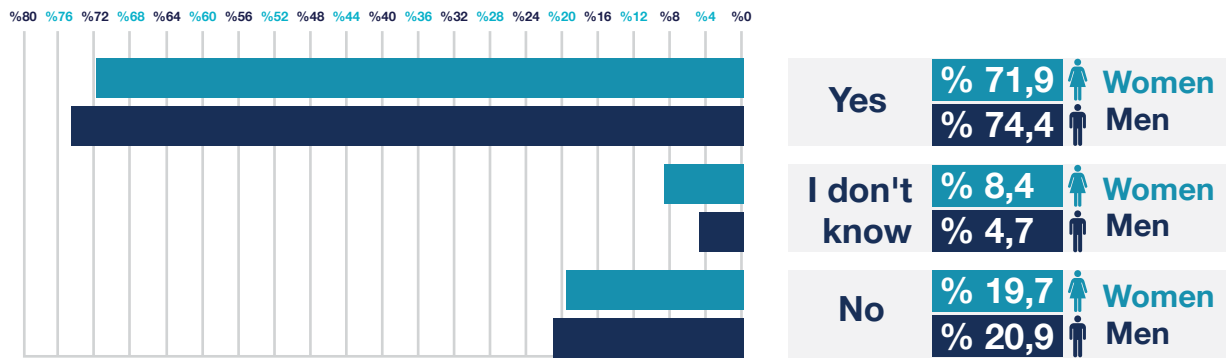


Figure 120: Perceptions on the existence of a quota for women in local councils or the People's Assembly / Parliament - a sample of the unemployed.

In your opinion, what kind of electoral quota should be adopted for women in elected councils (local councils or people's assembly/parliament)

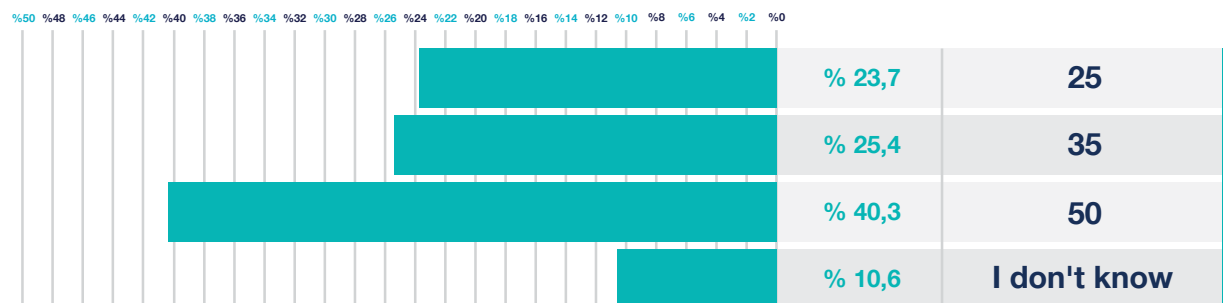


Figure 121: Opinions on the type of women's quota to be adopted in the elected councils - a sample of the unemployed.

NGOs Sample

63.2% of the sample of male and female workers in Syrian NGOs (68% of whom are women) agreed that there should be a quota for women in elected councils at the local and national levels (Figure 122). As for the rest of those who rejected this quota, which amounted to 35%, they justified their refusal that access to political positions should be based on experience and skills.

As for the type of this quota, 48% of those who approved it chose a 50-50 ratio of electoral seats at the local and national levels (Figure 123).

Do you agree that there should be a quota (reserved seats) for women in the elected local councils or the People's Assembly/Parliament?

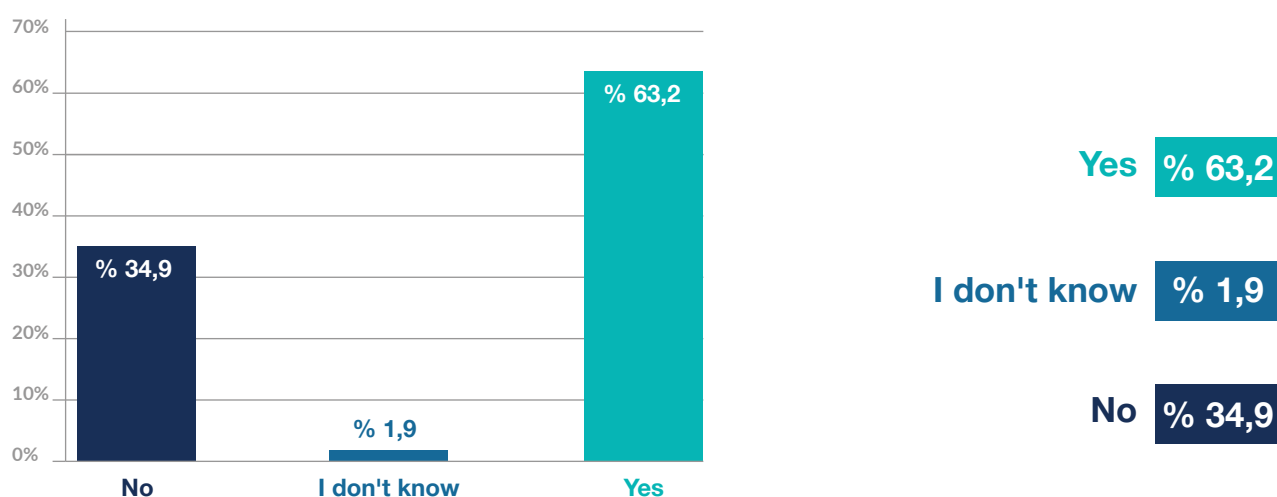


Figure 122: Perceptions on the existence of a quota for women in local councils or the People's Assembly/Parliament - a sample of non-governmental institutions.

In your opinion, what kind of electoral quota should be adopted for women in elected councils (local councils or people's assembly/parliament)

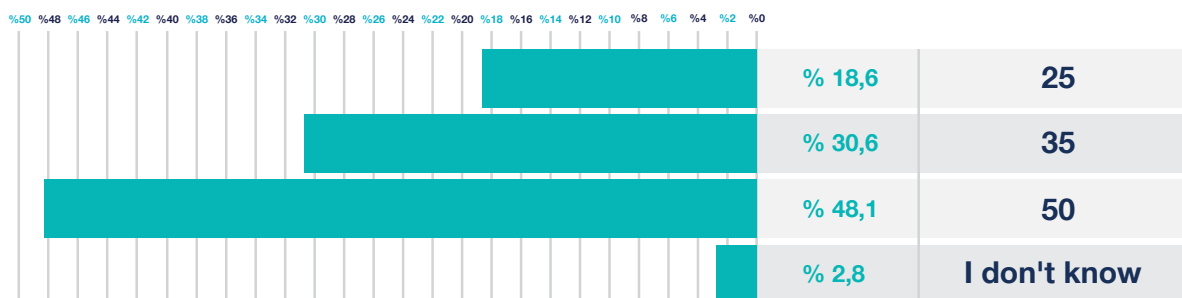


Figure 123: Perceptions on the type of women's quota to be adopted in elected councils - a sample of non-governmental organizations.

4.4.2.4. Sample of government and semi-governmental institutions

69.4% of this sample believe that there should be a quota for women in the elected councils at the local and national levels (Figure 124). When asked (yes) about the type of quota that they think is necessary to include in these councils, 39.6% of them answered that women should make up 35% of the elected seats (Figure 125).

Do you agree that there should be a quota (reserved seats) for women in the elected local councils or the People's Assembly/Parliament?

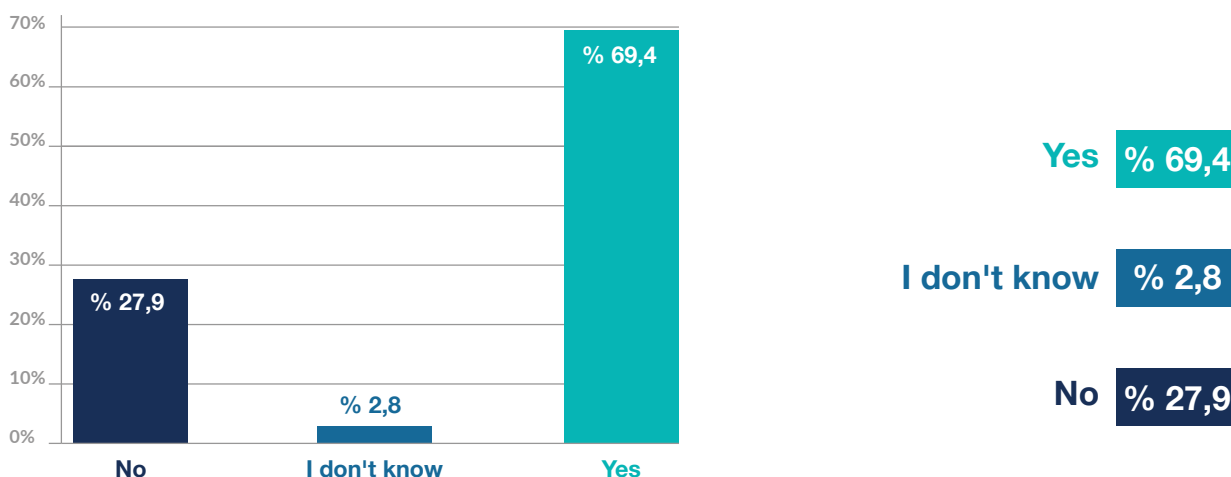


Figure 124: Perceptions on the existence of a quota for women in local councils or Parliament - a sample of government and semi-governmental institutions.

In your opinion, what kind of electoral quota should be adopted for women in elected councils (local councils or people's assembly/parliament)

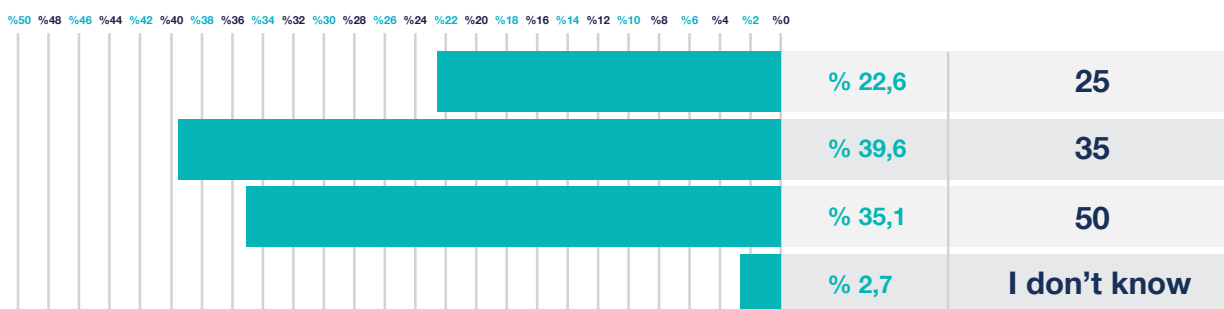


Figure 125: Opinions on the type of women's quota to be adopted in the elected councils - a sample of government and semi-governmental institutions.

4.4.2.5. Private Sector sample

Most members of the sample of male and female workers in the private sector agreed that the principle of quota for women should be included in the elected councils at the local and national levels, at a rate of 57% (Figure 126). The choice of the largest proportion of the sample was equal to 34.4% of its respondents, then came the option of a third, i.e. a quota of 35% reserved for women in elected council seats (Figure 127).

Do you agree that there should be a quota (reserved seats) for women in the elected local councils or the People's Assembly/Parliament?

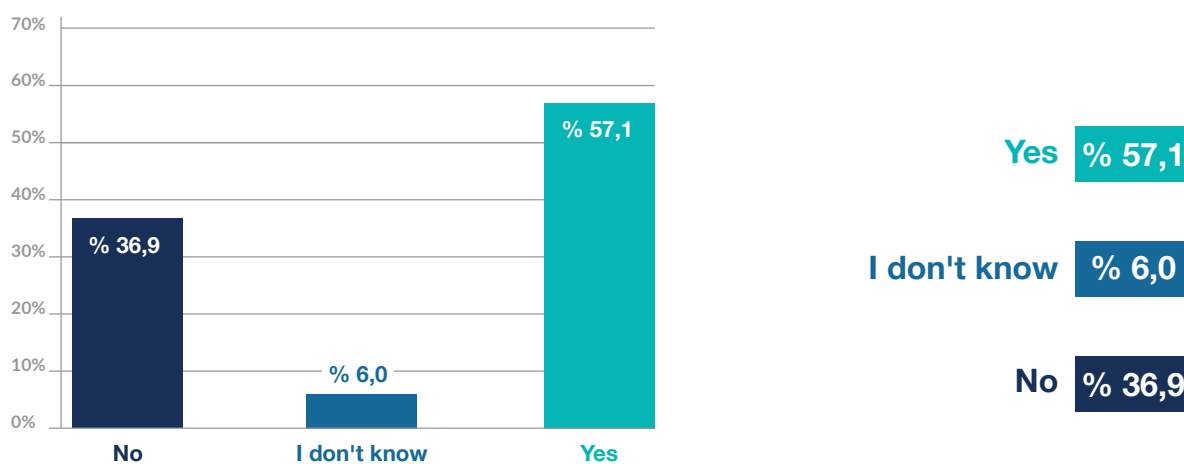


Figure 126: Perceptions on the existence of a quota for women in local councils or the People's Assembly/Parliament - a sample of the private sector.

In your opinion, what kind of electoral quota should be adopted for women in elected councils (local councils or people's assembly/parliament)

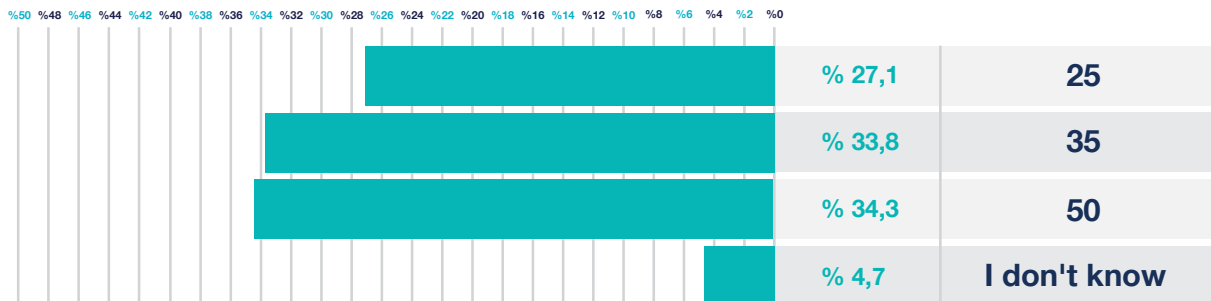


Figure 127: Perceptions on the type of women's quota to be adopted in elected councils - a sample of the private sector.

5. Conclusion and Recommendations

5.1 In the Education Sector

■ Supporting women's and girls' access to university and higher education: The results of the survey show the existence of logistical obstacles related to the conditions of living and economic deterioration, in addition to societal difficulties resulting from some negative social habits towards women completing their higher education.

Therefore, we suggest the following:

- Establishing scholarships for women and girls who wish to complete their university education, especially in areas outside the regime's control, where a number of private or semi-governmental institutes and universities are present, provided that these scholarships cover university registration expenses, transportation and accommodation expenses for female students, in addition to covering the costs of books and study equipment, taking into account a quota for displaced women who have lost social and economic safety nets due to their displacement from their original places of residence.
- Establishing awareness-raising community dialogues for women, girls, men and boys about the positive effects of women's access to higher education, and its short and long-term implications in the social, economic and political fields.
- Establishing effective communication platforms with Syrians residing outside the Syrian territories, in order to help women prepare and apply for scholarships related to postgraduate studies (Masters and PhD) in neighboring countries or the EU.
- Producing in-depth qualitative research that studies the difficulties and challenges facing women and girls in accessing different educational levels, in all Syrian regions, with the aim of presenting policy papers guiding the support mechanisms provided by international donors.
- Investing in the field of remote/online education for Syrian women, by providing logistical and technical support, and raising awareness on the use of technology and long-distance communication in the field of higher education.

5.2 In the work environment

■ As a result of the difficulty of establishing binding, clear and unified laws or legislation regulating human resources policies and employment policies within Syrian NGOs operating in areas outside the regime's control, we suggest the establishment of an independent Syrian platform of Syrian experts in the field of human resources, to work on:

- Developing a set of gender-sensitive human resources policies, ensuring equal access to employment opportunities, administrative promotions and capacity-building training, in addition to developing appropriate work policies for women, ensuring their right to maternity leave and protection in the workplace from verbal, physical or electronic harassment.
 - Coordinating with civil working groups operating inside Syria, to adopt these policies, and incorporate them in the various institutional structures.
 - Monitoring and supervising the proper implementation of human resources policies in organizations, in order to ensure improved working conditions for women, and an increase in their access to decision-making positions.
 - Coordinating with women's organizations and women-led initiatives to conduct awareness-raising workshops on a safe environment for women in Syrian NGOs.
- We see from the results of the survey that there is an urgent need to work on women's access to the private sector and for-profit institutions, and to secure a gender-sensitive environment within this sector. Therefore, Syrian organizations and institutions must provide financial, logistical and technical support to establish small and medium-sized investment projects led by women, to secure financial returns for them.
- Conducting in-depth quantitative and qualitative research and studies on the situation of women in different work environments within the Syrian context, in a manner that identifies the most important problems and difficulties they face, and setting operational and policy proposals to improve working conditions.

5.3 In Civil and Political rights

- Organizing awareness sessions on the exclusionary and discriminatory Syrian laws against women, such as the Syrian Nationality Law, with groups of women, girls, men and boys, inside and outside Syrian territory. We also suggest making introductory videos on the most important laws and legislation that are unfair to women, in order to ensure access to the widest possible segment of Syrians.
- Work with the Syrian Constitutional Committee and pressure it to adopt a package of constitutional laws and regulations that obligate the state to remove all legal, legislative and executive obstacles that stand in the way of equal citizenship between men and women in Syria, including the inclusion of the principle of a women's quota of at least 30% in all elected councils and bodies, at the local and national levels.

2022

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