



الجمعية السورية للدراسات والاستشارات  
SURIYE ÇALIŞMALAR VE DANIŞMANLIK DERNEĞİ

# NGOs

## Needs Assessment

### Report

Maaret Tamsrin

Kelly

January 2022

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Syrian Association

For

Studies and Consultations



## SÇDD



*SÇDD is an independent non-governmental organization that seeks to raise awareness and provide advice and promote the rule of law to achieve a free and democratic society with justice and equality. It was founded by Syrian experts, academics, and activists in early 2013 and registered legally in Turkey. Their vision is to have a free and fair democratic society in which all segments of Syrian society enjoy equal rights and duties.*

*The message is to spread the concepts of justice, democracy, and human rights, promote the principle of the dominion of law, mobilize the energies of society on understanding their rights and duties, and apply the values of social justice and tolerance.*

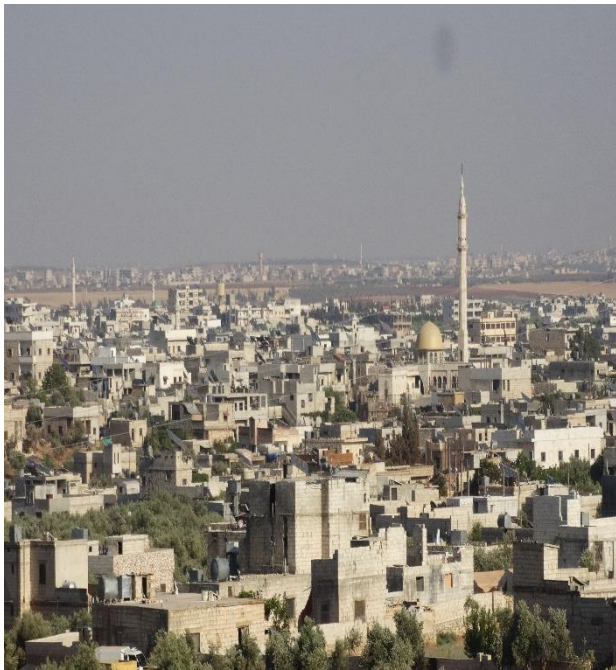


*The objectives are:*

- 1. Raising legal awareness to promote the dominion of law and respect for human rights in society.*
- 2. Awareness of human rights, transitional justice mechanisms, peacebuilding, non-violence, and participation in peaceful conflict resolution.*
- 3. Promote community cohesion to create a state of harmony and stability among the various components of society to alleviate tensions arising from different interests.*

*SÇDD have done many projects in Syria such as the following:*

- Projects were implemented to reach justice.*
- Projects were implemented to build the capacities.*
- Projects in Research and Advocacy.*
- Projects in transitional justice.*



The needs and interests of local civil society gatherings and volunteer teams in the Maaret Tamsrin area were monitored to develop plans and adapt strategies accordingly.

The focus was on internal needs by understanding organizational structures and internal policies, understanding the challenges faced by these groups, and understanding the frameworks through which they operate and the specialized topics that Civil societies need to be addressed in a way that ensures the sustainability of their activities, meets societal needs, and better enhances their role in society.

This assessment was conducted through an assessment tool in the form of a questionnaire for the targeted civilian communities. When designing the questionnaire, we took into account the needs of the existing civil communities to build their capacities and what are the challenges faced by the local civil society during its implementation of activities and after the questionnaire was designed by the association to reflect a clear and comprehensive picture of the reality Local civil society organizations and organizational foundations and an assessment of the needs of those training and advisory gatherings.

The required sample was selected in the area covered by the study, relying on the local partner, the Syrian Center for Studies and Human Rights, according to work standards in areas similar to the association's work for civil groups active in protection and humanitarian response programs. The sample was selected from **Maaret Tamsrin** and **Kelly** area in the northern countryside of Idlib, which are not under the control of the Syrian government regime, and the control of HTS (Hay'at Tahrir al-Sham) for those areas is weak. These areas were chosen because they are the work sites of the association and exist for previous projects

and a current project that is being implemented now with funding from the Support of Stabilization and civil society Program (USZS) at GIZ.

After that, the association's field team, consisting of **7** employee, conducted 14 interviews according to the questionnaire, through field visits to the places of civil gatherings, noting that the team had cumulative experience in conducting the needs assessment questionnaire for years, and they were trained on the developed form by the monitor and evaluation officer, and it contributed Distinguished relations with local civil gatherings by facilitating the team's work.

After completing the interviews, the team entered the results of the questionnaire into a specialized database (**Kobo Toolbox**), and the data was analyzed by the Monitor and evaluation officer and writing the report.

As it was found that there is no unified and clear system for the work of **CSOs**, and that most civil society officials lack the experience and skills required in managing and building the structure of **CSOs** and establishing clear codes of behavior and internal regulatory systems, and most civil society groups need to define and unify their vision and mission, they also need to improve its organizational structures and operational mechanisms.

It turned out through the questionnaire that some of the targeted groups have either an internal system, a code of conduct, a strategic plan, or M & E policies, financial policies, and a human resources policy.

Where some groups claimed they have a code of conduct or internal system and policies, but this statement does not seem to correspond to reality accurately and we see it as an exaggeration. because the preparation and formulation of policies requires specialized advisory expertise, while this specialized expertise did not exist.

And through reviewing the legal part of the documents that the CSOs shared it with us, it shows a significant weakness in the ability to formulate blogs and policies professionally and literally. Majority of the answers made it clear that the rules of procedure and policies are set by members of the board of directors and are developed every period (one or three years) by the B.O.D. However, there were answers shows clearly that the system is being developed by the civil associations administration, which indicates that there are no fixed standards for local CSOs and civil teams in how to set these internal systems, policies, and regulations.

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*Associations in **Maaret Tamsrin** arose in response to humanitarian, developmental and societal motives and respond according to their capabilities to projects and community needs.*

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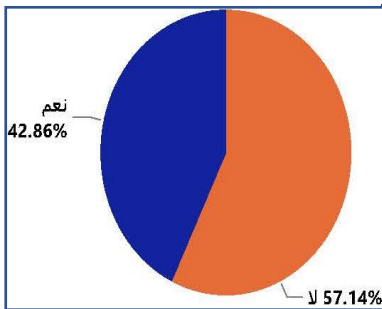
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*Local associations were established by people with similar ideas and visions through several preparatory meetings, and internal regulations are prepared and then approved by members of the B.O.D who were not elected.*

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14 local CSOs were selected in **Maaret Tamsrin**, 6 of them were in **Kelly**, The selected organizations are working in the fields of education, awareness, capacity building, community organization and humanitarian fields. It is also worth noting that the percentage of females working in these organizations has reached to **63%**. (Only 14 local CSOs were selected, knowing that they are not the only ones who working in this region, but their work fields intersect with the work of our association)

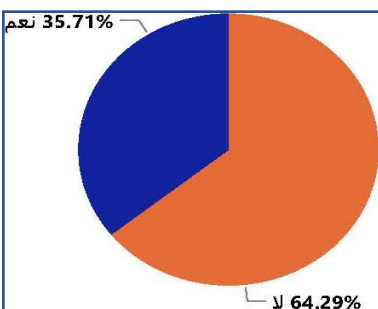
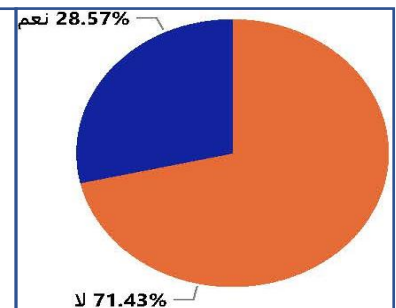


### Rules Of Procedures

57.14 % of the answers were **NO**, they don't have an internal system.

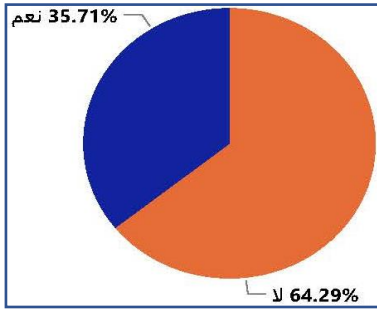
### Strategic Action Plan

71.43 % of the CSOs have not any strategic action plan.



### Financial Policy

This figure shows that just 35.71 % of the CSOs have a financial policy.

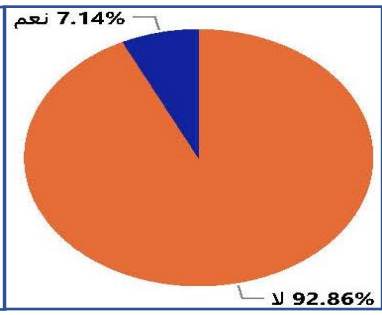


## Human Resources Policy

Only 35.71 % of the CSOs have a HR Policy.

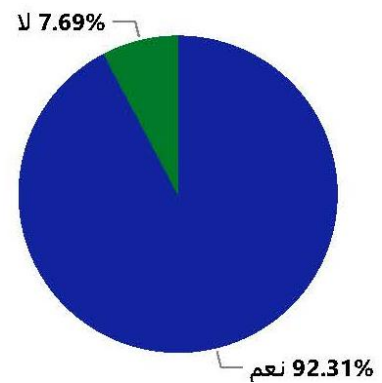
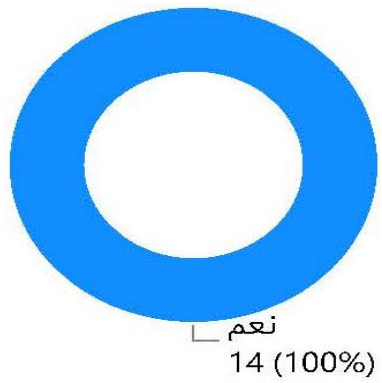
## M & E Policy

More than 92 % of the CSOs don't have a M & E policy.



By analysing the results of the questionnaire, it was found that **92%** of the associations expressed their willingness to receive training and consultations aimed at formulating and developing the internal system and their policies.

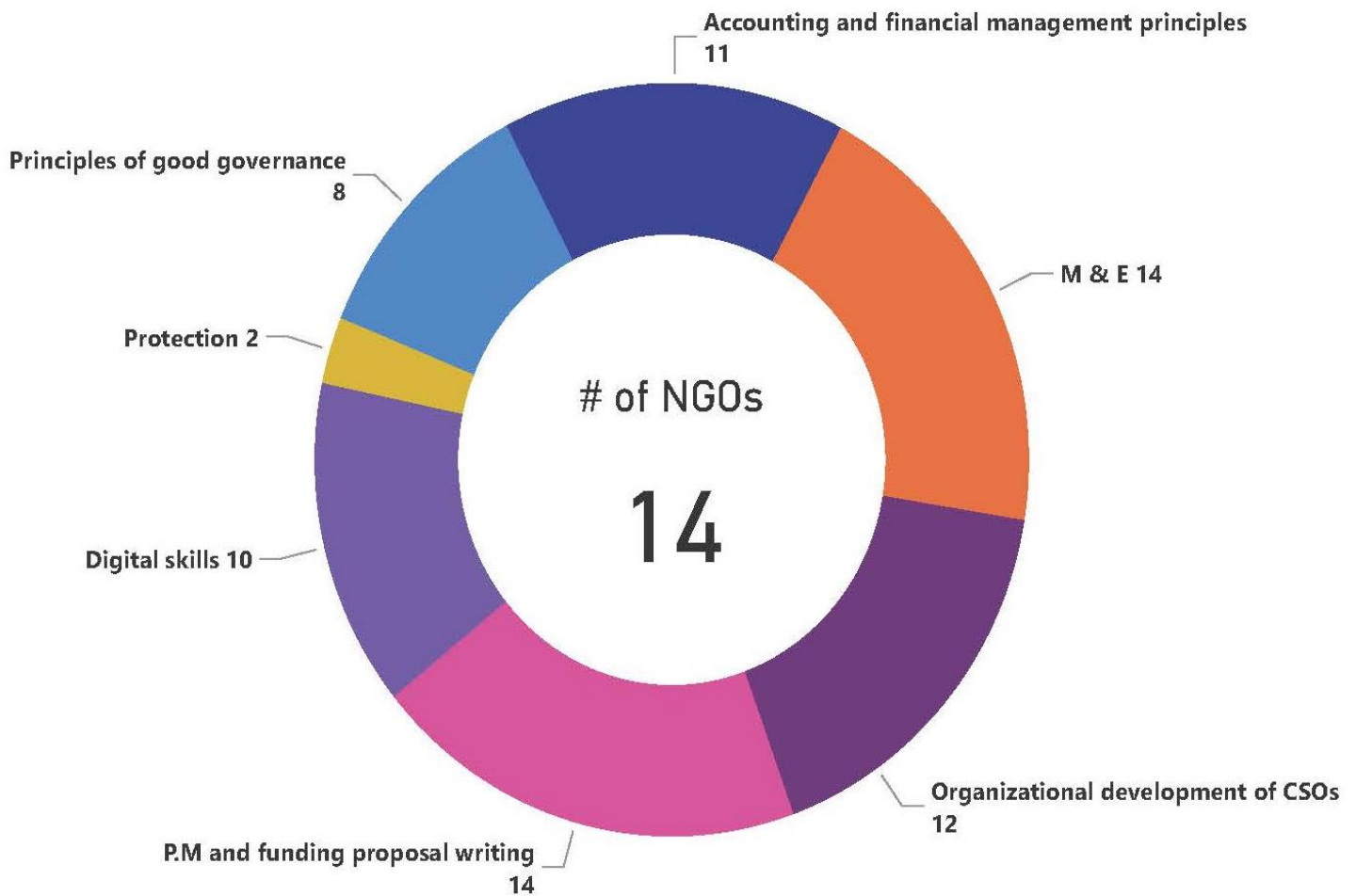
**And everyone endorsed to receive training, if available.**





After examining the needs of the targeted civilian communities in the sample, the training and advisory needs of interest to the communities in building their capacities and developing their expertise in several areas were sorted out according to the following:

## NGOs Concers







The main challenges and difficulties facing civilian communities in the Maaret Tamsrin region:

Access to legal licenses by associations, the opening of bank accounts, difficulties in relation to transfers and access to financial grants in Syria; lack of expertise and competence; scarcity of funding and difficulty in obtaining it; lack of security; prevalence of administrative problems owing to the absence of controls and regulations governing the operation of local CSOs; and numerous problems.

## RECOMMENDATIONS



### To donor organizations

- Encouraging donors to continue responding to local needs and to intensify humanitarian assistance.
- increasing direct funding for organizations inside Syria.
- Supporting development projects those aimed at developing local communities.
- Improving the legal environment to facilitate the work of local organizations inside Syria.

### To Local organizations

- Take advantage from capacity building programs those are implemented by international organizations to build the capacity of their cadres
- Diversify sources of funding and constantly search for new funding sources.
- Implementation projects those enhance their role as local organizations in their local communities.
- Work on projects that enhance the capacity of women in local communities.
- Form alliances to advocate for their causes.



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