

ANNUAL REPORT 2021



Women Now
For Development
النساء الآن للتنمية

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Opening Message from the Executive Director

The last year has been a particularly bittersweet one for Women Now. Yet again, we watched our communities, including our team members, continue to brave the atrocities they've been exposed to for over a decade now, including militarization, gender-based violence, food shortages, and many more. Furthermore, the year 2021 saw the proliferation of other crises, in geographies that we work in, such as Lebanon, and more distant ones, like Afghanistan. And similarly, in all these places, women continue to bear the heaviest of brunts and suffer disproportionately as they did even beforehand.

We have just marked ten years since the establishment of Women Now, and this past year has been one of great reflection on the many things that we have learned, concerning warfare and its gender-based impacts, and the women-led and feminist movements on the ground that have worked to find locally-driven solutions to mitigate

the pain and suffering of their communities. This year saw much looking back on how we began working as a women-led organization, how we expanded our reach to other geographies inside Syria and in Lebanon, and how we had to retreat from many areas, unfortunately, due to besiegement, the ensuing shutdown of our centers, and the forced displacement of our team members. We reflected on how militarization and authoritarianism saw many shapes and forms after 2011, how the one perceived enemy multiplied into many, and what that meant for the freedoms of female populations, especially more vulnerable ones. We also remembered how year by year we developed our safe space and wellbeing mechanisms so that they became more reflexive and responsive to the needs of our communities on the ground.

Given the multitude of crises unfolding worldwide, we continue to see Syria decrease on the list of priorities for

states, donors, and other stakeholders. And with that, we need to emphasize a few messages and even more so than ever: The crisis in Syria has not ended and while the high-intensity conflict may have subsided, the suffering of communities, including female populations, continues, albeit not as live-streamed, televised, and broadcasted. Conflict-based violence exists on a continuum and what we witness during times of war often has its roots built during times of 'peace.' We must learn to perceive peace not just as the absence of conflict but as the strengthening of the attitudes, institutions, and structures in a society that lead to sustainable and durable peace. As well as to keep in mind that it is women and women-led movements who are often the first responders and the ones consolidating the life-affirming structures of their societies, and to ensure that these locally-led transformative responses are firmly and continuously supported.



Our Story & Approaches

Women Now's conception was inspired by the 2011 peaceful Syrian uprising which led to the flourishing of a wide array of hitherto unprecedented civic activism. While the mass peaceful protests and civil society initiatives were monumental, they often lacked gender sensitivity, and as militarisation increased, the meaningful inclusion of women in social, economic, and political processes and the shaping of Syria's democratic future lessened. Out of the intent to bridge this gap and support women and women-led initiatives that stood in the face of persecution, warfare, and economic collapse, came what became Syria's largest feminist organization in less than a decade. Grassroots transformative leadership remains at the core of all Women Now's activities and how the organization operates. Despite the shared ethos and overall scope of work of Women Now's safe spaces, in addition to streamlined policies and procedures, each one of our safe spaces has developed a unique approach, stemming from their work being truly emergent, pluralistic, and community-driven. While we have sought to protect the diversity of the feminist manifestations that sprang out of the Syrian uprising, as well as the rights-based way in which we work, we have also managed to build a community of women from across Syria and in the diaspora who share a certain Women Now culture. These women belong to different generations and come from varied backgrounds, but they are bound by a sense of solidarity, emanating from their collective experience.

WHO ARE WE?



As a locally embedded organization that Syrian women lead, we aim to support Syrian women and adolescent girls to thrive against systemic oppression. We do that through the provision of holistic, community-driven, feminist programs that work to transform the conditions needed for building a just and peaceful Syria.



VISION

Our vision is of a Syrian society in which feminist aspirations become reality and all people realize their full potential with human rights, freedom, dignity, and justice. In such a society, women play a meaningful role in all aspects of life, and girls are protected from harm to develop and grow.



Programs & Activities

Our Women and Girl Safe Spaces (WGSS) began in the context of an emergency inside Syria. In the aftermath of the **2011 uprising** and the violent clampdown by the Syrian state authorities and heightened **militarization**, there existed an emergent need for arenas where women and **adolescent girls** are provided with some level of protection against the multiple layers of violence experienced on a daily basis. Working closely with communities on the ground throughout the years, we have co-created arenas that offer **mental health and psychosocial support services (MHPSS)**, and opportunities to pursue different educational and vocational training. We have also facilitated support, both technical and financial, for women-led grassroots initiatives responding to the priorities in their localities.

And very importantly, our WGSS have been places that foster and consolidate discussions around **feminist consciousness-raising**: sharing thoughts and feelings, understanding and analyzing power relations, rethinking politics and women's participation, cultivating **transformative leadership**, and imagining and exchanging **vision(s) of justice**.

Year by year, we work collaboratively with our local partners and participants to develop different **mechanisms** and **approaches** that help make our spaces more **inclusive, reflexive**, and **responsive** to the needs and priorities on the ground.

Programs

Protection Services

Mental Health and Psychosocial Support Services, as well as Response Mechanisms to Gender-Based Violence

Economic Empowerment

Educational and Vocational Training, as well as Small Grants

Feminist Consciousness-Raising

Transforming the way we think about power, women's political participation, justice, and leadership.

Community-Mobilization and Movement-Building

Supporting Grassroots Campaigns, as well as Women-led and Feminist Movements

Feminist Knowledge Production

Producing situated, collective knowledge that helps better understand structural gendered inequalities with the ultimate goal of transforming power relations.

International Advocacy

Amplifying local needs and demands in international arenas

Syria...



"I wanted to enroll in psychosocial support sessions to escape from my painful reality and to alleviate my suffering. After attending the sessions, I felt psychological comfort and found someone who understood and listened to me. I learned several things such as self-care, as well as setting future goals and steps to achieve them. I also benefited from the time matrix for organizing my life, and I have a network of social relationships after frequenting the center."

'Azza', a 47-year-old forcibly displaced woman and program participant in Northwest Syria

Syria

Context

2021 was a particularly difficult year for our communities residing inside Syria. The COVID-19 pandemic prevailed as did its gender-based impacts. Increased crisis situations around the world led to a further divergence of funding from priority issues affecting Syrian women and adolescent girls.

While aerial bombardment by the Syrian state authorities and Russia has subsided in recent years, it continues at a more sporadic level, with consequences that wreak havoc on local communities. Human rights groups also documented serious violations committed by the powers that be in the Syrian Northeast, as well as the Turkish government, Turkish-backed factions, and Hay'at Tahrir al-Sham (HTS) in the Syrian Northwest.

Misogynistic hate speech, propagated by religious authorities, saw an increase in the Northwestern provinces, where our WGSS are located. This has affected our participants and partners on various levels, exacerbating intimate partner, domestic, and broader forms of gender-based violence, and often hindering freedom of movement, assembly, and expression, among other rights. It has also led to women-led organizations/initiatives becoming even more vulnerable targets.



Syria

Co-Created Impact

Despite the unfathomable challenges, women and women-led organizations/initiatives continued to be the first responders to the needs on the ground. But it must be said that this comes at a heavy price, as after ten years of uninterrupted resistance, our communities in Syria, including our own team members, are physically, mentally, and spiritually exhausted.

Given our strategic location and access, we remain convinced of the need to continue strengthening and supporting the efforts of those who carry the heavier burdens. In 2021, Women Now played a key role in providing support services and capacity-bridging for individual program participants as well as facilitating technical and financial support for women-led grassroots initiatives.



Through our programs across our two centers, and in response to the needs on the ground, we were able to support 1,419 Women and 409 Adolescent Girls, through one-to-one therapy and group psychosocial support services, educational (Arabic literacy; English; IT skills) and vocational training (Wool Knitting; Baking; Nursing and First Aid; Handcrafts via Recycling; Detergent Making), as well as through feminist consciousness-raising.



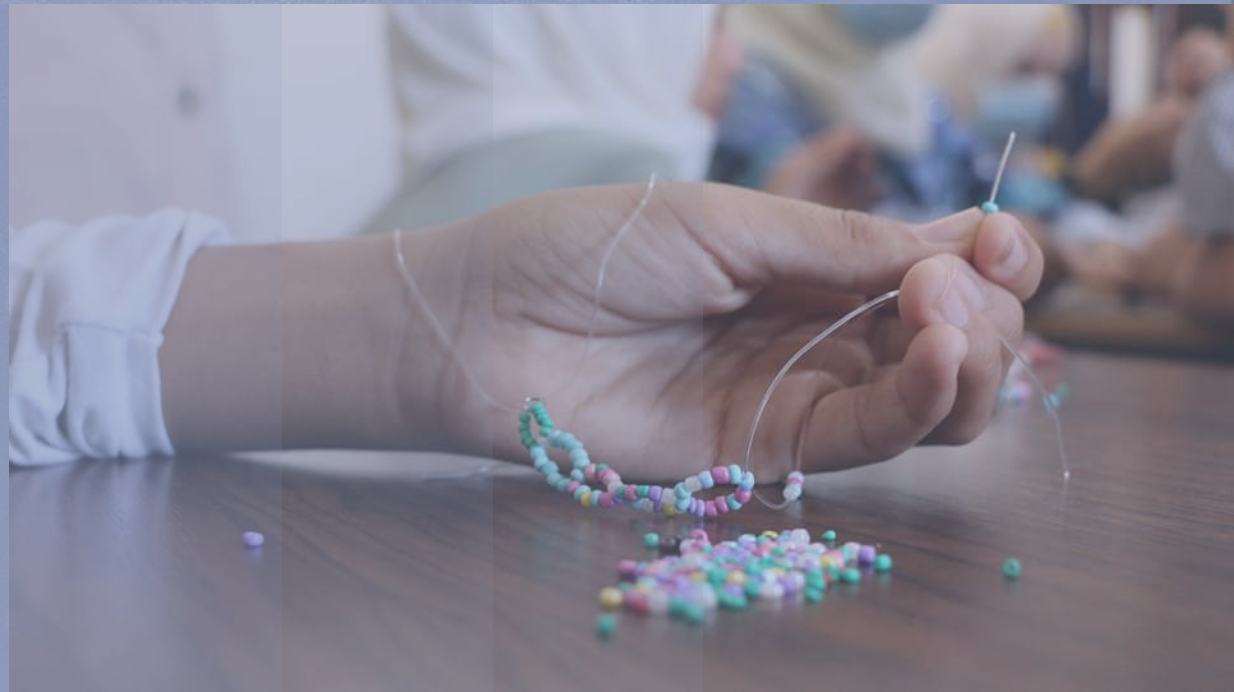
Building on lessons learned, women partaking in our vocational program were provided small grants that allowed them to operationalize their newly attained skills, and this is especially important for the vocations that require more equipment/materials. As a result, some women have been able to generate some income for their families, albeit limited. Although such activities fall under practical gender needs rather than strategic ones, they are often much needed and demanded by participants themselves in contexts of severe socioeconomic deprivation.

During this year, we developed our collaboration with adolescent girls and provided an empowerment program that was thoroughly localized by adolescent girls and women on the ground to meet the needs and priorities in Northwest Syria. The program incorporated collaborative learning sessions on the Girls' Rights, non-formal educational training, as well as a focus on life goals.

Our communities on the ground continued to draw our attention to the need to consolidate grassroots initiatives that respond directly to dire and emergent needs in their respective localities. Women Now first worked on cultivating the advocacy skills of the women who lead the initiatives. And as a second step, we facilitated technical and financial support to five key local initiatives, responding to local societal issues.

The grassroots initiatives focused on:

- Revitalizing the local park in ways so that it is more inclusive for women and girls, and people with disabilities;
- Economic empowerment activities for women and youth, especially those with special needs;
- Youth-led awareness-raising on the importance of education and young girls' return to school;
- Addressing mental health issues and well-being among youth and women in the context of conflict;
- Awareness-raising among youth and women on COVID-19, measures for prevention, and vaccine advocacy



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Lebanon...

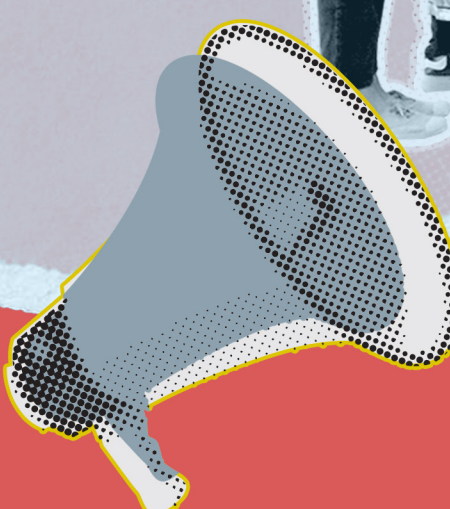


"I never imagined I could find myself again, but having the support from peers and staff helped me reorganize my life and participate again. Even while learning online, the fact that I have someone to talk to about the hardships of being quarantined helped me overcome isolation. I sleep better now and I know that I have people to back me up and support me."

Amena, a young Syrian woman and program participant in the Beqaa, Lebanon



**Together for More
Safe Spaces for
Women and Girls**



Lebanon

Context

Like in Syria, the year 2021 also marked a very difficult one for Lebanon. The political stalemate persisted and the financial crisis deepened, with the Lebanese Lira plummeting and prices of commodities sky-rocketing. The country experienced several months of severe fuel and electricity shortages, which drastically impacted the provision of vital services, such as hospitals and water supply.

While the crisis impacted all those residing in Lebanon, the Syrian refugee population, and women and girls, in particular, were disproportionately affected. The crisis exacerbated already appalling conditions for Syrian women, plunging them even further into poverty, and placing them at higher risks of domestic and gender-based violence. Our program participants and team members suffered from shortages in medical supplies, as well as essential commodities such as food and baby formula. Their mobility was severely hindered as a result of fuel shortages and their ability to pursue everyday work was obstructed by very limited electricity supply. Moreover, some remained constantly threatened by eviction from landlords who demanded payments in dollars.



Together for Economic Empowerment of Women

Context

Given the fuel and electricity shortages, day-to-day work and the completion of in-center activities was often a huge challenge in our Lebanon WGSS. However, we successfully managed to support **1,365 Women** and **644 Adolescent Girls** through **Mental Health and Psychosocial Support** (including group psychosocial support and one-to-one therapy), Health Awareness Sessions, and Educational (Arabic Literacy; English Language; and IT Skills) **and Vocational** (Sewing and Hairdressing) **activities**.

During this year, Women Now was able to develop a more formalized response mechanism to the increased **gender-based violence (GBV)** experienced by our communities in the Beqaa. Support for survivors came in the form of **longer-term cash assistance**, the provision of **psychosocial support** and **one-to-one therapy**, as well as referrals to other providers for services that we do not offer.

We also offered one-off emergency cash assistance for participants in need of immediate support, such as those facing eviction or a medical emergency.

In total, we managed to support **25 female survivors of GBV** as well **15 women** in need of emergency cash assistance. In addition, we maintained **ad hoc support** for GBV survivors that encompassed **referrals for any potential jobs**, within our organization or our broader network.

Working closely with our communities, we were able to further develop our **Health Awareness Sessions** to encompass topics concerning **sexual and reproductive health**, as well as addressing the impacts of **sexual and gender-based violence** on the **physical** and **mental health** of women.

Women Now has strengthened its work with adolescent girls through a program that targeted off-track girls (out-of-school) who are at higher risk of child marriage, as well as victims of child marriage. The program incorporated learning sessions on gender roles, communication and negotiation skills, self-esteem, financial awareness, family relationships, teamwork, and defining goals. The sessions were held both in our WGSS as well as in the more marginalized Syrian refugee camps in the Beqaa.



With regards to our Feminist Consciousness-Raising activities, we were able to support 44 Syrian and Lebanese through transformative leadership sessions as well as support for the development of grassroots initiatives. Eight learning sessions were implemented on topics such as Gender, Women's Political Participation, Communications Skills, Public Speaking, Transformative Leadership, Organizing and Managing Grassroots Initiatives, and Self-Care. And in response to needs and priorities, we also supported the initiatives through seed funding and technical capacity bridging.

The grassroots initiatives focus on:

- Awareness-raising over issues pertaining to women's rights and justice, and the formation of alternatives in Aarsal, Lebanon.
- Awareness-raising over issues pertaining to women's rights, justice, and the formation of alternatives in the Beqaa, Lebanon.
- Practical economic empowerment activities in community centers in the Beqaa, Lebanon
- Psychosocial Support for the families of Syrian detainees
- Community-based activities for Syrian and Lebanese children

A photograph of a group of women in a room, all wearing large over-ear headsets. They are dressed in traditional Middle Eastern attire, including hijabs and patterned blouses. The women are standing in a line, facing each other, suggesting a collaborative activity or a performance. The room has a warm, orange-toned lighting and features artwork on the walls, including a large abstract painting and several circular decorative pieces. In the background, other people are visible, and a man is standing near a doorway. The overall atmosphere is one of community and shared purpose.

Together for Feminist Solidarity

Virtual...

"A Safe Space is one that protects your rights. As a person who lived in Syria and Lebanon, I can say there were no safe spaces. I never had an experience in which I felt there was a safe space."

Hasna, a 27-year-old project participant

In the past year, we implemented a virtual safe space project that centered around fostering **critical engagement** and **discussions** among Syrian women residing in Syria and in neighboring countries.

The project focused on women who are survivors of **less 'visible' forms of violence**, such as gender-based violence, the gendered impacts of enforced displacement, and socioeconomic deprivation, and provided a platform for **developing the narrative** of such violations that disproportionately impact women and placing them within a **rights-based** and **feminist discourse**.

The reason for focusing on structural violence is that such violations and inequalities have often not been prioritized by victim group associations and advocacy initiatives, which tend to primarily focus on enforced disappearance and torture, or other violence that takes place within detention centers.

Together with the **22 participants**, we created **seven feminist consciousness-raising sessions**, that focused on various topics such as women's rights, gender and power relations, intersectional feminism, feminist political economy, gender transformative justice, feminist advocacy, and sexual and reproductive justice.

يوم المرأة العالمي وبكل يوم من حقير أن



We also worked to support participants' advocacy efforts for a more comprehensive and feminist understanding of justice in the Syrian context and facilitated meetings with the **International, Impartial and Independent Mechanism (IIIM)**.

Moreover, we provided financial support for **six grassroots initiatives** that focused on:

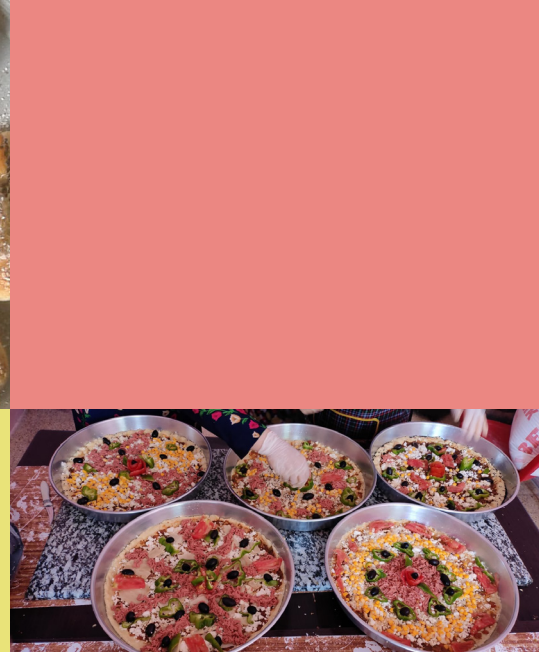
- **Sewing & Recycling**
- **Combating illiteracy among women**
- **Awareness sessions on gender-based violence and group psychological support sessions**
- **Running a feminist film club**
- **Teaching Turkish to Syrian women detainees**
- **The women of Daraa, changing gender roles and violations faced, and the difficulty in obtaining healthcare**



**Together for
Justice and
Equality**



Movement Building



Women Now remains committed to strengthening its support for **women-led** and **feminist organizations and initiatives**, particularly ones with less access, and typically those operating inside Syria and in hard-to-reach areas in neighboring countries.

As such, we work to **channel resources** and provide **technical capacity-bridging** to such organizations. We don't consider this type of work to be programmatic or periodical but rather ad hoc and takes place based on the needs of different initiatives and the capacities of the staff at hand. Currently, we are supporting **five organizations inside** Syria, and exploring how to expand our efforts in a more systematized way, but without losing their **feminist and emergent** nature.



We also had the opportunity to work with **three victim associations** (two of which are women-led) as well as a Syrian rights-based organization and evaluated the organizations/projects' levels of **gender sensitivity** in the first phase of our partnership. Based on observations, we tailored **6 collaborative feminist consciousness-raising sessions** on topics pertaining to women's rights, gender and power relations, the gendered impact of human rights violations, transformative justice, and intersectional feminism. In the second stage, we carried out a **series of mentorship** sessions with the groups intended to help them develop the gender sensitivity of certain aspects of their policies/projects.





Women Now has also worked with the **Female Survivors' Union inside Syria**, and responding to their priorities, we primarily provided them with **psychosocial support**. We also supported technical capacity-bridging and assisted in the development of their Monitoring and Evaluations tools as well as their financial documentation skills.

Community Mobilizing...

"When we were speaking to our community, we were able to convey the pain we felt in our life. Some people do this because it's their job, but we do it because it is our life."

Lujain, Community Organizer, Let Us Keep Our Childhood Campaign



Over the last three years, Women Now, in partnership with Ahel Foundation for Community Organizing, has been supporting the **Let Us Keep Our Childhood campaign** in the **Central Beqaa Valley**, Lebanon. The campaign is a **grassroots** one, fully led by constituencies that are **affected by child marriage**. It is predominantly led by women, as well as adolescent girls, men, and adolescent boys from the **Syrian, Lebanese, and Palestinian** communities living in the Beqaa Valley.

The campaign utilizes methodologies of **community organizing** and **participatory leadership**, which intersect with our **transformative feminist approach** and push toward **local community change**.

The year 2021 encompassed the campaign's **second phase**, where consultations were carried out with more than **500 families** and **key people** from the local community. The consultations revolved around child marriage, the campaign's intervention, and the keys to community transformation.





Based on the results of these consultations, the campaign built a strategic plan for its third phase, during which it mobilized about **90 male advocates** to support the cause. These advocates were able to stop **60 child engagements, postpone 50 child engagements** until the children reach the age of 18, and persuade 110 families to not prepare their children for early engagements.



This campaign is practical proof of the effectiveness of community-led mobilization and women's important roles in leading change which will hopefully motivate both local and international organizations to strengthen support for women's transformative leadership.

Women Now is currently working to find ways to **transfer** the **methods** of **community mobilizing** across other programs and projects.



Feminist Knowledge Production

"If I want to speak in an abstract way: Identity is your affiliation with the place that holds your memories, childhood, school, and the beautiful life you had lived at home, where you were born. Now what identity means to me is the human being; your identity is your humanity regardless of your nationality. I am an ambassador of peace; I have an abundance of peace inside."

Amani, a 25-year-old research participant from Al Zabadani, Syria

Feminist Research Unit

Women Now's Feminist Research Unit (FRU) is primarily concerned with the production of participatory research that bridges the gap between feminist theory and Syrian women's local needs, demands, and aspirations. The unit relies heavily on **intersectionality**, **stand-point theory**, and **de-colonial** concepts in its analysis, and utilizes oral history, discourse analysis, participant observation, feminist ethnography, as well as interdisciplinary and integrative research approaches. While currently limited to research projects, we do have a keen interest in expanding to other products such as graphic novels, films, audios, ect.

In 2021, Women Now produced **a position paper** on the **Perspectives of Forced Displaced Syrian Women on their Conditions, Rights, and Demands**. This paper served as a pilot project and a base for further research being conducted under the broader category of **spatial justice**.

In collaboration with the University of Vienna, the FRU worked on a joint paper called A Holistic Approach to Survival: Transforming Research Strategies in Contexts of War and Conflict Zones. The paper will be published on academic and non-academic platforms during the summer of 2022.

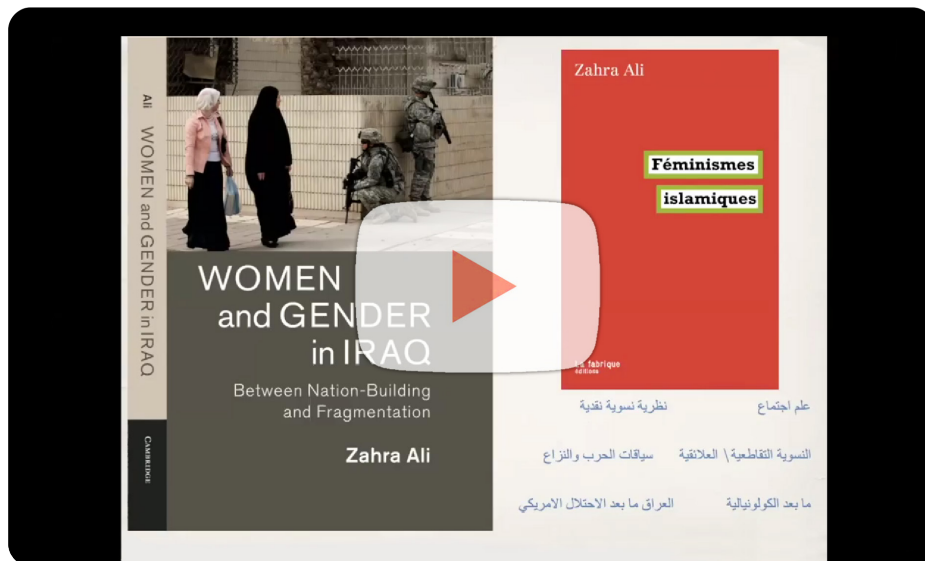


In collaboration with Plan International, we carried out a research **project in** Northwest Syria that examines the **“invisible” toll** that years of war, exacerbated by **gender inequality**, have taken on **girls and young women**. This research was **published** in November 2021. However, the issues examined in this project had been brought to our attention earlier by our local communities in the Northwest, and given the brevity of the current publication, we decided to delve deeper into this topic, and develop knowledge productions that will be of more benefit for our programs and stakeholders. The in-depth research is also planned for publication on our **website** in the summer of 2022.

Other Knowledge Productions

During 2021, we worked on a study that surveyed conflict-related sexual violence (CRSV) survivors' perceptions and expectations with regard to reparations. The study analyzed what is already known and documented in this respect but also the findings of a **comprehensive review** of what reparation means for CRSV survivors based on **in-depth interviews**. Key questions explored in the review of survivors' perceptions include how survivors see the **difference between assistance and reparations**, what **importance they attach to reparations**, what **forms of individual and collective reparations** they expect, **whom should be awarding** the reparations, and according to what **modalities**, and how to best ensure **participation from diverse groups of survivors**. The research is expected to be published in the summer of 2022.

Syrian Women's Readings of the Present, Future, and Associated Concepts



<https://www.facebook.com/WomenNowforDev/videos/827795541283883>

The visual product of the academic research "Syrian Women's Readings of the Present, Future, and Associated Concepts". Which was filmed by the female researchers themselves. The experience of the collective research accomplished by Women Now enriched the feminist approach of the research and reflected the different contexts of the female researchers telling their stories. Each researcher is an expert in her context.

Link for the full research: [here](#)

<https://women-now.org/syrian-womens-readings-of-the-present-future-and-associated-concepts/>

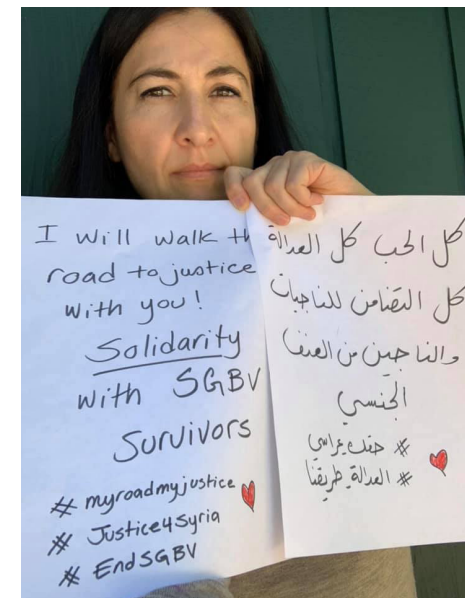
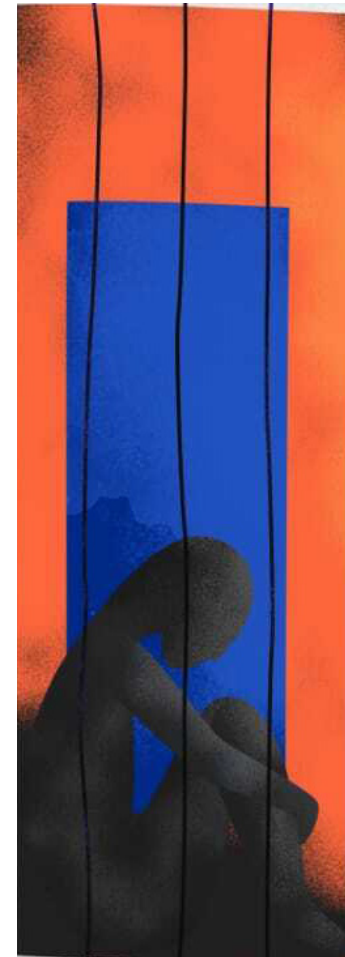
International Advocacy

Campaigns

Women Now helped lead an advocacy campaign under the title of the **Syrian Road to Justice**, which encompassed a coalition of Syrian feminist organizations. The campaign worked to support **seven survivors** who filed the **first-ever criminal complaint** to the German Federal Public Prosecutor concerning sexual and gender-based crimes (SGBC) committed in Syrian government-run detention centers. It did so by helping to **shift the narrative** and public's **understanding of SGBC** committed in Syria, their **root causes**, and the **barriers to justice** facing survivors.

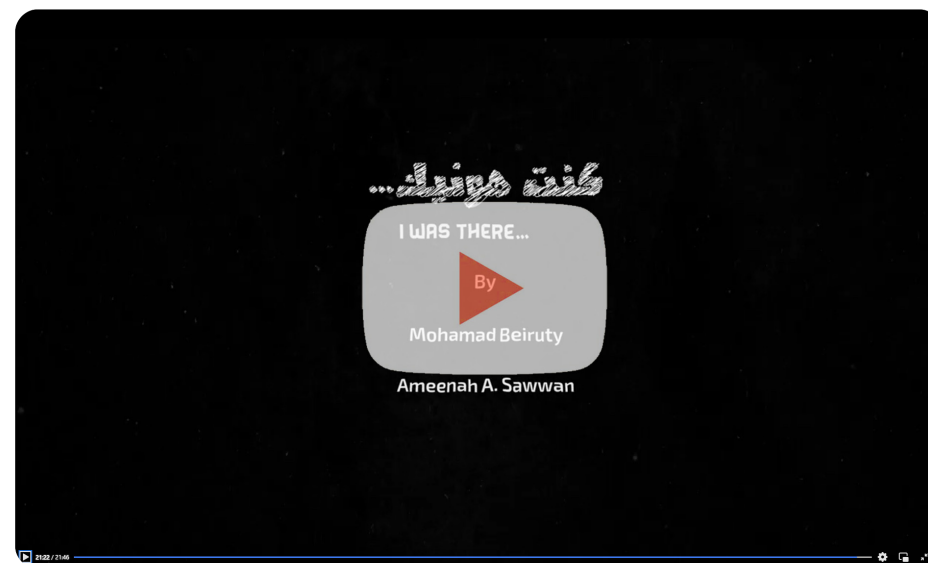
As part of its advocacy activities, the Syrian Road to Justice campaign organized two series of social media posts, the **first** which consisted of sharing the **testimonies of survivors** from Surviving Freedom (a research report published in 2021 by Women Now in partnership with the 3ayni 3aynak platform) within a designed post, as well as an analysis that placed the testimony within the context of **structural gender-based violence**.

The **second series** began on **International Women's Day** and carried on till the **anniversaries of the Syrian uprising**, portraying **well-known Syrian female activists** who were either detained or are the relatives of persons detained. The purpose of the series was not to highlight individuality but rather to link their suffering to **patterns of gender-based violence**, and to draw **intersections with other forms of violations**.



WN also produced a **short film** titled **I Was There** as part of the Syrian Road to Justice, which consists of the stories of two women who have testified as part of the court proceedings taking place in Germany, and captured their reasons for seeking justice as well as their broader life interests/ambitions. The video was circulated on the campaign's social media channels, as well as the individual channels of the three other feminist organizations.

With the help of feminist advocacy and campaigning strategies, the Koblenz Higher Regional Court updated the charges against Anwar Raslan (former head of Syrian detention branch 251), and the incidents of sexual violence were categorized as **crimes against humanity**, part of a deliberate and systematic attack carried out against Syrian civilians, rather than as individual cases under German law.



Watch the short documentary "I was There"

<https://www.facebook.com/WomenNowforDev/videos/383589673163033>

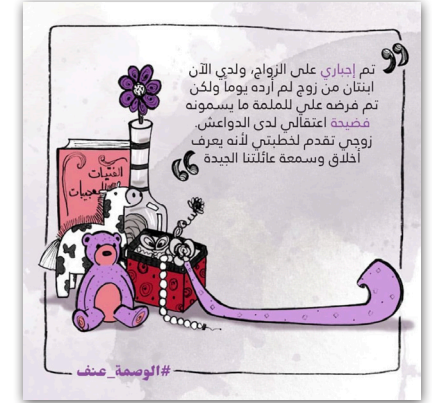
In an effort to combat the social discrimination (stigma) pertaining to female survivors of detention, Women Now led the **Knowledge to End Stigma** Campaign, in collaboration with the 3ayn-i3aynak Platform. The campaign produced a total of **four videos** that portrayed several experts and advocates deconstructing the notion of stigma and elaborating on the different ways it affects women in particular.

<https://fb.watch/fWBVxtbiUE/>

From our Surviving Freedom report, we selected **12 testimonies** that illustrated stigma as a form of gender-based violence and shared them on our social media channels. The Syrian artist Dima Nashawi painted illustrations that portrayed the messages of the campaign. In addition, we also broadcasted **four podcast episodes** of women detention survivors inside Syria as well as the journalist host in Syria.

Moreover, the campaign had a call to action during the month of March which had people share signs on social media condemning stigma as violence and portraying relevant hashtags.





For the **16 Days of Activism** against Gender-Based Violence, we reached out to and engaged women and men through our Arabic language social media channels to help spread awareness about violence, its impacts, and the different ways it manifests itself. The types of violence we chose to talk about are derived from a report launched by the Feminist Research unit at Women Now titled **Syrian Women's Readings of the Present, Future, and Associated Concepts**. Syrian women that were interviewed for this study spoke about different **types of violence** in the context of war, displacement, and other matters. This includes the violence of nostalgia, the violence of holding refugee status, the violence of displacement and forced migration, spatial violence, the violence of post-revolution and mid-war relationships, the violence of social and domestic violence against women, and the violence of warfare: militarization, siege, and bombardment.

We managed to reach more than **155,000 people** on our social media, and the terminologies used by women to describe their experience of violence captured the interest of several media outlets.

But 16 days is not enough and violence is an everyday reality for most women. For this reason, the campaign used the hashtag **#16daysisnotenough** to encourage people to continue raising awareness.



16Days
Of activism

النساء الآن
WOMEN NOW
FOR DEVELOPMENT

حملة 16 يوم لمناهضة العنف القائم على النوع الاجتماعي

عنّف

شو هي أنواع العنف
يلي بتواجهها النساء السوريات ؟

16Days
Of activism

النساء الآن
WOMEN NOW
FOR DEVELOPMENT

حملة 16 يوم لمناهضة العنف القائم على النوع الاجتماعي



نشارك في هذه الحملة سنوياً لتتحدث بشكل خاص
عن أوضاع النساء السوريات
وما يمر بهن خلال عشر سنوات من الحرب والتهجير والاعتقال.

16Days
Of activism

النساء الآن
WOMEN NOW
FOR DEVELOPMENT

حملة 16 يوم لمناهضة العنف القائم على النوع الاجتماعي

شو هو عنف الحنين ؟

16Days
Of activism

النساء الآن
WOMEN NOW
FOR DEVELOPMENT

حملة 16 يوم لمناهضة العنف القائم على النوع الاجتماعي



فشلت الأمم المتحدة ومعظم الدول الملتزمة
باحترام هذه المعاهدة ومنع حدوث الكثير من الجرائم ضد الإنسانية في هذا العالم. بمن فيهم سوريا
وما يتعرض له السوريون والسوريات من مختلف أنواع الانتهاكات لحقوقهم الأساسية.

16Days
Of activism

النساء الآن
WOMEN NOW
FOR DEVELOPMENT

حملة 16 يوم لمناهضة العنف القائم على النوع الاجتماعي

شو هو عنف الهوية؟

16Days
Of activism

النساء الآن
WOMEN NOW
FOR DEVELOPMENT

حملة 16 يوم لمناهضة العنف القائم على النوع الاجتماعي



تتمثل هذه الوثيقة بـ 30 مادة،
تحدد مجموعة واسعة من الحقوق والحريات الأساسية
التي يحق لكل إنسان التمتع بها من دون أي تمييز.

Participation in Events

During the **sixty-fifth session of the Commission on the Status of Women (CSW65)**, we advocated for demands based on the findings of our sexual violence research in a panel event titled, "Justice for Sexual Violence in Conflicts: Challenges and Prospects". The event was organized by the Global Fund for Women.

In March, WN took part in an online event with UK MPs, which CAFOD organized, for the purpose of raising awareness on the need to prioritize the protection of Syrian refugees and counter any moves to return them forcibly. WN urged strengthened support for local Syrian civil society groups, particularly women-led organizations, working to save lives and uphold human rights in the midst of this crisis.

Women Now also participated in a side event organized by the Global Public Policy Institute at the Brussels Conference concerning the use of chemical attacks in Syria. The event is titled **Women and Accountability in Syria: Closing the Gender Information and Participation Gap**. During this event, we focused on personal experiences as witnesses to chemical attacks in Eastern Ghouta, women's perceptions concerning justice and accountability, and the challenges faced.



On International Human Rights Day, we participated in a webinar organized by The Asfari Institute for Civil Society and Citizenship, in collaboration with The Issam Fares Institute for Public Policy and International Affairs, titled **The Disproportionate Impact of the Syrian Crisis: A Feminist Approach to Transformative Reparations.**

As part of the 16 Days Campaign, Women Now participated in a webinar organized by the London School of Hygiene & Tropical Medicine, on gender-based violence in conflict-affected settings.

<https://fb.watch/fWCP8mg4-w/>



Women Now's Communications department **1 million people** more than 1 million people across all its digital channels **in 2021**

Videos 12	Facebook 644,308	Webinars 8	Blogs 16	website Women Now.com 26,460
Twitter 238,100	Instagram 133,720	Radio. podcast 3	Articles 3	TV. podcast 2

Policies and Practices

Human Resources:

In 2021, the HR department worked on developing all its policies on various levels. The developments were related to bettering the way we assess our team members' **performance** as well as improving **complaint mechanisms** that concern our employees. We've also created a more thorough **orientation program** for incoming employees as well as formalized a **salary scale** for each of the organization's departments.

We also made amendments to our employment mechanisms, incorporating a **technical test** to ensure a fair and reliable way of selecting suitable candidates. Women Now also added a **final assessment report** after choosing a candidate for employment that indicates reasons for the selection of a particular candidate and other important information.

Moreover, Women Now spent a considerable amount of time creating an organization-wide **governance model** that is more **de-centralized**, and that was chosen based on a **comprehensive assessment** carried out with the **different regional offices**. The governance model will be tested during a transitional period before deciding whether to make it permanent.

Protection :

In this year, Women Now updated its draft **Protection against Sexual Exploitation and Abuse Policy (PSEA)**, as well as mainstreamed it across the different departments, ensuring that training was carried out on the different components of the policy.

Although we have grown and professionalized considerably over the past 10 years, many of our staff members have maintained the very activist spirit that breathed life into the organization in its earliest days. While this is a wonderful quality and a source of pride, it needs to be balanced with measures that ensure **staff wellbeing** and **sustainability**, and help **mitigate burnout**. As such, in 2021, we prioritized the development of our staff wellbeing plan and developed a **Staff Care Policy** from scratch, which incorporates the provision of individual and group psychosocial to Women Now employees. The policy also guides other departments on how to integrate staff care and wellbeing into their general work, programs, and projects.



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As well as all of our individual donors



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